



You watch my back...I'll watch yours!

Smooth Moves CHAMPION: Review and Selection Process

Smooth Moves Champions play a critical part in the introduction and maintenance of an injury prevention program. They form a link between management and the unit behavior.

A Smooth Moves Champion must have:

- **Superior skills on each transfer/lift device**
- **Specific knowledge about difficult transfer situations**
- **Skills to encourage use of the supporting material by colleagues when lifting**
- **Insight into the policy & procedures**
- **Insight into the problems that go beyond the level of the unit and the team and skills to help in addressing them**

It is strongly recommended that the Smooth Moves Champion be someone on the unit that performs patient lifting activities daily. Smooth Moves Champions are employees who have to play a leading role in a pleasant and informal manner with respect to the transfer policy.

Many demands are made of a Smooth Moves Champion. The resulting work often comes on top of the caregiver's other tasks. It is not easy to keep attention for lifting and prevention in times of high work pressure. A number of organizational conditions can assist in maintaining the focus needed:

1. Have had suitable training
2. Have a clear and recognized position in the organization
3. Be supported by the unit manager and by Administration
4. Be able officially to have time available to work to perform the function properly
5. Meet monthly with other Smooth Moves Champions to exchange experiences and acquire new knowledge
6. Keep up with new developments and have regular additional training

A good Smooth Moves Champion can make the transition to a "Minimal Lift Policy" a smooth one. A weak Smooth Moves Champion can stifle the movement and cause additional demand on you of your time and energy.

The attached document is a guide to helping select a strong Smooth Moves Champion to help assure that no staff member on your unit be needlessly injured.



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Smooth Moves Champion Attributes & Selection Criteria

1 is Low, 5 is High

1. **Perseverance:**

One who commits to achieving a set goal, perseveres through difficulties or disappointments and keeps the goal in sight.

1	2	3	4	5
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2. **Initiative:**

One who sees opportunities and acts independently.

1	2	3	4	5
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3. **Flexible behavior:**

One whose behavior or approach can change to achieve a set goal. Behavior can be adapted to problems, obstacles and resistance.

1	2	3	4	5
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4. **Ability to change:**

One who can accept criticism and suggestions with respect to their performance and will remain open to feedback from others and act in a positive manner in response to feedback.

1	2	3	4	5
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5. **Sociability:**

One who gets along well in the company of others. Can approach others without difficulty and make contact easily. Shows open orientation towards others and is a good listener.

1	2	3	4	5
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6. **Powers of persuasion:**

One who can present ideas and opinions with reasoning and eloquence so that resolution is the product.

1	2	3	4	5
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7. **Appraisal by colleagues:**

One who is regarded highly by colleagues in their own unit.

1	2	3	4	5
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_____ Name of Staff

_____ Total Score