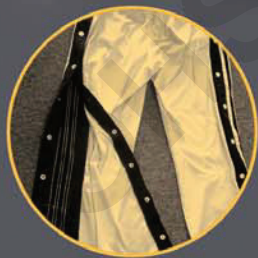


Resource Guide

Adaptive Clothing

in partnership with Interior Health



Occupational Health & Safety Agency For Healthcare in British Columbia

About OHSAH

The Occupational Health and Safety Agency for Healthcare (OHSAH) in BC, initiated in an Accord between healthcare employers and union representatives, was incorporated on July 5, 1999. OHSAH's board of directors consists of representatives from employer and union organizations, including:

- Health Employers Association of BC (HEABC)
- Hospital Employees' Union (HEU)
- Health Sciences Association (HSA) of BC
- British Columbia Nurses' Union (BCNU)
- BC Government and Service Employees' Union (BCGEU)

Our mission

OHSAH's mission is to:

- work with all members of the healthcare community to develop guidelines and programs designed to promote better health and safety practices and safe early return to work
- promote pilot programs and facilitate the sharing of best practices
- develop new measures to assess the effectiveness of health and safety programs and innovations in healthcare

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O H S A H

Occupational Health and Safety Agency for Healthcare in British Columbia

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Introduction

Dressing residents is a common task that has been a cause of concern for many healthcare workers throughout British Columbia. While an adaptive clothing program will not eliminate the risk of injury associated with resident handling, it will reduce the amount of resident repositioning and turning required as well as reduce resident pain and discomfort associated with dressing. Every healthcare facility is different and has unique challenges. This guide should help you tailor your program to the specific needs and requirements of your facility.

OHSAH as a resource

OHSAH has many health and safety resources for the healthcare sector, including printed publications and consultation from health and safety experts. If you would like more information about workplace health and safety or a list of available publications, please contact us (see the inside front cover for contact information).



Who should read this guide

The *Adaptive Clothing Resource Guide* is for anyone who needs practical information on how to implement an adaptive clothing program. Employers, managers, joint occupational health and safety committees, and workers will find information that will help ensure successful program implementation. This guide also contains tools and resources such as sewing instructions and sample questionnaires that you can use at your facility.

It is recommended that you read through the entire guide before implementing your own adaptive clothing program. This will make you aware of the basic steps that are involved and what must be accomplished, which will allow you to develop a timeline. After reading the entire guide, you will be better prepared to plan and organize the necessary people and resources.



What's inside

Part 1: About Adaptive Clothing explains what adaptive clothing is, why it is useful, what its benefits are, and what types of clothing can be adapted. This part also includes a timeline for developing an adaptive clothing program.

Part 2: Needs Assessment describes factors that you should consider before implementing an adaptive clothing program. This part will guide you through the process of determining whether or not an adaptive clothing program is necessary in your facility.

Part 3: Program Implementation describes how to implement a successful adaptive clothing program in your facility. It includes sections on program coordinator or steering group selection, informing stakeholders, pre-implementation evaluation, program participant selection, adaptive clothing options, clothing modification, worker education and training, and post-implementation evaluation.

Part 4: Program Evaluation describes how to evaluate your adaptive clothing program. It also discusses why evaluations are necessary and describes the need for program revisions.

This resource guide also contains **Appendices**, including a pain and discomfort survey, clothing descriptions, and references. The Appendices also include samples of interview questions, questionnaires, an information package, a permission form, a policy letter, a dressing assessment, and sewing instructions.

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About adaptive clothing

This part will provide you with some basic information about adaptive clothing. It includes the following sections:

- What is adaptive clothing?
- Why is adaptive clothing needed?
- What are the benefits of adaptive clothing?
- What types of clothing can be adapted?
- Timeline for development of an adaptive clothing program



What is adaptive clothing?

Adaptive clothing refers to clothing that has been modified to allow for easier dressing of residents by workers. (For the purposes of this resource guide, the term “dress” refers to dressing and undressing.) For residents, this minimizes awkward joint movements, pain, and discomfort. For workers, this minimizes awkward postures and forceful exertions when handling residents.

In general, adaptive clothing looks and feels like regular clothing. The main difference is how the clothes are put on the body. Special care can be taken to conceal the adaptations and keep clothing looking attractive.

Adaptive clothing is usually roomier than normal clothing, has elasticized waistbands, and uses oversized buttons, snaps, or Velcro. Clothing modifications take into account specific constraints or problems experienced by individual residents. For example, some shirts can be split down the back and additional fasteners can be added to close the garment (instead of ties or traditional shirt buttons). This “apron-style” top allows residents to be dressed while sitting or lying down, eases buttoning tasks for workers, and minimizes awkward shoulder postures normally experienced by residents. Personal clothing can be adapted and tailored to each resident’s needs and allows residents to maintain dignity and wear clothes that they are familiar and comfortable with.



Adaptive clothing is usually roomier than normal clothing and uses oversized buttons, snaps, or Velcro.



Why is adaptive clothing needed?

Resident handling is physically and mentally stressful work and is associated with a high risk of injury to healthcare workers. In British Columbia from 1994 to 1998, 57% of all injuries to nursing workers were a result of resident handling. Dressing residents involves resident handling, particularly in intermediate and extended care facilities. Resident handling during dressing tasks typically involves lifting, turning, and repositioning residents. Residents with limited physical or cognitive capabilities may require additional assistance, further increasing the risk of injury to workers. Resident handling can also cause stress and pain for residents. Adaptive clothing aims to reduce the physical strain for workers associated with resident handling and reduce pain for residents.

What are the benefits of adaptive clothing?

An adaptive clothing program can provide benefits to residents, workers, and the facility.

Residents

Adaptive clothing may provide the following benefits for residents:

- Minimizes awkward and painful joint movements.
- Helps reduce emotional stress. Many residents are afraid of being moved or handled because of pain or abnormal body sensations. Residents may be less anxious or irritated when moved less.
- Can be created from residents' personal garments, which supports their sense of well-being and dignity. This can minimize the need for institutional clothing (for example, hospital gowns).

Adaptive clothing is a “win-win” initiative for workers and residents.



Workers

Adaptive clothing provides the following benefits for workers:

- Reduces the physical strain associated with resident handling during dressing.
- Easier to put on residents and takes less time than regular clothing.
- The time saved allows workers to spend more time interacting with residents socially and performing other tasks.
- May allow mechanical resident handling equipment to be used instead of manual handling.

Facility

An adaptive clothing program is easy to implement and provides the following benefits for the facility:

- Improves quality of life for residents.
- Is a cost-effective method for reducing resident handling injuries associated with dressing.
- Does not interfere with workers' duties or disrupt the well-being of residents.
- Improves workers' morale by easing workloads.

What types of clothing can be adapted?

Almost all types of clothing can be adapted. The tailor making the modifications will be able to tell you if they are possible. Knitted fabric should *not* be adapted because the alterations will ruin the garment. This section includes examples of clothing that residents wear on a regular basis: shirts, blouses, dresses, pants, and undergarments. For more detailed clothing descriptions, see Appendix VI.



Adaptive shirts open in the back, allowing residents to keep their arms and shoulders in a neutral position while dressing.



Shirts, blouses, and dresses

Many residents find shirts, blouses, and dresses uncomfortable or painful to put on because of awkward shoulder postures while dressing. To make dressing more comfortable, shirts, blouses, and dresses can be sealed in the front and modified to open in the back. This particular type of modification may allow residents to keep their arms and shoulders in a neutral position while putting on clothing and minimize joint pain. This is also helpful to the worker because it reduces the number of buttons to be fastened. The front of the shirt, blouse, or dress must be sewn neatly to keep it looking and feeling proper.



Part 1: About adaptive clothing

Adaptive pants help minimize turning and repositioning of residents.

Pants and undergarments

Pants and undergarments can be adapted in several ways depending on the needs of individual residents and the workers who help dress them. Pants and undergarments can be split down the sides and fixed with buttons or snaps. This allows workers to place garments on residents easily, minimizing turning and repositioning. Pants and undergarments can also be modified to open in the rear, which may reduce turning and repositioning and aid in toileting. This adaptation requires extra garment fabric because of the modified overlap.

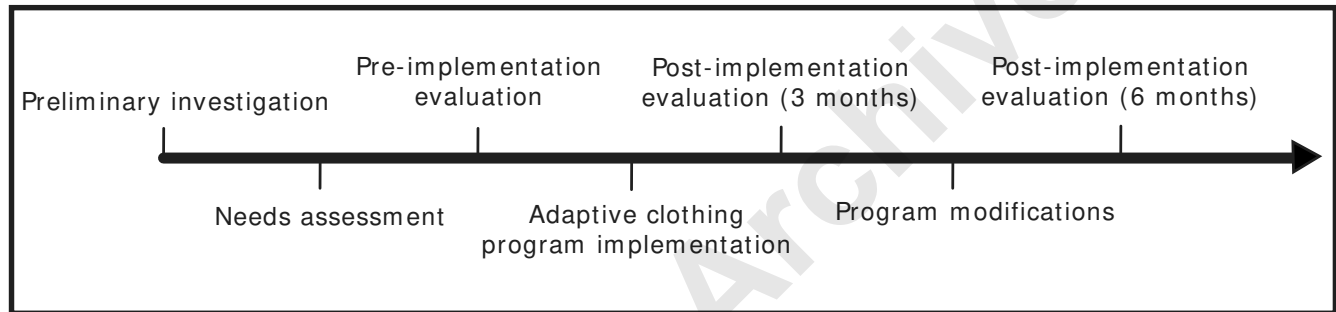


Adaptive undergarments make toileting residents easier.



Timeline for development of an adaptive clothing program

The following timeline illustrates the stages of development of an adaptive clothing program. These stages include assessment, implementation, and evaluation.



Needs assessment

This part will help you answer the question: Does my facility need an adaptive clothing program? It includes the following sections:

- Conduct a preliminary investigation
- Assign an assessor and form a working group
- Review injury and incident records
- Collect worker input
- Observe workers dressing residents
- Make an informed decision



Conduct a preliminary investigation

If you think your facility may need an adaptive clothing program, it's a good idea to ask a few preliminary questions before conducting a full needs assessment. As part of your preliminary investigation, consider the following questions relating to dressing residents, worker perceptions, and injury and incident records.

Dressing residents

- How many residents require assistance with dressing?
- How many times per day must workers dress each resident?
- How long does it take to help dress residents?

Worker perceptions

- Do workers feel that dressing residents is a concern?
- What types of concerns do workers have (for example, risk of injury, amount of time spent dressing, or aggressive resident behaviour)?
- Do workers feel that dressing is a painful experience for some residents?
- Do workers feel it is difficult to dress particular residents? Why?

Injury and incident records

- How many injuries or incidents are related to resident handling?
- How many injuries or incidents are associated with resident dressing tasks?
- Has the number of injuries or incidents related to resident handling increased over the past several years?
- Are workers experiencing pain or discomfort?

The information collected during the preliminary investigation and needs assessment can also be used as baseline data for an evaluation of your program (see “Part 4: Program evaluation,” pages 25–28). Make sure to keep all of your records and analysis for future reference.



If dressing is performed frequently, workers feel that it is a challenging task, and records indicate that resident handling is associated with injury at your facility, you should carry out a full needs assessment (see pages 9–14). The needs assessment will help determine if an adaptive clothing program is appropriate for your facility and, if so, which residents would benefit most from participating.

Assign an assessor and form a working group

A person experienced with resident handling techniques (for example, a physiotherapist, occupational therapist, MSIP coordinator, ergonomist, or nurse supervisor) should conduct the needs assessment. If such a person is not available, someone who is familiar with the facility, residents, and workers (for example, a member of the joint occupational health and safety committee or the facility manager) should complete the assessment.

Form a working group to oversee the needs assessment. The working group should include supervisors, workers, and health and safety personnel. Prepare an outline of what will be involved in the process and how the program will affect workers and residents. You can use the sample information package in Appendix VII to help prepare your outline. Once you have established a working group and everyone understands the purpose of the program, proceed with the needs assessment.

The following three steps form the core of the needs assessment and will help determine whether or not your facility should implement an adaptive clothing program:

- Review injury and incident records.
- Collect worker input.
- Observe workers dressing residents.

A needs assessment will help determine if an adaptive clothing program is appropriate for your facility.



Review injury and incident records

Review your facility's injury and incident records and answer the following questions. You should have asked these questions during the preliminary investigation, so you may have the relevant statistics already at hand.

How many injuries or incidents are related to resident handling?

An adaptive clothing program may be appropriate if resident handling is associated with many injuries or incidents.

How many injuries or incidents are associated with resident dressing tasks?

An adaptive clothing program may be appropriate if injuries or incidents are frequently associated with resident dressing tasks.

Has the number of injuries or incidents related to resident handling increased over the past several years?

An adaptive clothing program may be appropriate if the number of injuries or incidents related to resident handling has increased. This may indicate that the problem is getting worse.

Even if there are only a few incidents or injuries related to dressing residents, it is possible that the number of reports do not accurately reflect the risks and concerns. However, this may also indicate that other health and safety efforts should take priority over an adaptive clothing program. Before coming to any conclusions, it is important to collect worker input (see page 11) and observe workers dressing residents (see page 12).



Are workers experiencing pain or discomfort?

It is often helpful to determine if workers are experiencing pain or discomfort in the workplace. See Appendix I for a worker pain and discomfort survey. An adaptive clothing program may be appropriate if many workers are experiencing pain or discomfort associated with dressing residents.

Collect worker input

Workers' perceptions on dressing residents are important. Gathering worker input actively involves those who are directly affected by an adaptive clothing program. Worker input is the most effective way to determine if dressing residents is a concern and which residents might be suitable for an adaptive clothing program. When requesting worker input, let workers know that you are evaluating the work tasks, not their performance. Maintaining a high level of confidentiality may improve the willingness of workers to respond (for example, do not record names with concerns or suggestions). There are several ways to collect worker input: formal and informal interviews, questionnaires, and focus groups. Use some or all of these methods to gather worker input.

Worker input is the most effective way to determine if dressing residents is a concern.

Formal interviews

Schedule times to interview representative workers individually. See Appendix II for sample questions. Record each worker's answers and compile the results. This will give you a structured and detailed understanding of how workers feel about adaptive clothing programs.

Informal interviews

It is often easier to ask workers casually how they feel about an adaptive clothing program rather than scheduling times to ask a set of questions. Informal interviews are simple and often much quicker than



formal interviews. They can be conducted while workers are working or during coffee or lunch breaks. See Appendix II for sample interview questions.

Questionnaires

Questionnaires are useful in situations where it is difficult to get input from all workers (for example, if many workers would be affected by the program) or if you want to allow workers to express their opinions anonymously. See Appendix III for a sample questionnaire.

Focus groups

Focus groups involve gathering together several workers to discuss the adaptive clothing program instead of meeting with them individually. This creates a forum for open discussion and can generate excellent ideas regarding an adaptive clothing program. Use the same questions for focus groups that are used for interviews (see Appendix II).

Observe workers dressing residents

Observe several workers performing dressing tasks. The three main goals of such observations are to determine:

- if dressing residents poses a physical risk of injury to workers
- if dressing causes pain or discomfort to the residents
- which residents would be suitable for an adaptive clothing program.

A person experienced with resident handling techniques (for example, a physiotherapist, occupational therapist, MSIP coordinator, ergonomist, or nurse supervisor) should conduct the observations.



Consider observing a worker during a normal routine assisting several residents. Then observe a different worker performing the same routine to account for individual differences in dressing techniques. Ensure that the workers understand that you are evaluating the work tasks, not their performance.

During observations, ask the following questions:

- Do workers manually turn, reposition, or lift residents while dressing? If so, how often?
- Do workers bend forward at the waist while dressing residents? Is there a reason why (for example, is the bed too low)?
- Are workers rushed while dressing residents because of deadlines (for example, all residents must be dressed and ready for the morning meal)?
- Do residents experience pain or discomfort while being dressed? If so, what is the main cause (for example, awkward joint postures, being turned, or being lifted)?
- How many residents face a physical or mental barrier that prevents them from dressing without help (for example, they are non-weight bearing, suffer from dementia, or have a physical disability)?
- Is a less supportive resident handling technique used because of the resident's dressing needs?

Make an informed decision

Once you have collected your needs assessment data, analyze it to determine if an adaptive clothing program is suitable for your facility. Assemble your working group and make an informed decision. Using the information you have gathered, answer the following questions:

- Are many injuries or incidents associated with dressing residents?
- Does observation of workers performing dressing tasks reveal a lot of lifting, turning, or repositioning of residents?
- Do the majority of workers feel that dressing residents is a difficult task?
- Do workers feel that certain residents would benefit from an adaptive clothing program?



If you answered “yes” to some of these questions, your facility may benefit from an adaptive clothing program. Continue to Part 3 of this resource guide. If you answered “no” to most of these questions, other health and safety efforts may take priority over an adaptive clothing program at this time. Periodically reassess the need for an adaptive clothing program.

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Program implementation

This part will guide you through the process of implementing an adaptive clothing program. It includes the following sections:

- Appoint a program coordinator or steering group
- Inform all residents, families, and workers
- Conduct a pre-implementation evaluation
- Select program participants
- Consider options for obtaining adaptive clothing
- Modify clothing
- Educate and train workers
- Conduct a post-implementation evaluation



Appoint a program coordinator or steering group

Appoint a program coordinator or steering group to oversee the development, implementation, and maintenance of the adaptive clothing program. The coordinator should be someone familiar to workers and residents, preferably someone with resident handling experience. The coordinator will be responsible and accountable for all aspects of the development of the program as well as for ensuring smooth implementation.

The facility's joint occupational health and safety committee may act as the steering group. Even if they are not directly involved in the adaptive clothing program, ensure that you obtain their support. Provide frequent updates on the progress of the program to the committee.

The program coordinator and steering group may also be the same people who conducted the needs assessment.

Remember to give the joint occupational health and safety committee frequent updates on the progress of the adaptive clothing program.

Inform all residents, families, and workers

Inform residents, families, and workers of the program and keep them up to date to improve support for the program. Use the following methods to keep residents, families, and workers informed:

- Place posters, notices, and updates on bulletin boards or walls around the facility.
- Provide verbal updates and an opportunity for questions or concerns at staff meetings.
- Send e-mail notices and updates.
- Hold presentations at resident council meetings and joint occupational health and safety meetings.
- Adapt and distribute the information package in Appendix VII.



Conduct a pre-implementation evaluation

The success of a program can only be assessed with a thorough evaluation. Compare elements such as injury reports, worker pain and discomfort, and resident dressing tasks before and after implementing an adaptive clothing program to help determine if the program is creating positive changes. For more information on evaluation steps to take before implementing an adaptive clothing program, see “Pre-implementation evaluation,” page 26.

Select program participants

Use the dressing assessment in Appendix X to determine which residents would benefit most from participating in an adaptive clothing program. Participation in an adaptive clothing program should be voluntary unless your facility has specific policies and procedures stating otherwise. Once residents are identified as program participants, dressing options must be discussed with them and their families. Use the clothing descriptions in Appendix VI and the checklist in Part B of Appendix X to determine the type of clothing appropriate for each participating resident.

Provide further information to participants and their families

Support from participating residents and their families is vital to the success of voluntary programs. Consider the following options for distributing information and encouraging participation in your adaptive clothing program:

- Adapt the sample information package in Appendix VII. It provides a general description of what adaptive clothing is and some of the benefits it may offer.
- Use the clothing descriptions in Appendix VI, which illustrate common clothing modifications and describe uses and benefits.



- Adapt the sample letter regarding adaptive clothing policy in Appendix IX. It provides an overview of the process for selecting adaptive clothing participants.
- Make sample clothes available to be viewed and demonstrated.
- Put on a fashion show, fair, or festival to demonstrate the clothes.

Consider options for obtaining adaptive clothing

There are several options for obtaining adaptive clothing. Contact OHSAAH for further assistance if you are having difficulty locating resources.

Remember to be flexible and creative when adapting clothing — the more individualized the adaptations are, the more effective they are.

Use volunteer tailors

Facility volunteers or family members often have enough sewing experience to make the clothing modifications. This can greatly reduce the costs associated with adaptive clothing and provide an opportunity for family and friends to contribute to the care of the resident.

Consider the following tips for working with volunteers:

- Appoint someone to act as a liaison between the facility and the volunteers.
- Provide a detailed description that outlines exactly what is expected of the volunteers.
- Know the skill levels of the volunteers. Assign difficult adaptations to those with more sewing experience.
- Ensure that all volunteers have experience working with stretchy fabric.
- Have the sewing materials ready for the volunteers from the outset of the project.
- Purchase items such as twill tape and snaps in bulk.
- Implement a feedback process for workers and volunteers. Ensure that there is direct feedback between workers and volunteers.



Use professional tailors

Most tailors can modify clothing to your specifications. It is best to show tailors exactly what you want garments to look like to ensure there is no confusion. You can also send pictures or written instructions with the clothing to be modified. For general guidelines for adapting clothing, see page 20. For sample sewing instructions, see Appendix XI. Note that using professional tailors may require financial consideration.

Purchase through commercial retailers

The quickest and simplest method of obtaining adaptive clothing is by purchasing it through a commercial retailer. However, this option may be expensive and will require residents to wear new clothes that may be less comfortable and familiar than adapted personal clothing.

There are several commercial retailers that manufacture adaptive clothing. Look in the Yellow Pages of your phone book under “Clothing,” “Tailors,” or “Designer — Apparel.” They can also be found on the Internet, by searching for “adaptive clothing” or “disability clothing.”

Modify clothing

Be flexible and creative when adapting clothing — the more individualized the adaptations, the more effective they will be. Remember to be specific about the modifications if you are sending the garments to an outside source. Tailors may not require detailed sewing instructions, but ensure that they are aware of exactly what modifications you desire.



Shawls eliminate the need for residents to put their arms through sleeves.



What clothing is appropriate for adapting?

Any fabric other than knitted fabric is appropriate for adaptation. Shirts and pants should be fairly loose fitting (not snug) before adaptation, otherwise they may be too tight afterwards.

General guidelines for adapting clothing

Consider the following guidelines for adapting clothing:

- Repair any damaged clothing before beginning modifications. Do not adapt clothing that is too difficult to repair.
- Choose thread that is as close as possible to the colour of the garment.
- Choose twill tape that is similar to or matches the colour of the garment.
- Choose snaps that best match your fabric. They are usually available in silver, clear, and black. Use alternate fasteners as necessary.
- If name tags are removed during alteration, replace them so that clothing can be identified.

See Appendix XI for sample sewing instructions.

Educate and train workers

An integral part of the adaptive clothing program is ensuring that workers are properly educated and trained on:

- the goals of the program
- how the program will function
- safe resident dressing and handling techniques

Hold education and training sessions for workers before using adaptive clothing. Ensure that they are given an opportunity to ask questions about the program and discuss any concerns they may have. Sessions should cover all of the points listed above, with a major focus on safe resident handling.



For detailed descriptions of safe resident handling techniques, see the OHSAH publication *Safe Patient and Resident Handling: Acute and Long Term Care Sectors Handbook*. Contact OHSAH to request a copy.

Consider using the guidelines in the following sections for training workers. These sections include general guidelines for dressing residents, using safe body mechanics, and using adaptive clothing.

General guidelines for dressing residents

Consider the following guidelines for dressing residents:

- Give instructions or information as you proceed. For example, say, “I’m going to put your shirt on you, Mr. Smith. Please lift your right arm.” This allows residents to participate and helps decrease their anxiety.
- Never move yourself or the resident in a rapid or jerky manner, even if there is a rush in the morning to get the resident dressed. Use planned and deliberate movements.
- When putting a shirt on a resident, put the sleeve on the weaker arm first.
- Have the resident lean forward when putting on a shirt to help relax the arms and ease the dressing process. If you have access to a ceiling lift and the resident cannot lean forward independently, consider putting the shirt on after the resident is in the ceiling lift sling.

Using safe body mechanics

Consider the following guidelines for safe body mechanics:

- Before working with a resident, adjust the bed so that the mattress is between mid-thigh and hip height.
- Use your body weight to move residents rather than just your arms or back. Place one foot in front of the other, keep your knees bent, and use a rocking motion to shift your weight from one foot to the other. Remember to avoid twisting or bending your back during any dressing task.
- Turn and reposition residents in stages rather than all at once, whenever possible (for example, reposition the resident up in bed, then turn the resident).
- **Do not lift** residents.



- Avoid lifting a resident's arms above shoulder height because of the risk of causing pain.
- When dressing lower extremities, reduce repeated turning of the resident by performing several tasks at once. For example, after turning the resident, put the continence pad, pants, and socks on the resident and lay the ceiling lift sling (if available) on the bed at the same time.

Using adaptive shirts and dresses

Consider the following procedure for putting adaptive shirts and dresses on residents:

1. Adjust the bed height, if possible, so that the mattress is between your mid-thigh and hip height. This helps maintain optimal body postures while dressing.
2. Place the resident's arms through the sleeves of the garment. The resident may assist, depending on the resident's physical abilities and cognitive awareness.
3. Fasten the snaps at the back or side of the garment by raising the resident's head or turning the resident to one side. Some residents do not require any movement to fasten these snaps because their head position allows for easy access to the back of their neck. Remember to avoid twisting or bending your back while turning the resident. If you have access to a ceiling lift and are using a universal sling, consider putting a shirt on the resident when the resident is in a seated position.

Open-back shirts are ideal for residents with limited range of motion or pain in their shoulders because they do not need to bend or raise their arms while dressing. The front of the shirt is sewn closed below the fourth button and the back is split open and modified with button closures.





Using adaptive side-split pants or undergarments

Consider the following procedures for putting adaptive side-split pants or undergarments on residents.

First, adjust the bed height, if possible, so that the mattress is between your mid-thigh and hip height. This will help you maintain optimal body postures while dressing the resident.

Then, if the resident can assist, follow these steps:

1. Ask the resident to lie back or use a mechanical bed to position the resident with legs flat and relaxed.
2. Undo the snaps on both sides of the garment and place it between the resident's legs with the back half open-side up.
3. Slide the back half of the garment under the resident's legs. Make sure the snaps are easily accessible (for example, not tucked underneath the resident's legs).
4. Gently pull the waistline of the garment level with the resident's hips. This should be possible without turning the resident. However, if necessary, ask the resident to turn slightly to the side.
5. Fasten the snaps and ensure that the resident feels comfortable (for example, the pants are not too tight or loose).

If the resident cannot assist and access from both sides of the bed is possible, follow these steps:

1. Undo the snaps on both sides of the garment.
2. Turn the resident to one side.
3. Place the inseam between the resident's legs.
4. Fasten the snaps on the exposed side of the garment.
5. Turn the resident to the other side.
6. Fasten the snaps on the exposed side of the garment.

If you have access to a ceiling lift, put the ceiling lift sling on the bed at the same time as the garment.



Conduct a post-implementation evaluation

Conduct evaluations three months, six months, and twelve months after implementing the adaptive clothing program in order to track its progress. The evaluation should determine if the program was effective in accomplishing the set goals and point to ways in which you might modify the program. See “Post-implementation evaluation,” pages 26–27 for more information on evaluation steps to take after implementing an adaptive clothing program.

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Program evaluation

This part describes how to evaluate your adaptive clothing program. It includes the following sections:

- Why are evaluations necessary?
- Pre-implementation evaluation
- Post-implementation evaluation
- Revising the program



Why are evaluations necessary?

Evaluation of the adaptive clothing program is critical to its overall success. An effective evaluation will reveal the strengths and weaknesses of the program and help determine the components that need to be changed to keep it running effectively. Evaluation results should be used to modify the program so that it better suits the needs of residents, workers, and the facility.

The first phase of an evaluation takes place before implementation of the program and involves the collection of baseline information. The second phase occurs after implementation, at which point follow-up data is collected and compared with the baseline information.

Pre-implementation evaluation

If a needs assessment has been completed, the information regarding injury and incident records, worker input, and observations of resident dressing tasks can be used as the pre-implementation evaluation. This information can be used as a baseline against which you can compare data that you will collect after you have established the program. For more detailed information about collecting pre-implementation data, see “Part 2: Needs assessment,” pages 9–13.

Keep all the information you gather before implementing the adaptive clothing program so you can compare it to information collected after implementation.

Post-implementation evaluation

Conduct post-implementation evaluations after the program has been underway for a significant period. By this time, the program should be a routine rather than a novel experience. Evaluations are often performed three, six, and twelve months after implementing the program.



Use one or more of the following tools to evaluate the adaptive clothing program:

- questionnaires
- interviews
- observations

Questionnaires

A questionnaire provides workers with a confidential forum for expressing their views and often generates straightforward and honest feedback about the program. See Appendix V for a sample questionnaire that can be used for post-implementation evaluation.

Interviews

Use interviews to determine workers' overall satisfaction with the program. Interviews usually generate more specific suggestions than questionnaires. For more information on interviews, see "Collect worker input," pages 11–12. See Appendix IV for sample interview questions.

Observations

Observe workers dressing residents in adaptive clothing and ask the following questions:

- Do the injury risk factors appear reduced?
- Which tasks still pose a risk to workers?
- Do workers use the dressing techniques they were taught?

For more information on observations, see "Observe workers dressing residents," pages 12–13.

Revising the program

You should receive many helpful ideas and suggestions from workers, residents, and tailors. Use the data from your evaluations to revise your program as necessary. If there is resistance to change, consider



alternative ways to inform stakeholders and improve support for the program. Your program should be an evolving process in which you try new ideas and customize program components to best fit your facility. Do not hesitate to make changes in order to see improvements.

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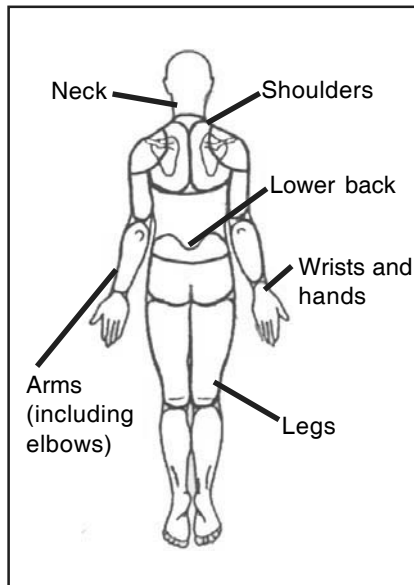
Appendices

This section provides additional information that will help you develop, implement, and evaluate your adaptive clothing program. It includes the following appendices:

- Appendix I: Worker pain and discomfort survey
- Appendix II: Sample interview questions — Needs assessment
- Appendix III: Sample questionnaire — Needs assessment
- Appendix IV: Sample interview questions — Post-implementation evaluation
- Appendix V: Sample questionnaire — Post-implementation evaluation
- Appendix VI: Clothing descriptions
- Appendix VII: Sample information package for residents and families
- Appendix VIII: Sample permission form for residents
- Appendix IX: Sample letter regarding adaptive clothing policy
- Appendix X: Sample dressing assessment
- Appendix XI: Sample sewing instructions
- Appendix XII: References



Appendix I: Worker pain and discomfort survey



Date: _____

Department: _____

Job or task: _____

Comments: _____

Thinking back over your last week of work, please rate your average level of discomfort while at work for each of the following body parts, using the form on page 31. For each body part, indicate the side of the body that is affected and circle a number on the scale from 0 to 5 to represent your discomfort on that side. The number 0 represents no discomfort, while 5 represents extreme discomfort.



		No discomfort	—————→				Extreme discomfort
1. Neck	— left	0	1	2	3	4	5
	— right	0	1	2	3	4	5
2. Shoulders	— left	0	1	2	3	4	5
	— right	0	1	2	3	4	5
3. Lower back	— left	0	1	2	3	4	5
	— right	0	1	2	3	4	5
4. Arms (incl. elbows)	— left	0	1	2	3	4	5
	— right	0	1	2	3	4	5
5. Wrists and hands	— left	0	1	2	3	4	5
	— right	0	1	2	3	4	5
6. Legs	— left	0	1	2	3	4	5
	— right	0	1	2	3	4	5



Appendix II: Sample interview questions — Needs assessment

Use some or all of the following questions during needs assessment interviews. These questions will help determine how workers feel about dressing tasks and the possibility of an adaptive clothing program.

General tasks

- What is the most difficult task for you during an average shift? Why is this task harder than others?
- Are there any tasks that cause you pain or discomfort? How often does pain or discomfort occur?

Dressing tasks

- Do you consider dressing residents to be a difficult or physically demanding task?
- What aspect of dressing residents is the most challenging?
- Does dressing residents cause you pain or discomfort? How often does pain or discomfort occur?
- Do you feel that dressing causes pain or discomfort for any of the residents? Which residents in particular?
- What aspect of dressing do you think causes pain or discomfort for the residents?
- Do you use a less supportive resident handling technique because of the resident's dressing needs?

Adaptive clothing programs

- Do you think these adaptive clothes will make dressing easier? (Show pictures or samples of adaptive shirts, dresses, or pants and explain how they work.)
- Would you be willing to try using adaptive clothing? If not, why do you feel adaptive clothing would not be effective?
- Which residents do you think would benefit most from adaptive clothing?
- Do you have any suggestions, in general, that would make dressing easier for workers and minimize pain for residents?



Appendix III: Sample questionnaire — Needs assessment

Name: _____ Date: _____

Job: _____

Status (check one): Full-time Part-time Casual

Years working at this facility: _____ years

Years working at other facilities performing the same or a similar job: _____ years

General tasks

1. What do you feel are the most difficult resident care tasks to perform (for example, dressing or bathing)?
2. What specifically makes these tasks difficult?
3. Do you have suggestions that you feel would improve these tasks or make them easier?

Dressing tasks

1. Do you consider dressing residents to be a difficult or physically demanding task? Yes No
2. On average, approximately how many residents do you help dress, per shift? _____ residents
3. On average, approximately how much time do you spend dressing residents, per shift? _____ minutes



4. How many of the residents do you consider difficult to dress? _____ residents
5. What specifically makes these residents difficult to dress?
6. On average, approximately how long does it take to dress a resident who is considered difficult?
_____ minutes
7. On average, approximately how long does it take to dress a resident who is not considered difficult?
_____ minutes
8. Do you ever feel rushed while dressing residents (check one)?
_____ Yes, always _____ Yes, depends on the resident _____ Yes, depends on the time of day _____ No
If yes, why (for example, because of a time limit or large workload)?
9. Do any of the residents experience pain or discomfort while being dressed? _____ Yes _____ No
If yes, please specify or give examples.
10. Please provide any additional comments regarding resident dressing tasks.



Appendix IV: Sample interview questions — Post-implementation evaluation

Use some or all of the following questions during post-implementation evaluations. These questions will help determine how workers feel about the adaptive clothing program, what aspects of it are effective, and what needs to be improved.

- Do you feel that adaptive clothing is effective in minimizing resident pain or discomfort? Why or why not?
- Do you feel that adaptive clothing makes dressing residents easier for you? Why or why not?
- What specific adaptive clothing is most effective?
- What specific adaptive clothing is least effective?
- Did you receive enough education and training on how to use adaptive clothing?
- Did you receive enough education and training on safe dressing and resident handling techniques?
- Do you feel that the overall program was implemented smoothly and easily? If not, what aspects could be improved?
- Do you feel that the overall program is beneficial for residents?
- Do you feel that the overall program is beneficial for workers?



Appendix V: Sample questionnaire — Post-implementation evaluation

Name: _____ Date: _____

Job: _____

Status (check one): Full-time Part-time Casual

Years working at this facility: _____ years

Years working at other facilities performing the same or a similar job: _____ years

1. During an average shift, approximately how many residents do you dress using adaptive shirts, blouses, or dresses? _____ residents
2. Compared to regular clothes, do you feel that using adaptive shirts, blouses, or dresses:
 - a. Makes it easier for you to dress residents? Yes, easier No, harder No difference
 - b. Saves time (they are quicker to apply)? Yes, quicker No, slower No difference
 - c. Is less painful for residents? Yes, less painful No, more painful No difference
 - d. Maintains dignity for residents? Yes No No difference
3. Do you have any comments, concerns, or suggestions regarding adaptive shirts, blouses, or dresses?



4. During an average shift, approximately how many residents do you dress using adaptive pants, shorts, or undergarments? _____ residents
5. Compared to regular clothes, do you feel that using adaptive pants, shorts, or undergarments:
 - a. Makes it easier for you to dress residents? ____ Yes, easier ____ No, harder ____ No difference
 - b. Saves time (they are quicker to apply)? ____ Yes, quicker ____ No, slower ____ No difference
 - c. Is less painful for residents? ____ Yes, less painful ____ No, more painful ____ No difference
 - d. Maintains dignity for residents? ____ Yes ____ No ____ No difference
6. Do you have any comments, concerns, or suggestions regarding adaptive pants, shorts, or undergarments?
7. Do you feel that you received adequate training on the use of adaptive clothing? ____ Yes ____ No
If not, what else should have been done (for example, better instructions or more training sessions)?
8. Do you feel that you received adequate training on safe dressing techniques? ____ Yes ____ No
If not, what else should have been done (for example, posters, in-services, or practice sessions)?
9. Please provide any additional comments regarding the adaptive clothing program.



Appendix VI: Clothing descriptions

Lower-body garments

This section includes information on rear-split pants, side-split pants (tearaway pants), and socks and slippers.

Rear-split pants

Description: Rear-split pants are modified to open with or without a flap in the back. They can be fitted with buttons, snaps, Velcro, or alternative fasteners. When residents are being transferred or receiving treatment in public, their dignity can be maintained by wrapping a “skirt” around their waist so their rear is not exposed.

Uses: Rear-split pants are ideal for residents who require assistance with toileting and typically require mechanically assisted transfers. Adaptive pants in general are useful for residents who have medical conditions (for example, poor hip flexion) that may contribute to their discomfort when they are handled by workers.

Benefits: Rear-split pants help workers minimize the amount of resident handling when assisting residents with activities such as toileting. Less time is required to remove clothing, which may make residents more comfortable and increase their sense of dignity when urgency is an issue (for example, when toileting).





Side-split pants (tearaway pants)

Description: Side-split pants are modified to open and close along the sides and are fitted with snaps or alternative fasteners. These pants allow residents to be dressed while lying down or sitting in chairs.

Uses: Side-split pants are ideal for residents who are ambulatory, those who may be transferred in public, and, in some cases, those who require mechanically assisted transfers (for example, with a sit-stand lift). These pants typically are not used for residents who require the use of ceiling lifts.

Benefits: Side-split pants may help workers minimize the amount of resident handling.





Socks and slippers

Description: Loose-fitting socks and slippers do not have tight elastic or constraining fabric. Loops attached to the outer edges of socks provide workers with a handhold that is easy to grasp and pull.

Uses: Loose-fitting socks can be used by any resident. Loose-fitting slippers are ideal for wheelchair-dependent residents. They are not recommended for ambulatory residents because of the tripping hazard. A long-handled shoehorn may help when putting shoes on the resident.

Benefits: Loose-fitting socks and slippers can help reduce the grasping and pulling associated with regular socks and slippers. If you have access to a ceiling lift, consider putting socks on the resident while he or she is sitting in the sling of the lift; this will help you maintain a good working posture. Alternatively, if the resident is sitting on the side of a bed, sit on a low stool or put socks on the resident while he or she is lying in bed.

Undergarments

This section includes information on adaptive bras and undergarments.

Adaptive bras

Description: There are several ways to modify bras. A typical design is a front-closure style with a D-ring and Velcro strap.

Uses: Adaptive bras are ideal for residents who require little or no assistance with dressing but may have some difficulty with finger or wrist motions (for example, as a result of arthritis pain).

Benefits: Adaptive bras may provide residents with more independence.



Adaptive undergarments

Description: Undergarments are modified to open and close along the seams and fitted with snaps or alternative fasteners, allowing the resident to be dressed with minimal assistance.

Uses: Adaptive undergarments are ideal for ambulatory residents. These undergarments typically are not used for residents who require the use of a ceiling lift.

Benefits: Adaptive undergarments may provide residents with more independence when toileting, reducing the amount of resident handling.





Upper-body garments

This section includes information on two types of open-back shirts as well as overcoats and capes.

Open-back shirts — Split through the collar

Description: Shirts are modified so they are sealed in the front and open in the back with a split through the collar. This allows the shirts to be placed on residents while they are sitting or lying down and with the arms and shoulders in a neutral position. The shirt still maintains its original look and feel. Both long-sleeved and short-sleeved shirts can be modified.

Uses: These shirts are ideal for residents who experience shoulder or arm pain or discomfort while dressing or who have limited mobility in their arms. These shirts are also beneficial for residents with cognitive impairment because the shirts no longer need to be pulled over their heads.

Benefits: The “apron style” of dressing may help minimize awkward joint movements that cause pain for many residents. The dressing process is faster because the shirts are easier to put on. These shirts may also help minimize resident handling.





Open-back shirts — Split to the shoulder

Description: Shirts are modified so they are sealed in the front and open in the back with a split up to the shoulder; the collar is left intact and front buttons remain fastened. Both long-sleeved and short-sleeved shirts can be modified.

Uses: These shirts are ideal for residents who like to wear button-down shirts and stay involved in their own decision making. These shirts are not recommended for residents who experience shoulder or arm pain or discomfort while dressing or who have limited mobility in their arms.

Benefits: These shirts may help minimize resident handling.





Overcoats and capes

Description: Overcoats and capes open and close from the rear or side and are fitted with snaps, Velcro, or alternative fasteners.

Uses: Overcoats and capes can be used by any resident and are especially useful for wheelchair-dependent residents.

Benefits: Overcoats and capes may help minimize the difficult and awkward joint movements associated with fitting the arms through typical coat sleeves. Overcoats and capes can be made of various fabrics and designed for different seasons and different client needs. Overcoats and capes will not affect the seating needs of residents and are easy to put on residents sitting in wheelchairs.





Appendix VII: Sample information package for residents and families

What is adaptive clothing?

Adaptive clothing is a clothing design concept that benefits residents and workers. Clothes are modified so that dressing is easier, quicker, and more comfortable. For example, shirts are modified so they open in the back instead of the front; this minimizes awkward shoulder movements for residents during dressing, which can be a source of pain or discomfort.

Adaptive clothing is also attractive and dignified; the clothes are not “hospital gowns” and do not have an “institutional” appearance. Residents or families can purchase new clothes that are already modified or residents’ current clothes can be modified so they can continue to wear the clothes they enjoy and feel comfortable with.

What are the benefits of adaptive clothing?

Adaptive clothing provides benefits with minimal interruptions to normal daily care and living. It reduces the discomfort that residents experience while being dressed and helps them maintain a dignified look.

Adaptive clothing also makes it easier for workers to help with dressing, which allows them to take more time and care while attending to residents. The modifications are generally simple and cost very little. They can be done by professional tailors or even by a family member with sewing experience.



An open-back skirt or open-back pants make toileting easier for residents.



Appendix VIII: Sample permission form for residents

Adaptive clothing program participation form

I, _____ [name], give consent to participate in the adaptive clothing program at _____ [facility]. The adaptive clothing program has been explained to me and I understand what it is, how I will be involved in it, and how it will affect me. I have been given an opportunity to ask questions and express any concerns that I may have.

I understand that there may be some small costs associated with the adaptive clothing program that I or my family may have to cover. These may include the purchase of clothes or materials or the hiring of a tailor to modify the clothes.

I reserve the right to withdraw from the adaptive clothing program at any time.

Resident signature

Date signed

If the resident is unable to sign, a representative family member is required to provide consent.

Family member signature

Date signed

Witness signature

Date signed



Appendix IX: Sample letter regarding adaptive clothing policy

[Date]

Dear [resident and family],

As part of its “No Unsafe Lift” policy, [the facility] requires all residents in areas with ceiling lifts to be assessed for dressing needs. Residents who have stiff or painful joints, difficulty balancing, or sensitivity to touch may pose risks of discomfort or injury to themselves or workers during dressing tasks. The dressing assessment may indicate that adaptive clothing would make dressing and personal hygiene tasks easier for the resident. While a resident’s personal preferences will be considered, they cannot take precedence over the comfort and safety of the resident and workers. Reassessments will occur as the resident’s condition changes.

Answering “No” to any of the questions in the dressing assessment indicates that dressing the resident in regular clothes is **not** a suitable option. If this is the case, it is [the facility’s] policy that the resident be dressed in appropriate types of adaptive clothing to ensure comfort and safety for the resident and workers.

As a resident or family member, you have several options to consider. Please ensure that you fully understand the reasons you are being asked to meet adaptive clothing needs before you purchase or modify any clothing. Workers will explain the adaptive clothing recommendations to you.



Adaptive clothing options include the following:

- Purchase oversized clothes or clothes with elastic waistbands.
- Modify blouses, dresses, shirts, or pants according to suggested patterns. This can be done by a professional tailor or a family member with relevant sewing experience.
- Purchase adaptive clothing from a recommended commercial supplier or a professional tailor.
- Use facility gowns and blanket covers instead of clothes.

Thank you for your cooperation.

Adapted with permission from the Interior Health publication *Musculoskeletal Injury Prevention: A Practical Guide to Resident Handling*.



Appendix X: Sample dressing assessment

This sample dressing assessment has two parts. In “Part A: Assessment” you will ask questions about the resident’s physical abilities. If you answer “No” to any of these questions, complete “Part B: Resident clothing options.”

Part A: Assessment

Check either “Yes” or “No” for each question.

Is the resident able to...	Yes	No	Dressing concern
Lift or tolerate the arms being lifted forward or up to the side?	<input type="checkbox"/>	<input type="checkbox"/>	Upper body
Bend or tolerate the legs being bent up or out to the side?	<input type="checkbox"/>	<input type="checkbox"/>	Lower body
Sit unsupported on a bed or in a chair?	<input type="checkbox"/>	<input type="checkbox"/>	Upper and lower body
Tolerate physical touch without reactive behaviour?	<input type="checkbox"/>	<input type="checkbox"/>	Upper and lower body
Transfer without a universal sling? (if mechanical lifts are available)	<input type="checkbox"/>	<input type="checkbox"/>	Lower body

Adapted with permission from the Interior Health publication *Musculoskeletal Injury Prevention: A Practical Guide to Resident Handling*.



Part B: Resident clothing options

Refer to the dressing concerns identified in Part A and use the following checklist to decide on the types of clothing that best suit the resident. Refer to Appendix VI for guidance in determining which clothing may be in the best interests of both the resident and workers.

Dressing concern: Upper body	
Unable to lift arms or shoulders	
<input type="checkbox"/> Large, loose-fitting tops	<input type="checkbox"/> Open-back shirts — split to the shoulder
<input type="checkbox"/> Other _____	
Dressing concern: Lower body	
Unable to bend legs or ankles	Requires a universal sling for transfer (if mechanical lifts are available)
<input type="checkbox"/> Loose-fitting pants without elastic cuffs	<input type="checkbox"/> Rear-split pants
<input type="checkbox"/> Rear-split pants	<input type="checkbox"/> Side-split pants
<input type="checkbox"/> Side-split pants	<input type="checkbox"/> Facility gowns
<input type="checkbox"/> Skirts or dresses	<input type="checkbox"/> Other _____
<input type="checkbox"/> Facility gowns	
<input type="checkbox"/> Other _____	
Dressing concern: Upper and lower body	
Cannot sit unsupported	Resistive or reacts to touch
<input type="checkbox"/> Loose-fitting tops and pants	<input type="checkbox"/> Adaptive pants
<input type="checkbox"/> Adaptive shirts and pants	<input type="checkbox"/> Open-back shirts — split through the collar
<input type="checkbox"/> Facility gowns	<input type="checkbox"/> Loose-fitting clothes that do not go over the head
<input type="checkbox"/> Other _____	<input type="checkbox"/> Facility gowns
	<input type="checkbox"/> Other _____

Adapted with permission from the Interior Health publication *Musculoskeletal Injury Prevention: A Practical Guide to Resident Handling*.



Appendix XI: Sample sewing instructions

Each garment is slightly different and poses different challenges. These sample sewing instructions are meant to provide a starting point from which you can develop specific instructions for your facility. Use your own discretion when developing sewing instructions and consider asking your tailor or volunteers for advice, if necessary.

General guidelines

- If collars are bulky, consider removing them and using bias tape to finish the edges.
- For robes that have ties in front instead of buttons, indicate the front overlap and amount to be sewn in front before giving the garment to the tailor.
- Ask whether or not belts should be sewn onto garments. Belts can be sewn into the sides or backs of robes.
- Remove elastic waistbands behind the side seams. Secure the elastic so that it will remain in the front.
- Consider replacing sleeve buttons at the wrists with snaps or elastic.

Side-split pants

1. Turn pants inside out.
2. Use a stitch ripper to undo both outside leg seams from the hem to 2.5 cm (1 in.) past crotch level.
3. Finish the edges with a serger or zigzag stitch.
4. Press under a 1.5 cm (5/8 in.) seam allowance on the front and back edges of each leg.
5. Cut four pieces of twill tape the length of the leg seam openings plus 2.5 cm (1 in.).
6. Pin one piece of twill tape inside along the seam allowances of the front of the pants. Place it so that it is not visible from the right side and so the top edge is level with the top of the seam opening and continues down to the hem. Repeat this procedure for the other pant leg.
7. Topstitch and edgestitch the fronts of the pants through all thicknesses and secure the twill tape to the seam allowance.



Position snaps on side-split pants at least 7.5 cm (3 in.) apart. Sew male snaps on the back seams and female snaps on the front seams.

8. Pin one piece of twill tape inside along the seam allowances of the back of the pants so that it overlaps 2 cm ($\frac{3}{4}$ in.) past the edge of the seam and is visible from the right side. The twill tape should be level with the top of the seam opening and continue down to the hem. Repeat this procedure for the other pant leg.
9. Topstitch and edgestitch the backs of the pants through all thicknesses and secure the twill tape to the seam allowance.
10. Overlap the two twill tape ends below the top seam opening and tack them together.
11. Finish the bottom edges of the twill tape ends with a serger or zigzag stitch.
12. Turn the pants right side out and topstitch horizontally across the bottom of each side opening to secure the twill tape at the hem.
13. Space snaps at least 7.5 cm (3 in.) apart along the twill tape, matching front to back side seams.
14. Sew the snaps onto the twill tapes. Sew male snaps on the back seams and female snaps on the front seams.
15. Sew light-duty snaps at the lower portion and heavy-duty snaps at the top where there is more tension.
16. Hemming of the pants may be required. If so, the amount to be hemmed should be indicated on the pant leg.



Rear-split pants

1. Use a stitch ripper to undo the rear seam of the pants from waistband to crotch.
2. Finish the edges with a serger or zigzag stitch.
3. Sew a 15–20 cm (6–8 in.) piece of twill tape to each side opening at the waistband to create ties to hold the garment in place. If necessary, apply more than one set of ties approximately 15 cm (6 in.) below the top ties.



Shirts, dresses, or blouses

1. Sew any buttonholes or openings closed along the front of the garment. You may be able to keep the top one or two buttons free, depending on the style of garment.
2. Take out any bulk (for example, shoulder pads).
3. Fold the garment in half, right sides together, matching side seams and shoulder seams.
4. Iron along the fold to mark the seam line. Typically the seam is off-centre so it does not press against the spine.
5. Open out the garment and cut along the seam line fold from hem to collar.
6. Finish the edges with a serger or zigzag stitch.
7. Press under a 1.5 cm (5/8 in.) seam allowance on both edges.
8. Cut two pieces of twill tape the length of the new centre back opening.
9. Serge or zigzag stitch the ends of the twill tape.
10. If there is a collar, follow these steps:
 - a. Remove the top stitch from the last inch before cutting the edge on both sides of the collar.
 - b. Fold the cut edges of the collar inward 0.5 cm (1/4 in.), in line with the seam of the garment.
 - c. Iron the collar.
 - d. Topstitch each side.
11. Pin one piece of twill tape inside along the seam allowances of the left back opening. Match the top edge with the neckline and continue down to the hem. The twill tape should not be visible from the right side.
12. Pin one piece of twill tape inside along the right back opening from neckline to hem, overlapping 2 cm (3/4 in.) past the edge so the edge is visible from the right side.
13. Topstitch and edgestitch the twill tape in place, being careful not to stretch the garment fabric.
14. Align the snaps on the twill tape approximately 10 cm (4 in.) apart at even intervals from the neck to the hem. Match the male snaps on the left back and female snaps on the right back. Snaps on a dress may be placed further apart from crotch level down.



Appendix XII: References

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ABOUT THIS DOCUMENT

The Occupational Health and Safety Agency for Healthcare (OHSAH), which operated from 1998-2010, was a precursor to SWITCH BC. Conceived through the Public Sector Accord on Occupational Health and Safety as a response to high rates of workplace injury, illness, and time loss in the health sector, OHSAH was built on the values of bipartite collaboration, evidence-based decision making, and integrated approaches.

This archival research material was created by OHSAH, shared here as archival reference materials, to support ongoing research and development of best practices, and as a thanks to the organization's members who completed the work.

If you have any questions about the materials, please email hello@switchbc.ca or visit www.switchbc.ca