

Nursing Home Factors that Define a Culture of Safety and Assess the Ranges of Attainment

A measure of preparedness for implementation of a Patient Handling and Movement (PHAM) Program

Aspect of Culture	Negative <i>(Traits showing lack of an effective Safety Culture)</i>	Range of Attainment	Positive <i>(Traits showing an effective safety culture)</i>
1. Values	<i>Focus on productivity</i>	1 – 2 – 3 – 4 - 5	<i>Focus on maintaining a safe patient care environment for staff and patients</i>
2. Available technology	<i>The facility has no or PHAM technology</i>	1 – 2 – 3 – 4 - 5	<i>PHAM technology is state-of-the-art and found throughout the facility and/or there is progress toward that goal</i>
3. Procurement of Equipment	<i>The purchasing department directs selection and purchase of PHAM equipment/materials.</i>	1 – 2 – 3 – 4 - 5	<i>Frontline workers are actively involved in selecting PHAM equipment.</i>
4. Social Interaction	<i>Top-down management</i>	1 – 2 – 3 – 4 - 5	<i>Employees are empowered and co-workers are guided by collective belief in the importance of safety, with shared understanding that every member will uphold the group's safety norms.</i>
5. Language <i>(terms/phrases used as descriptors)</i>	<i>Terms like fault, injury, or accident are used. Staff members call out for "Big Boy" beds, or use terms like Hefty Herman lifts.</i>	1 – 2 – 3 – 4 - 5	<i>Terms like "minimizing risk" and safety are used. Staff members take into consideration the feelings of patients in their vocabulary.</i>
6. Knowledge Transfer <i>(Learning, sharing of knowledge and information)</i>	<i>Staff members only follow procedures and policies.</i>	1 – 2 – 3 – 4 - 5	<i>Staff Members are allowed to use the knowledge they have gained from doing their work and their creativity to improve their workplace.</i>

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