**Definition:**
The “Minimal-Lift” program promotes employee safety in the work place. Mechanical lifting devices and repositioning aides for resident transfers are encouraged when the resident transfer needs are identified as a high risk transfer.

**Objectives:**

- Improved quality of life for the residents by reducing resident incidence of skin tears and falls. It will improve the resident’s physical comfort and feeling of safety during transfers.
- Improved employee safety—the employee will be at less risk of musculoskeletal injury through proper utilization of the “minimal-lift” program.

**Resident Handling Devices:**

- Transfer belts
- Mechanical lifts
- Resident assist and full-body lift
- Raised toilet seats as needed
- Wheelchairs and commodes that have functional brakes and footrests as needed
- Beds that are adjustable for the appropriate residents
- Pillows for positioning
- Transfer sheets
- Trapeze if needed

**Designation of Proper Resident Handling Device for Resident:**
The proper handling device needed and the number of individuals needed for a transfer shall be individualized for each resident and determined by the nursing team.

- Transfer belt—is used for all residents that needs assist of a transfer or with walking.
- Resident assist mechanical lift – is used for residents who are able to bear 25-30 lbs. (or moderate assist of 1).
- Full-body lift – is used for any resident unable to bear weight.

All Pro lifts must have 2 workers assisting with transfers.

All new employees should have 2 workers to assist with both the Pro and Pal – they will be evaluated at 60 days of employment.

Casual employees should always use a second person to help with the lifts since they have fewer work hours experience at Three Links.
**Documentation:**

- Resident Care Plan: will reflect the proper type of handling device to be used per individual resident and updated as changes occur.

- Resident Care Sheets: will reflect the proper handling device and whether it is a 1- or 2-person lift to be used for each resident. This is to be updated by the nurse as the nursing team notes changes in the resident’s level of need.

**Education:**

Staff Development will orient all new employees to a back safety program, and review annually.

Staff Development will review all new nursing employees of the “minimal-lift” policy. CNA Trainer will instruct new CNAs on handling and transferring devices and have them do a return demonstration.

Workers are trained in the use of the lifts utilized by Three Links Care Center will orient/educate new nursing staff on utilization of lifts, including:

- Transfer belts- proper use and how to assist walking a resident (stand on weaker side and remaining close to the resident)
- Appropriate lift techniques in a confined space (bathroom, tub room, etc.)
- The proper use of lift devices

**Cleaning and Maintenance of Equipment:**

Housekeeping cleans lifts on their assigned wings each day.

Maintenance conducts a regular preventative maintenance program for the lifts and makes repairs as needed.