

## Working Title

### **Avoiding transfer accidents and attrition among caregivers in today's health care sector by implementing assisted living technologies and safe transferring techniques<sup>1</sup>**

Aarhus Municipality, Center for Assisted Living Technology, is searching for partners for an Erasmus+ project.

#### **Programme**

Erasmus+ Strategic Partnership supporting exchange of good practice.

Horizontal priorities:

- Innovative practices in a digital era;
- Supporting educators and support staff

Field-specific priority: Adult education:

- Improving and extending the supply of high quality learning opportunities for adults
- Extending and developing the competences of educators.

#### **Deadline for expression of interest**

24.2.2020

#### **Deadline for project application**

24.3.2020

#### **Expected project duration**

2-3 years

Expected start between August and December 2020.

#### **Description of the European project idea**

Caregivers risk work related accidents and attrition when handling and moving patients and for Aarhus Municipality it has been a key strategic theme to lower the risk for caregivers as well as to increase the quality of the working environment. To lower the risks, we have developed an initiative called 'the Ergonomic concept' with three guiding principles:

1. to reduce the number of work injuries (displacement),
2. to re-implement "from 2 to 1" (focus of one caregiver transferring the citizen instead of two)

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<sup>1</sup> Transferring or handling and moving people meaning helping a citizen fx from his bed to his wheelchair.

3. to establish a common uniform ergonomics teaching across the areas of the Municipalities (before the teaching was distributed to the areas).

We have now during the past two years been implementing the concept in 51 nursing homes in Aarhus and introduced it to all home care teams. Based on this, we have also been developing educational courses for our caregivers. Ready to take the next step, we are looking for new partners to share our knowledge and to gain insight into evidence-based methodologies and technologies to improve our results. Our method has reduced the number of injuries when handling and moving patients/citizens, and we now have a systematic way of training all care staff within handling and moving citizens and using assisted living technologies.

The purpose of teaching transfer techniques is to prevent work accidents and attrition to the nursing staff by focusing on working techniques and the implementation of transfer aids and technology.

When we teach about transferring people and ergonomics in the Municipality of Aarhus, we focus on the students' body awareness which is important but also difficult to teach.

We are searching for technology and/or services to teach transferring techniques, body awareness and/or posture as well as knowledge about the effects it provides. Perhaps in the future we can teach work postures not only in terms of safety but also health-promoting postures?

We can contribute with our Ergonomics concept that we use in Aarhus, which includes transferring procedures, a new Educational Center, and teaching programs based on citizen cases.

We teach approx. 2500 caregivers per year.

Our goal with this new partnership is to make teaching in transfer techniques effective, qualified and to increase the transferability from classroom to the caregivers' everyday work.

### **Which partners and competences are we searching for**

We are looking for European partners that are willing to share good practices on how to lower the risk for caregivers when transferring patients and who are willing to test new teaching methods and technologies in real-life. We thus seek likeminded caregiving partners, municipalities with strong links to the users as well as partners that can develop digital technologies to be used in teaching situations. We are also looking for partners – Universities or others who can examine these new methodologies and technologies to help make them evidenced-based.

We expect to focus on developing practical training tailored to address situations where caregivers risk attrition and work-related accidents to prevent this to happen. A

Strategic Partnership could provide knowledge of state-of-the-art methodology and technology and create a learning package based on this.

We would like to know more about how technology is used elsewhere in Europe and “Best Practice” in teaching transfer techniques such as:

- E-learning
- Virtual Reality
- Geriatric suits
- Devices that can measure and provide feedback on the staff’s work posture
- Best Practice
- Or something completely different?

### Intellectual Outputs

We aim i) to develop a blended e-learning programme that provides supplementary training in transferring techniques using assisted living technologies. The e-learning will be combined with practical exercises. We will also ii) create a strategy of prevention and tactics to address the issue and minimize the number of work accidents. This will also create attractive workplaces regarding work environment issues as we believe that a healthy working environment makes workplaces more attractive for the caregivers and we need to focus on this because we are experiencing problems in recruiting new caregivers. Furthermore we are looking to iii) build a strong peer-to-peer program to ensure transferability from classroom to the caregivers everyday work.

- New evidence-based methodology
- New formalized cooperation
- Development of IT tools
- Peer-to-peer program

### Target groups

Primary target group: educators (in Aarhus our targetgroup is 32 occupational- and physiotherapists)

Secondary target group: caregivers

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Municipality of Aarhus

### Deadline for expression of interest - timeline



### **Background information on the Ergonomic Concept**

This started as a project in 2015 with 3 main goals:

4. to reduce the number of work injuries (displacement),
5. to re-implement “from 2 to 1” (focus of one caregiver transferring the citizen instead of two, making this possible using assisted living technologies)
6. to establish a common uniform ergonomics teaching across the areas of the Municipalities (before the teaching was distributed to the areas).

The decision on the project comes partly from a city council decision and partly from a management team in Department of Health and Care.

The vision is to introduce an improved and healthy transfer culture, implementation of assisted living technology and common goals and direction. This should lead to less accidents, less days of illness and more transfers conducted by a single person.

The project listed 12 areas to work with to reach the three goals, these 12 areas are what we call the Ergonomic Concept:

1. The Assisted Living Technology Educational Center
2. Mandatory transferring techniques courses for new employees and students.
3. Mandatory brush up transferring techniques courses every other year for employees.
4. Electronic registration for the courses
5. Joint group of teachers
6. Implementing Assisted Living Technologies
7. Resource persons regarding transferring techniques in each team
8. Mandatory workshop for all occupational- and physiotherapists, student counsellors and resource persons once a year.
9. Working environment courses targeted leaders
10. Workshop for the teacher of transferring techniques once a year
11. Kick off teaching in solo transfer techniques
12. Responsibility for the Ergonomic Concept lies within the department of Human Relations.

### **To learn more**

<https://velfaerdsteknologi.aarhus.dk/om/cft-center-for-frihedsteknologi/enheder-under-center-for-frihedsteknologi/undervisningscenter-for-velfaerdsteknologi/> (in Danish)