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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 34 pages. OCLC Number: (OCOLC)229452427 Subject: Medical personnel -- United States. Excerpt: . . . Recommendations to Hospitals Regarding Retention of Mature Workers Working Conditions The discussion around working conditions focused primarily on the physical aspects of healthcare, such as lifting patients, moving equipment, repetitive tasks, and ergonomics. There was some mention of technology changes and retraining. Several organizations now have completed ROI studies on lift assist equipment or teams. They have consistently shown a positive return based on less absenteeism and lower workers compensation claims. The complaint heard was that they sometimes are not adequately placed or staffed so that staff end up lifting the patient anyway. Healthcare is seeing a rise in repetitive motion injuries and they occur throughout the healthcare setting. Many of these injuries can be prevented through sound ergonomics. Most solutions cost nothing or are inexpensive. However, once the injury occurs, the treatment is expensive or in some cases the worker cannot return to their former job. All workers, but especially mature workers, need to keep up with new technology affecting their profession. At a minimum, most workers now need computer skills. Diagnostic Questions: When new technology is introduced, do you have adequate training for employees Do you offer or provide technology training for older workers such as computer skills Do you have special lift assist equipment or lift teams at your hospital If so, are they adequately serviced and staffed Have you done an ergonomic analysis of your hospital Have you implemented any ergonomic features or systems, e. g. , new patient beds, flooring, lift assist equipment Does your insurer provide discounts or credits on workers comp coverage for ergonomic implementation Do you have different productivity standards requirements for older vs. younger...

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