

Manual Handling Training – High Level Risk Assessment - Rationale

Situation

- Manual handling and people handling training is a statutory training requirement. The HSA has confirmed there are no exemptions with respect to this training.¹
- Theory training is available on line.
- Practical training is face-to-face and hands-on
- Participants include staff from the acute and community settings as well as individuals from the wider community (e.g. inductees being brought back from retirement or new staff)
- Participants and the Instructor will be together in a room for more than 15 minutes. The practical module of People Moving Course lasts 4 hours and the practical module of the manual handling (inanimate) course lasts 3 hours
- It is anticipated that social distancing could be observed for some of both session types – seats can be arranged 2 metres apart.

High-level risk assessment

- Theory – online – should be done from home – **no covid 19 risk presented by this training**
- Practical session – face to face and hands on – this is unavoidable if staff are to be certified competent. May be a risk due to inability to observe full social distancing for the whole session and some elements of the people handling course may be considered high-contact – **this could present a significant covid-19 infection risk**

Risk factors and Recommendations

Factor	Mitigating	Control
1 Clinical staff – may have been subject to exposure in clinical or home environment (potential risk that they are asymptomatic carriers) – may also be close contacts.	<p>It is presumed that such staff would have been following infection control protocol for the relevant care environment²</p> <ul style="list-style-type: none"> • Implement Standard Precautions for infection prevention and control with all patients at all times • Maintain a physical distance of at least 1 metre (3 feet) but ideally 2 from individuals with respiratory symptoms (where possible) • Clean hands regularly as per WHO - 5 moments • Avoid touching face • Promote respiratory hygiene and cough 	<ul style="list-style-type: none"> • Ensure all staff aware of infection prevention and control guidelines as per clinical environment before attending • Ensure staff not coming straight from clinical environment into training • Trainees to bring clean change of clothing for training • Staff/inductees on Restricted Movement or self-isolation may not attend • Apply contact tracing guidelines if any trainee/trainer develops symptoms of Covid 19 within 2 days of training (As per HPSC Contact

		<p>etiquette</p> <ul style="list-style-type: none"> • Use of PPE/RPE where COVID-19 case in accordance with HSPC guidelines³ • Application of HSPC “Close Contact Guidelines⁴ 	<p>tracing advice of 2/4/2020 V8) ⁵. Use attendance sheet for contact tracing purposes</p>
2	Clinical staff/inductees (trainees)– may have symptoms, illness or be “recovered”	<ul style="list-style-type: none"> • HSPC guidelines on return to work per testing pathway⁶ • Follow OH advice on medical fitness to return to work 	<ul style="list-style-type: none"> • Notice to trainees – do not attend unless cleared medically fit for work per HSPC pathway • Consider avoiding derogation pathway in HSPC guidelines – COVID-19 may be the greater risk – Manager to conduct risk assessment to determine appropriate action
3	Instructor - may have symptoms, illness or be “recovered”	<ul style="list-style-type: none"> • HSPC guidelines on return to work, per testing pathway⁶ 	<ul style="list-style-type: none"> • Instruction to trainers – do not to attend unless cleared medically fit for work per HSPC pathway • Consider avoiding derogation pathway in HSPC guidelines – COVID-19 may be the greater risk – Manager to conduct risk assessment to determine appropriate action
4	Instructor travelling	<ul style="list-style-type: none"> • Many instructors internal and highly localised • Some not localised • Some contract training • In all cases control as per clinical guidance outlined in Factor 1 • Reference WHWU Travel during COVID document 	<ul style="list-style-type: none"> • Ask contractor to select designated Instructor for each geographical area; area of travel to be as small as possible (requires high number of Instructor) • Follow HSE guidance on travel for work • Observe all on-site precautions at training location
5	Training Location – inadequate infection control and prevention precautions	<p>Ensure compliance with guidelines on:</p> <ul style="list-style-type: none"> • Facilities • Equipment/supplies • Environmental cleaning and disinfection as per HSPC guidelines² 	<ul style="list-style-type: none"> • Treat the training room as if it were a clinical environment • Ensure all handling/demonstration equipment is cleaned as if it were to be used in a clinical environment
6	Close contact elements of people handling training (i.e. within 2m for more than 15	<ul style="list-style-type: none"> • All of the above. 	<p>When undertaking hands-on (close contact) elements of the training consider the</p>

<p>mins) in view of the potential for Factor 1. Transferring a patient appears to be considered a “high contact” activity in the HSPC guidelines.</p> <p>This risk would be expected to be lower for manual handling training only (i.e. not people handling) as trainees will not make contact with each other or the trainer (i.e. they will be making contact with inanimate objects only). It should be possible to avoid contact closer than 2 metres for 15 minutes or more.</p>		<p>application of the principles of 5.1.2 (non aerosol generating contact) of the HSPC guidelines on PPE/RPE³, i.e.:</p> <ul style="list-style-type: none"> • Hand Hygiene • Disposable Single Use Nitrile Gloves • Long sleeved disposable gown • Surgical facemask • Tyvek overalls for volunteer on bed • Ensure Instructor gives briefing to attendees in use of PPE/RPE
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

¹https://www.hsa.ie/eng/news_events_media/news/news_and_articles/covid-19_additional_hsa_faqs.html

²<https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/guidance/guidanceforhealthcareworkers/>

³<https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/guidance/infectionpreventionandcontrolguidance/ppe/>

⁴<https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/guidance/contacttracingguidance/>

⁵<https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/guidance/contacttracingguidance/>

⁶<https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/algorithms/Algorithm%20for%20Testing%20and%20Return%20to%20Work%20of%20Symptomatic%20HCWs%20V3.1.pdf>