

# Patient handling injuries in Minnesota nursing homes: an equity perspective

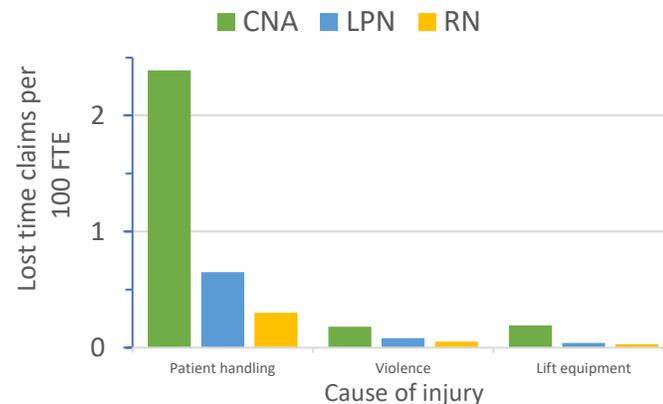
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## THE STUDY

This study assessed (1) whether occupation is associated with patient handling-related injuries and (2) whether workers' compensation claim outcomes are different for certified nursing assistants (CNAs), registered nurses (RNs), and licensed practical nurses (LPNs).

We analyzed lost-time workers' compensation claims from Medicaid-certified nursing homes in Minnesota.

## INJURY RATE BY OCCUPATION, MN NURSING HOMES (2005-2016)



CNA=certified nursing assistant, FTE=full-time equivalent worker;  
LPN=licensed practical nurse, RN=registered nurse

## DIVERSITY IN DIRECT CARE WORKFORCE<sup>1</sup>

- 20% Black or African American, 4% Asian
- 20% born outside of the U.S.
- 16% speak language other than English at home
- Leading countries of origin: Liberia, Kenya, Ethiopia, Somalia, Nigeria, Cameroon, Philippines

## REFERENCE

1. American Community Survey. Public Use Microdata Sample (5-year estimates 2015-2019, Minnesota). United States Census Bureau. <https://data.census.gov/cedsci/>

## FUNDING

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## THE FINDINGS

- ✓ CNAs 2x as likely as RNs to have a patient handling-related injury claim (vs. another type of claim).
- ✓ CNAs only ½ as likely as RNs to receive traditional workers' compensation benefits (i.e., total temporary disability). Instead, CNAs were more likely to receive a lump-sum settlement.

## KEY TAKEAWAY

**There is a direct link between employee safety and Quality of Care:**  
**Healthy, happy employees = Healthy, satisfied patients**

## KEY MESSAGES

### Direct care workers

“Protect your health and income”

- Understanding and navigating workers' comp

“You own the Culture of Safety”

- Training in ergonomics and lift equipment
- Patient Centered Care



“Participate in Quality Improvement”

- Patient handling committee



“Importance of reporting”

## Owners and managers

“Reduce costs”

- Direct (injuries)
- Indirect (turnover, recruitment, training)



“Focus on Quality of Care”

- Invest in patient handling training
- Maximize employee satisfaction and retention



“Remove barriers to health and safety”

- Offer clear, culturally appropriate resources
- Involve your employees in Culture of Safety and QI

## Dissemination

*How do we best communicate the link between worker health & safety and Quality of Care?*

*Additional key messages or frames?*

*What venues or media should we use to reach workers? And You?*

## HAVE IDEAS OR FEEDBACK?

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