



Hot Issues in Fitness for Work


Helen Galindo, Fitness for Work Program Manager
AAMHP conference 24 May 2016

helen.galindo@sa.gov.au

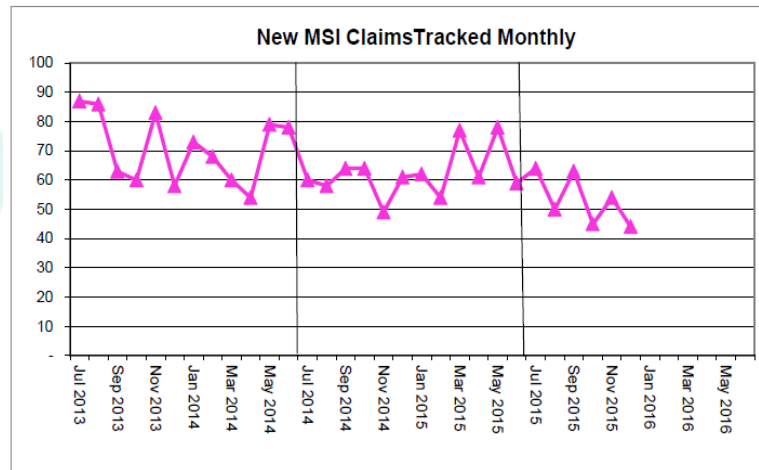
Fitness for Work Program

- > Supporting the health of the health workforce
- > Started with focus on musculoskeletal injury prevention and management
- > Has broadened under the Fitness for Work program -a more holistic view of health and wellbeing- includes psychological and biological health



SA Health

Are we making a difference?



SA Health

3

Where is the difference occurring?

- Coding of musculoskeletal injury data to determine contributing factors
- 2014/15 compared with 2013/14 shows:
 - Same number of injuries related to 'lack of worker capacity'
 - Decreased number of injuries related to 'lack of risk assessment' and 'technique error'

SA Health

4

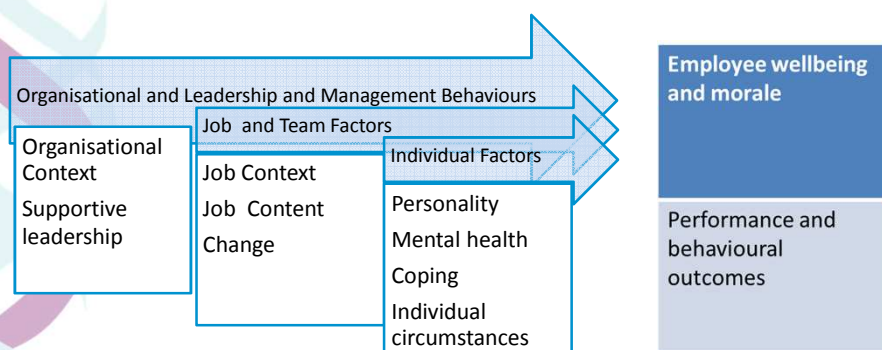
Hot Topics...

- > Defining Psychological Health
- > Job Analysis Management System
 - defining psychological demands
 - measuring demands
- > Long term changes to capacity
 - obesity
 - age
 - chronic disease
- > Short term changes to capacity
 - fatigue
 - illness

SA Health

Psychological Health Model

Prevent Harm, Promote Health & Recovery from Illness



Reference: Peter Cotton

SA Health

New Strategies

Primary	Secondary	Tertiary
<p>Training programs for:</p> <ul style="list-style-type: none"> > HR > Supportive leadership for managers <p>Psychological Health Policy Guideline</p> <p>Physical health</p>	<p>Staff resilience training</p> <p>Coping with shiftwork and fatigue research</p> <p>Mental health awareness</p>	<p>1800 Phone Triage</p> <p>RTW Consultants CoP</p> <p>Identification of yellow flags for health</p>





Job Analysis Management System



A tool

Safe placement of workers throughout their employment journey

SA Health

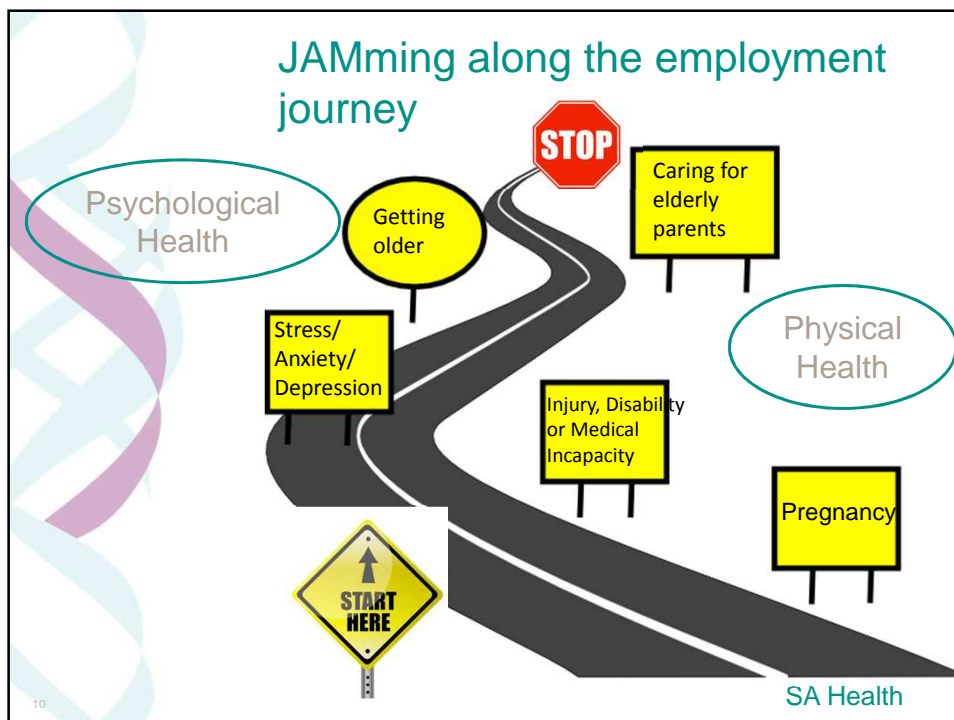
Pre- JAMS

- > Inconsistent information
- > Job Analyses not widely utilised
- > Duplication of information
- > Time, cost & resources
(~\$180, 000 spent on external JAs, FY13-14)
- > No transparency
- > Psychological components of work lacking

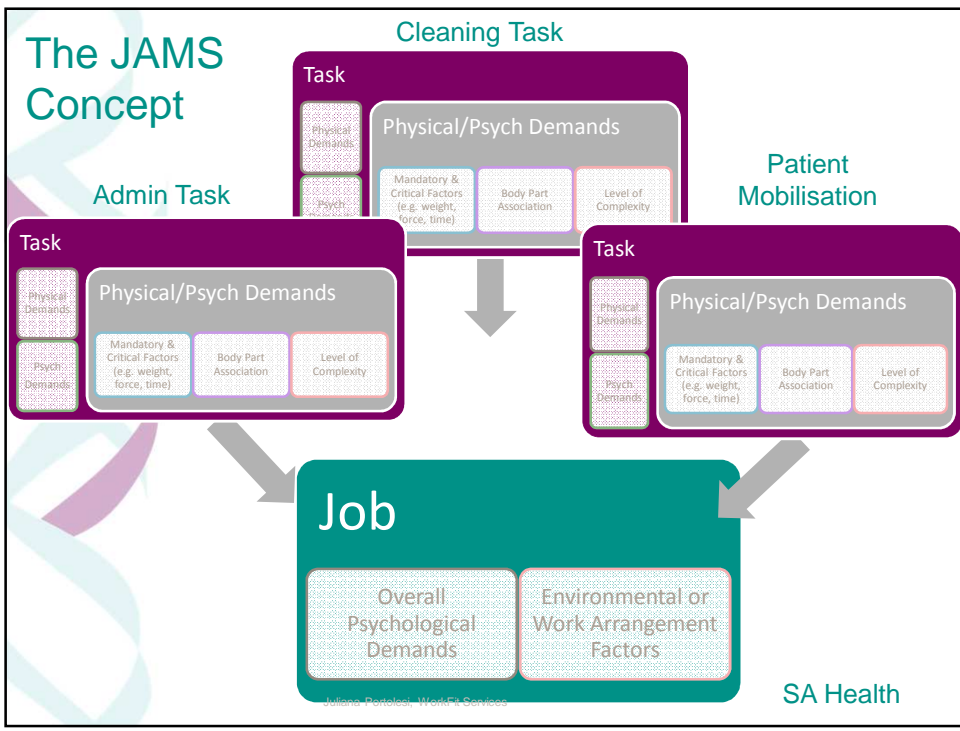
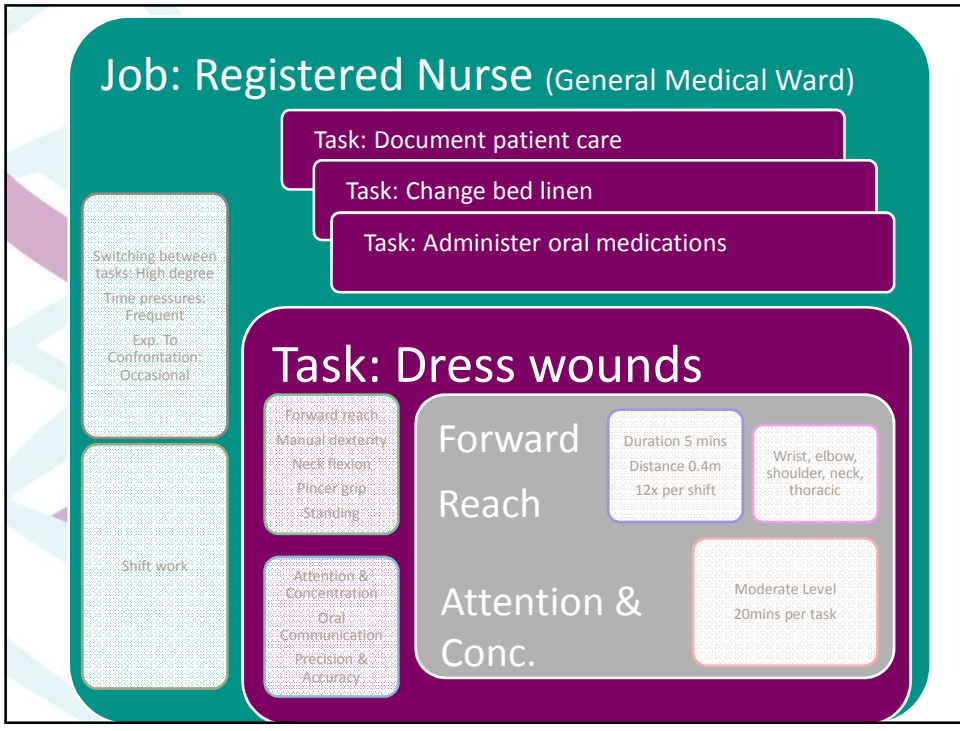
SA Health

9

JAMming along the employment journey



10



Demands & JAs: aka Smarties & Cupcakes



13

SA Health

Workforce Health, WorkFit Services		Job Analysis Demands Only		
Date generated: 05/Aug/2015				
Job Details:				
Title	Patient Services Assistant (PSS/Ward Ancillary)			
Group	Health Ancillary			
Site	generic			
Specialty				
Exact Location	Whiyalla Hospital			
Assumptions	Includes cleaning and patient care tasks			
Date Created	30/Apr/2015 - 15:33			
Date Modified	24/Jul/2015 - 18:17			
Environmental/Work Arrangement Factors		Comments		
Exposure To Chemicals (Cytotoxic)				
Exposure To Dust/Fumes/Odours				
Vibration/Jarring (Hand/Arm)				
Overall Psychological Job Factors		Comments		
Frequency or Level of Complexity [Value]				
Level Of Contact With Coworkers		Infrequent (>0%-2%)		
Level Of Job Control or Autonomy		Low		
Level Of Scrutiny And		Low		
Level of Supervision or Support		Low		
Safety Pressures		Occasional (2%-33%)		
Switching Between Tasks		Low		
Teamwork		Occasional (2%-33%)		
Time Pressures (Including		Occasional (2%-33%)		
Task Breakdown:				
Task Groups	No. of Tasks			
Cleaning Tasks	18			
Direct Patient Handling	5			
Patient Transfers	1			
Patient Mobilisation	1			
Indirect Patient Movement Tasks	1			
Food preparation, handling and dr	3			
Materials or Equipment Handling	15			
Patient ADL Tasks	1			
Clinical/Patient Procedures or Tre	2			
Stores Tasks	2			
Collections or Deliveries	1			
Task Group	Task Name	Demands (Physical)	Demands (Psychological)	Comm
Cleaning Tasks	Clean beds	Forward Reach Full Grip Standing Reach overhead Work Bent Over- Standing		
	Clean Carpets with Wet/Dry Carpet Cleaner	Full Grip Lunge - Forward/Backward Pulling Pushing Walking Work Bent Over- Standing	Attention & Concentration Mechanical Reasoning Oral Communication Spatial Reasoning	
	Push Dirty Linen Trolley	Full Grip Pushing Walking	Spatial Reasoning	
	Mop floor	Floor To Waist Lift Full Grip Standing Work Bent Over- Standing	Attention & Concentration	
	Dust floor with dry Mop	Forward Reach Full Grip Lunge - Sideways Pushing Walking	Attention & Concentration	
	Vacuum Floors	Full Grip Lunge - Forward/Backward Pulling Pushing Trunk Rotation- Standing Walking	Attention & Concentration	
	Clean Furniture or Patient Equipment	Forward Reach Lumbrical Grip Manual or Finger Dexterity Standing Work Bent Over- Standing	Attention & Concentration	

14



Overall psychological job factors

- > Level of job control or autonomy
- > Level of supervision
- > Level of sensitivity and empathy to needs of others
- > Level of scrutiny and accountability from others
- > Switching between tasks

SA Health



Task psychological demands

- > Oral communication
- > Reading literacy
- > Writing literacy
- > Active listening
- > Number skills
- > Problem solving
- > Judgement and critical thinking
- > Mechanical reasoning
- > Quick thinking
- > Attention and concentration
- > Degree of precision and accuracy
- > Spatial reasoning

SA Health

Case 1

- > Kim is a 55 year old PSA working in a general medical ward in a tertiary hospital. She's worked there for 20 years.
- > Kim has always been 'big' and has experienced gradual weight gain- so that now is in the morbidly obese range.
- > The ward manager contacts us and says they are concerned for Kim's health and safety.

What do you need to know?

SA Health

Obesity



Daily Mail
AUSTRALIA

Home | U.K. | U.S. | News | World News | Sport | TV&Showbiz | **Femail** | Health | Scienc
Latest Headlines | **Femail** | Fashion Finder | Kate Middleton | Kendall Jenner | Kylie Jenner | Food | Beaut

Why are so many nurses FAT? This nurse tipped the scales at over 17 stone before a patient shamed her into losing weight

- Nurse Carole Crocker used to weigh more than 17st before she lost 5st
- A patient told her she was fat and it hit her that she was morbidly obese
- She explains her thoughts on why more than half NHS staff are overweight

By CAROLE CROCKER FOR THE DAILY MAIL

PUBLISHED: 09:50 EST, 20 August 2015 | UPDATED: 19:48 EST, 20 August 2015

SA Health

can you be 'fat but fit' ?

- > YES-1998, the National Institutes of Health (NIH) published Clinical Guidelines on the Identification, Evaluation and Treatment of Overweight and Obesity in Adults.

being physically fit mattered more than body fat percentage

- > NO- 2015, Högström G, Nordström A, Nordström P. Aerobic fitness in late adolescence and the risk of early death: a prospective cohort study of 1.3 million Swedish men. International Journal of Epidemiology.

Compared to physically fit obese men, normal-weight men who were not physically fit had a lower risk of dying.

SA Health

Obesity and Fitness for Work

- > What is the impact on the worker capacity?
- > Look at the task demands
- > Can reasonable adjustment be made?
- > Work safety- does work make you fat?

SA Health



Case 2

- > Mary is a 67 year old ICCU nurse. She maintains working keeps you young and that she plans to 'drop in the saddle'.
- > A recent careplan audit picked up a number of errors of omission. The unit manager has discovered that these are all related to Mary's notes.
- > What do you need to know?

SA Health



Age

- > Age related changes-
 - Strength (muscle mass)
 - Sight
 - Hearing
 - cognition
- > High variability- important to evaluate capacity- stick to the demands
- > Development of chronic diseases- lifestyle related or other causes?

SA Health

Chronic disease

- > Non work related disability or medical incapacity
- > A case of equal opportunity or a negotiation between employee and employer to reach best outcomes and facilitate health benefits of work?

SA Health

Health risk factors

Australian Institute of Health and Wellbeing 2012

Table S1: Summary of changes over time in risk factors by broad age groups

	12–17	18–44	45–64	65+
Overweight	↑	↑	↑	↑
Physically inactive	↑	↑ [#]	~	↑ [#]
Insufficient vegetables	↑	↑	↑	↑ [#]
Smoking	↓	↓	↓	↓
Excessive alcohol	↓	↑	↑	↑ [#]

[#] Most of the age/sex results within this broad age group are increasing; see Table 7.1 for more details.

~ No change.

SA Health

Prevalence of disability

Australian Institute of Health and Welfare 2012. Risk factor trends: age patterns in key health risks- from 2009 ABS data

- > 4 million people in Australia (18.5%) reported having a disability
- > In South Australia 335,900 (19.8% of state population) reported having a disability
- > In South Australia of 796,00 in employment
 - 89,700 with a disability (11.3% of workforce)
 - 53,500 in the labour force with restrictions,
 - 36,200 without restrictions

SA Health

Prevalence of Disability

- > The main conditions associated with disability
 - back problems (15.6%)
 - arthritis (14.8%)
 - hearing loss (6%)
 - leg damage from injury/accident (3%)
 - depression (3%)
 - asthma (3%)
- > Long term chronic degenerative disease
- > Time limited illness and injury where there is expectation of recovery

SA Health



What can JAMS (Job Analysis Management System) do?

Josie's journey

Josie is an admin officer for SA Health.

Josie has started to experience pain in her hands and wrists when typing and her hands aren't as strong as they used to be.

Josie visits the doctor and is given a diagnosis of rheumatoid arthritis.

With assistance from WorkFit Services, Josie's manager uses JAMS to identify tasks involving her hands that may require modification and possible changes for Josie's workstation.

SA Health

Fatigue – a contributing factor to

- > Incidents
 - Inattention may be involved
 - **Fatigue**
 - > Rushing
 - > Complacency
 - > Frustration
 - 'autopilot' vs. focussing on the job at hand
- > Adverse health outcomes- e.g. pain sensitivity

SA Health

What is Fatigue

Fatigue is defined as :

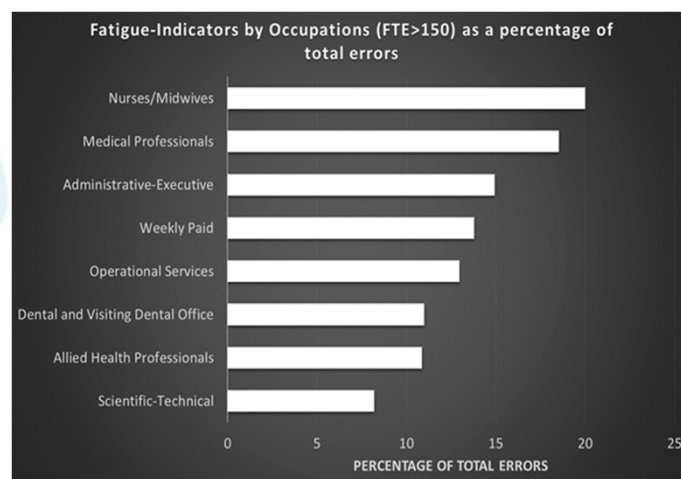
“decreased capability to perform mental or physical work, produced as a function of inadequate sleep, circadian disruption or time on task” (Brow 1994)

- > recognised as a WHS Psychosocial hazard due
 - > to its relationship with working time
 - > its influences on both physical and mental function.

29

SA Health

workgroups at risk of fatigue in SA Health?



Courtesy of Uni SA Assoc. Professor Jill Dorian

30

SA Health

Challenges with addressing fatigue

- > Providing a 24/7/service
- > Rostering complexity
- > Staff reluctance (12 hr shifts)
- > Structural barriers- e.g. enterprise agreements and awards

31

SA Health

Fitness for Work

Biological health

- pre-employment health assessment, safety throughout working life
- immunisation status
- BBFE
- health surveillance

system development

- JAMS
- ensuring safe placement
- non work related disability and medical incapacity

Psychological health



- 5
- Pilot Programmes
- programs for HR, Rehab, Managers
 - early intervention triage
 - resilience
 - fatigue
 - links with physical health



- supporting the health and wellbeing of the Health Workforce
- ensuring workers are safely placed- fit to perform the duties of their role

Physical Health



- 6
- Individual actions
- dynamic risk assessment
 - safety behaviours
 - healthy behaviours

- manual tasks training system
- early intervention for MSI

32

