

# Workplace Violence Mitigation Efforts: MHA Progress



- S** – Safe culture of zero violence
- A** – Approaches to safe care and resiliency
- F** – Facts to drive decisions
- E** – Educate using evidence and best practices
- R** – Regulatory reform to support safe workplaces

**MHA’s S.A.F.E.R. initiative provides a framework for a coordinated effort to improve the safety and quality of care.**

## WORKPLACE VIOLENCE DATA COLLECTION

Beginning in April, MHA will be collecting quarterly data from member hospitals through the HIDI quality portal to quantify the prevalence of workplace violence.

## SAVE THE DATES!

In June, MHA will be hosting three regional workshops focused on developing, implementing and sustaining effective workplace violence programs for hospitals and outpatient clinics. Interdisciplinary teams from each facility will be encouraged to attend the full day program. Workshop detail and registration information will be forthcoming.

**June 10** – Blue Springs, Mo.

**June 12** – Springfield, Mo.

**June 14** – Chesterfield, Mo.



In October 2018, language about safety in health care facilities was introduced by Senators Blunt (R-Mo.) and Jerry Moran (R-Kan.) into the Department of Health and Human Services’ appropriations bill. This addition *direct(ed) the Department to work with the Department of Labor to provide a report to the Committees on Appropriations in the House of Representatives and the Senate 180 days after enactment on how they can collaborate to provide protections and support safe environments for health care workers, patients, families and visitors.*

Before the release of the anticipated report in late March, MHA has relaunched its workplace violence and safety initiative by providing new public-facing resources to help hospitals promote consistent patient and visitor behavior expectations. Using the theme, “Healing Happens Here,” these resources outline expected visitor behavior and can be co-branded for use throughout the hospital.



Early data from the 2019 MHA Preparedness and Safety Survey (n-132) reveal positive trends, compared to the previous year, (n-123) to prevent workplace violence in Missouri hospitals as noted with the following highlights.

What methods does your facility use to staff security personnel?	Number of Hospitals	
	2018	2019
Employ as hospital personnel	72	82
Use contract agency, other than jurisdictional public safety	16	13
A formal relationship with jurisdictional public safety: off-duty	10	8
A formal relationship with jurisdictional public safety: on-duty	3	2
Do not employ security personnel	42	42

Does your hospital provide dedicated security officers in your emergency department 24/7?	2018	2019
Yes	26	40
No	97	92

Does your hospital have a formal program to employ verbal de-escalation and safe patient handling during an encounter?	2018	2019
Yes	87	97
No	36	35

Does your hospital include security personnel as part of the formal care team?	2018	2019
Yes	26	50
No	97	82

Does your hospital use a community-policing model?	2018	2019
Yes	63	73
No	60	59

Are security events shared with your senior leadership team?	2018	2019
Yes	121	122
No	2	10