

# Preventing Workplace Violence in Healthcare

Protect Employees by Establishing a Workplace Violence Prevention Program



Workplace violence can occur at or outside the workplace and includes threats, verbal abuse, physical assaults and homicide, one of the leading causes of job-related deaths.



70% -74% of approximately 25,000 workplace assaults reported annually occurred in health care and social service settings.

## OSHA's Five Core Elements

OSHA's Workplace Violence Program Checklist: <https://bit.ly/2TRinfC>

### Management Commitment and Employee Participation

- Create and implement a policy to communicate the conduct expected of patients, employees, visitors, and other third parties.



### Safety and Health Training

- Train workers to inform them on how to recognize hazards and protect themselves and others.



### Worksite Analysis and Hazard Identification

- Identify risks and hazards and review safety records.



### Hazard Prevention and Control

- Utilize engineering controls and administrative and work practice controls to mitigate risks and hazards.



### Recordkeeping and Program Evaluation

- Accurate recordkeeping can help employers determine the extent of the workplace violence issue and evaluate trends, patterns, and methods of hazard control.



## COSTS OF WORKPLACE VIOLENCE

Workers compensation claims

Caregiver fatigue, injury, and stress correlate with a higher risk of medication errors and patient infection

Stress and injury are factors that cause caregivers to leave the profession



## OSHA FINES FOR NONCOMPLIANCE ARE OFTEN STEEP

<https://1sthcc.com/the-cost-of-workplace-violence-under-osha/>

A Pennsylvania hospital was fined \$32,000 for exposing employees to workplace violence among other hazards.

A Florida health facility was cited for workplace violence and faced over \$71,000 in fines.

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# Osha Workplace Violence

**U.S. Department of  
Labor, Occupational Safety and Health  
Administration**



## **Osha Workplace Violence:**

**Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers** United States. Occupational Safety and Health Administration, 1996 Guidelines for Preventing Workplace Violence for Health Care & Social Service Workers U.S. Department of Labor, Occupational Safety and Health Administration, 2014-03-12 The National Institute for Occupational Safety and Health NIOSH defines workplace violence as violent acts including physical assaults and threats of assaults directed toward persons at work or on duty This includes terrorism as illustrated by the terrorist acts of September 11 2001 that resulted in the deaths of 2 886 workers in New York Virginia and Pennsylvania Although these guidelines do not address terrorism specifically this type of violence remains a threat to U S workplaces For many years health care and social service workers have faced a significant risk of job related violence Assaults represent a serious safety and health hazard within these industries OSHA s violence prevention guidelines provide the agency s recommendations for reducing workplace violence developed following a careful review of workplace violence studies public and private violence prevention programs and input from stakeholders OSHA encourages employers to establish violence prevention programs and to track their progress in reducing work related assaults Although not every incident can be prevented many can and the severity of injuries sustained by employees can be reduced Adopting practical measures such as those outlined here can significantly reduce this serious threat to worker safety In January 1989 OSHA published voluntary generic safety and health program management guidelines for all employers to use as a foundation for their safety and health programs which can include workplace violence prevention programs OSHA s violence prevention guidelines build on these generic guidelines by identifying common risk factors and describing some feasible solutions Although not exhaustive the workplace violence guidelines include policy recommendations and practical corrective methods to help prevent and mitigate the effects of workplace violence The goal is to eliminate or reduce worker exposure to conditions that lead to death or injury from violence by implementing effective security devices and administrative work practices among other control measures The guidelines cover a broad spectrum of workers who provide health care and social services in psychiatric facilities hospital emergency departments community mental health clinics drug abuse treatment clinics pharmacies community care facilities and long term care facilities They include physicians registered nurses pharmacists nurse practitioners physicians assistants nurses aides therapists technicians public health nurses home health care workers social workers welfare workers and emergency medical care personnel The guidelines may also be useful in reducing risks for ancillary personnel such as maintenance dietary clerical and security staff in the health care and social service industries *Workplace Violence* Abigail Marie Sweet, 2017 Workplace violence is a major issue in many occupations Acts of workplace violence can cost companies millions of dollars Using a workplace violence prevention programs to control workplace violence could be vital in saving a company money and possibly saving someone s life There are four types of workplace violence that could occur criminal

intent customer client employee on employee and personal relations The purpose of this study was to describe and explore workplace violence incidents and describe their contents utilizing the United States Occupational Safety and Health Administration's Integrated Management Information System (IMIS) database in order to investigate the adequacy of the OSHA IMIS database to provide sufficient information in support of developing workplace violence prevention programs OSHA is responsible for inspecting and describing catastrophic and fatal acts of workplace violence Inspection data was reviewed and analyzed for the purpose of this study The data showed that OSHA inspected fatalities with much more urgency than they inspected injuries and nonfatalities Forty four out of the fifty workplace violence fatalities that were analyzed were inspected by OSHA within seven days of the fatality occurring or 88 percent Twenty three out of fifty workplace violence nonfatalities and injuries were inspected within nine days of the incident occurring only 46 percent This leads to the conclusion that OSHA takes workplace violence fatalities much more seriously and there is not as much of a sense of urgency when it comes to workplace violence nonfatalities and injuries A person being shot with a gun was the number one cause of workplace violence fatalities among the 100 incidents investigated This accounted for sixty eight percent of all workplace violence fatalities included in this research Security measures should be implemented in high risk occupations such as bulletproof screens protecting the employees or providing security officers to protect the employees These high risk occupations include taxi drivers and late night convenience store workers The data collected for the purpose of this research identified many inconsistencies and missing data within the 100 workplace violence event descriptions found on the IMIS database This makes describing the data fully and drawing conclusions very difficult OSHA inspectors should consider a more uniform approach when collecting variables at a particular scene which would lend to a deeper understanding of workplace violence and potentially a more robust workplace violence program This lack of information was a limitation in the research conducted Workplace violence is a serious issue that countless employers and employees must deal with every day There must be programs set in place such as the one California has implemented and is having so much success with in order to bring awareness to employees and employers about how to handle workplace violence and to teach them what to do in situations that could otherwise be harmful to them OSHA must do a better job in describing the scenarios that they encounter in order to set up policies and procedures that are more comprehensive which could be beneficial to the next company that may face workplace violence in setting up a workplace violence program

**Occupational Health Guide to Violence in the Workplace** Thomas D. Schneid, 1998-12-23 20 murders every week 18 000 assaults in the same time All on the job Sharp increases in workplace violence continue to take an unfortunate toll on American business and its employees families and communities Preventative measures may be well intentioned but pose troubling conflicts in themselves pitting each employee's privacy vs overall worker protection A full self evaluation of your business and its personnel may be the key to safeguard against workplace violence Thomas D Schneid's Occupational Health Guide to Violence in the Workplace

provides the important guidelines for that careful all encompassing examination Most books on workplace violence focus on psychological profiles In a change of pace Schneid examines the issue from a safety health professional s viewpoint taking all angles legal issues and potential ramifications into account Chapters focus on not only in house efforts to prevent violent incidents but also government and legal standards directly or indirectly related to worker s rights and corporate liability Make every effort to prevent workplace violence from hitting home start with advice from the Occupational Health Guide to Violence in the Workplace

**Experts' Consensus of Osha's Guidelines for Workplace Violence Prevention Program Effectiveness** Javier Berezdivin,2008 The purpose of this research was to investigate if a panel of workplace violence WPV experts were of the same opinion that the five recommended OSHA guidelines were effective elements to use in a WPV prevention program Second the researcher sought to develop a comprehensive list of elements for an effective WPV program and to explore the experts opinions as to the ranked importance and feasibility of the identified elements Finally the study compared the list of elements developed from this study with the five OSHA guidelines A two round online Delphi instrument was used to survey a panel of 27 experts in the field of WPV prevention the experts invited to participate were chosen as a result of their professional experience publications conference presentations and personal recommendations the first round yielded general opinions as to how experts defined WPV program effectiveness how they measured a program s effectiveness and their opinion on the effectiveness of the current five OSHA guidelines for WPV prevention in both retail sales establishments and healthcare settings the responses generated in the first round helped in the construction of the second round by providing a list of elements used in WPV prevention programs the second round asked experts to rate 76 elements in seven distinct categories of violence prevention strategies on a 5 point Likert scale the results provided substantial consensus for the effectiveness of the five OSHA guidelines and generated a comprehensive list of 76 elements to be considered when establishing an effective WPV program Experts expressed strong agreement on the importance of 75 of the elements and expressed a weak level of agreement on the importance of only one element peer support programs Regarding the feasibility of the elements experts expressed a weak level of agreement on only two elements outplacement services for terminated employees and the training of other individuals outside an organization such as clients patients and or customers It is recommended that empirically driven research be conducted on an ongoing basis in a wide variety of industry sectors to lend further support for the effectiveness of each of these elements

**Preventing and Managing Workplace Violence** Mark A. Lies,2008 Although workplace violence cannot be eradicated employers can take steps to prevent the likelihood of a violent incident and to better manage the aftermath if one does occur This book is a practical guide for those charged with addressing workplace violence concerns either on behalf of their employer or their client The contributing authors represent a variety of experiences and opinions including mental health clinicians security experts workplace safety researchers and practitioners and lawyers and provide valuable information and advice on The problem of workplace violence and the

different forms it takes The underlying psychological factors that may prompt someone to act out violently Potential legal issues such as employer liability or due process rights of public employees Tools available to employers to avert or reduce the likelihood of an incident Book jacket      **Osha Workplace Violence** Daniel Farb, M.D.,Bruce Gordon,Daniel

Farb,2003-12-01 OSHA Workplace Violence is made for managers and employees to learn not only the regulations about handling workplace violence but also to learn signs of possible violence and how to deal with them      *Osha Workplace*

*Violence, 10 Users* Daniel Farb,Daniel Farb, M.D.,Bruce Gordon,2005-01-01 Introductory but comprehensive OSHA training for the managers and employees in a worker safety program covering workplace security      *Workplace Violence and the*

*Facility Manager* Joseph F. Gustin,2020-11-26 This book contains practical comprehensive and effective guidance and advice on the issue of workplace violence It is written in plain language and in a non theoretical reader friendly format for quick and easy reference Topics include the risk factors that contribute to workplace violence as well as the effects of violence The book discusses procedures for assessing threat as well as strategies for preventing violence and handling the consequences when necessary It also examines situations such as domestic violence and the workplace and racial and sexual harassment and explains the new OSHA directive on investigation workplace violence      **Guidelines for Preventing Workplace**

**Violence for Healthcare and Social Service Workers** U. S. Department Labor,Occupational Safety

Administration,2015-06-02 OSHA 3148 04R 2015 Healthcare and social service workers face significant risks of job related violence and it is OSHA s mission to help employers address these serious hazards This publication updates OSHA s 1996 and 2004 voluntary guidelines for preventing workplace violence for healthcare and social service workers OSHA s violence prevention guidelines are based on industry best practices and feedback from stakeholders and provide recommendations for developing policies and procedures to eliminate or reduce workplace violence in a range of healthcare and social service settings These guidelines reflect the variations that exist in different settings and incorporate the latest and most effective ways to reduce the risk of violence in the workplace Workplace setting determines not only the types of hazards that exist but also the measures that will be available and appropriate to reduce or eliminate workplace violence hazards For the purpose of these guidelines we have identified five different settings Hospital settings represent large institutional medical facilities Residential Treatment settings include institutional facilities such as nursing homes and other long term care facilities Non residential Treatment Service settings include small neighborhood clinics and mental health centers Community Care settings include community based residential facilities and group homes and Field work settings include home healthcare workers or social workers who make home visits      **OSHA Instruction** U. S. Department Labor,Occupational Safety

Administration,2015-05-28 OSHA s mission is to assure the safety and health of America s working men and women by promulgating and enforcing standards and regulations providing training outreach and education establishing partnerships and encouraging continual improvement in workplace safety and health as well as the development of comprehensive safety

and health management systems Effective and efficient use of resources requires careful flexible planning In this way the overall goal of hazard abatement and employee protection is best served This instruction establishes OSHA general enforcement policies and procedures for field offices to apply when conducting inspections related to workplace violence The instruction highlights the steps that should be taken in reviewing incidents of workplace violence when considering whether to initiate an inspection in industries that OSHA has identified as susceptible to this hazard The instruction is meant to provide guidance on both how an OSHA workplace violence case is developed and which steps Area Offices should take to assist employers in addressing the issue of workplace violence

*Workplace Violence in Mental and General Healthcare Settings* Michael Privitera, 2010-10-25 Psychiatry Mental Health  
**Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers**, 2015 *Workplace Safety and Health* United States Government Accountability Office, 2017-09-22 Workplace violence is a serious concern for the approximately 15 million health care workers in the United States OSHA is the federal agency responsible for protecting the safety and health of the nation's workers although states may assume responsibility under an OSHA approved plan OSHA does not require employers to implement workplace violence prevention programs but it provides voluntary guidelines and may cite employers for failing to provide a workplace free from recognized serious hazards GAO was asked to review efforts by OSHA to address workplace violence in health care GAO examined the degree to which workplace violence occurs in health care facilities and OSHA's efforts to address such violence GAO analyzed federal data on workplace violence incidents reviewed information from the nine states GAO identified with workplace violence prevention requirements for health care employers conducted a literature review and interviewed OSHA and state officials *OSHA 3148* American Society for Healthcare Engineering, American Hospital Association, 1996

**Preventing and Responding to Violence at Work** Kimberly Ann Rogers, Duncan Chappell, 2003 Workplace violence is one of today's most serious occupational hazards This practical guide offers valuable information on how to systematically design and develop workplace prevention programs and policies The book approaches the issue from two fronts First it demonstrates how workplace violence can be prevented by examining how organizations and groups are handling the problem It reviews an array of existing guidelines and policies developed by governments trade unions special study groups workplace violence experts employers groups and specific industries and generates a useful survey of best practice strategies Second the guide outlines in detail a reliable and effective methodology for developing workplace violence prevention programs which includes assessing and describing risk designing implementing and monitoring preventive and reactive measures and reviewing the risk management process Every worker deserves a safe and secure environment and violence should not be accepted as part of any job This book presents concrete guidance for combating violence in the workplace while also providing a wider understanding of the factors and conditions that contribute to it *Violence in the Workplace* Oregon. Occupational Safety and Health Division, 1999 *Recommendations for Workplace Violence Prevention*

*Programs in Late-night Retail Establishments* ,1998      **Workplace Violence** Sandra L. Heskett,1996 Contains a variety of recommended procedures programmes and policies on issues related to the identification and prevention of workplace violence It includes examination of intimidation threats physical assault stalking and homicide      **Workplace Violence** ,2017



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