

## TLR Buddy - Basic Principles of Coaching

In SASWH's Transferring Lifting Repositioning (TLR®) program®, the self-assessment process to identify risks includes:

- if the assessment requires the assistance of another worker, work as a team by sharing work and delegating tasks appropriately. Use the “**buddy system**” whenever possible.

Under *The Occupational Health and Safety Regulations, 1996* every worker has three basic rights - the *Right to Know*, the *Right to Participate* and the *Right to Refuse unusually dangerous work*. And with rights come responsibilities. The *Regulations* sets out general duties that every worker must be responsible for including:

- taking reasonable care to protect his or her health and safety and the health and safety of other workers who may be affected by his or her acts or omissions

A TLR Buddy is an important part of sustaining a successful TLR program to assist with reducing and/or eliminating risks of injury related to the moving task. A TLR Buddy's **approach is to coach**.

Coaching can be defined as *a process that aims to improve performance - unlocking a person's potential to maximize their own performance - helping to learn rather than teach*.



As a TLR Buddy, body language and use of words is important. The goal is to assist others, not to offend them. Consider:

- being positive and always encouraging others - be a role model; share your knowledge
- actively listening...seek to understand where the other worker is “at”. Ask “why do you think that” and then *listen* to their explanation - paraphrase (reword their statement in your own words) to ensure you understand what they are saying
- using words such as “let’s try this”
- saying “try to maintain safe body mechanics...ears over shoulders....”
- reinforcing learning such as saying “remember in TLR training.... let’s try that”
- offering a demonstration and saying the steps of the move as they are being shown
- remembering the focus is on safe body mechanics and consider some workers may have to adapt based on their own self-risk assessment - and from the risk assessment then eliminate/manage to the best of one’s ability while ensuring a safe moving task

An effective coach avoids:

- rolling their eyes or exhaling loudly
- crossing their arms or having hands on hips as a display of annoyance
- turning away with indifference
- saying “that’s wrong” or “you can’t”

It is important to mention that a TLR Buddy is not deemed a SASWH approved TLR trainer unless they have successfully completed the TLR Train the Trainer and have maintained their TLR trainer status. Also a TLR Buddy is not deemed a supervisor unless their job duties include overseeing and directing the work of others as defined in Saskatchewan’s legislation. The *TLR Buddy - Basic Principles of Coaching* offered here can be applied in various situations.

**Remember...the approach is to coach!**

**Be Aware - Be Healthy - Be Safe**