

ADVOCATING TO DECREASE WORKPLACE VIOLENCE



A Journey of Nurse Leaders

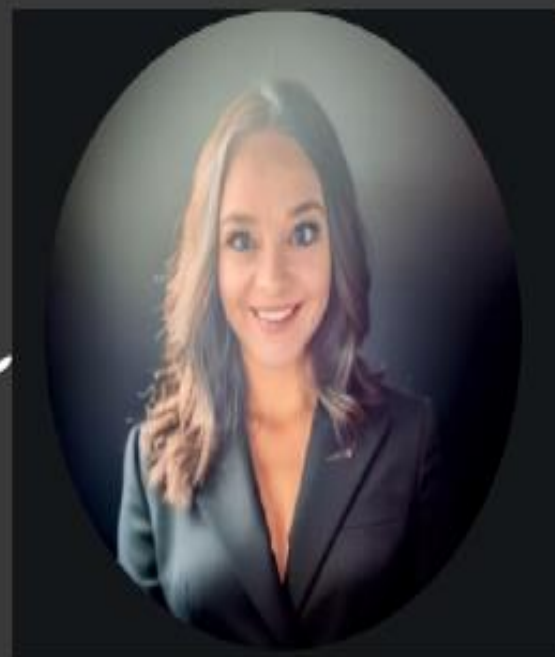


NANCY LAMONICA
MSN, MHA, RN, PCCN, NEA-BC

Chief Nurse Executive,
Department of Mental Health and Addiction

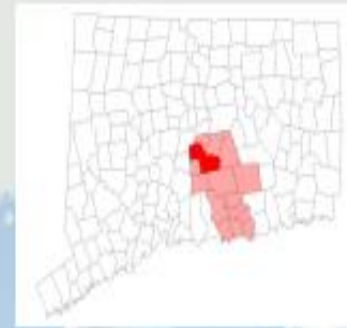


LINDSEY DOWNING
MSN, RN, NE-BC
Nurse Manager, Middlesex Health





The Smarter Choice for Care



On October 12th, 2022 in Bristol, CT



«BREAKING NEWS»
3 POLICE OFFICERS SHOT



SGT. DUSTIN DeMONTE



OFFICER ALEX HAMZY



OFFICER ALEC IURATO



The Journey FOLLOWING TRAGEDY



1 Healthcare teams face devastation

- Police, EMS and Fire are all a part of the Emergency Department team

2 Hospital staff fear their own safety

- Counseling offered
- Environmental Security assessed


3 Prompts discussions on violence


- Violence against healthcare workers is currently a Felony in CT but...
- What can be done to be proactive?


4 Nurses take to the Capital!

- Join forces with Senator Henri Martin
- Nurses have the opportunity to testify and share personal stories


CALL FOR CHANGE


 Data- 2 nurses are assaulted every hour


 Disrespect and Assaults continue decline of profession

 “Healthcare as we know it will no longer be the same- or even around.”

 Introduced to Senator Henri Martin

 Nurse Leader Colleagues unite

 Legislative day at Bristol

 Nurses share stories

KEY PLAYERS

Marla Cambell BSN, RN
SAFE



Donna Desaulneirs BSN, RN
CCRN, Bristol Hospital



Meaghan Defazio BSN, RN
CEN SAFE



Tiara Brown MSN, RN
ANM, Bristol Hospital



Jennifer Boutelle MSN, RN, NE-BC
Nursing Director Middlesex Health





Henri Martin, Senator

H.B. 6741: An Act improving
the Safety of Health Care
Providers and Patients

Places where you go to for emergency care, a scheduled surgery, labor and delivery services, diagnostic testing and lab services and patient education. An environment one goes to for treatment and to be healed.

This past summer I learned that hospitals were not so safe places.

Me and a few SRO staff members met with Nancy LaMonica, Vice President and Chief Nursing Officer of Bristol Hospital, and with over 20 nurses, doctors, security personnel of BH emergency department staff. We learned one of the most difficult problems facing health care professionals is they are experiencing verbal and physical abuse from patients and their family members, and patient friends.

Studies have shown that health care workers, especially nurses, are up to 16 times more likely to be subject to workplace violence than other workers in other occupations. Another study found that almost the 90% of the health care worker population was exposed to violence. In recent years there has been a spike in the verbal and physical attacks on hospital staff.

The abuse needs to stop. There should be zero tolerance for any type of hostility toward healthcare workers. And the public need to know any acts of threats or violent behavior will not be tolerated in any healthcare facility.

H.B. 6741 asks: · the Department of Health to develop a marketing campaign to delivery public service announcements regarding mistreatment to healthcare providers i.e. civility is expected by the patient and family member. · It establishes a grant program for hospitals to fortify their facilities. · Allows hospitals to establish policies and procedures that would provide hospitals the ability to require a nonemergency patient to leave the facility if any patient, family or friends of patient's conduct threatens the safety of others.

I thank the committee for its consideration of this bill and urge its passage.

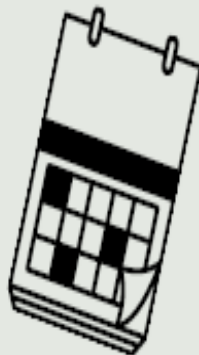
The Voice of Nurses



The Voice of Nurses



Timeline and MILESTONES



Introduced
Feb 22, 2023



Passed House
Jun 06, 2023



Passed Senate
Jun 07, 2023



Signed into Law
Jun 29, 2023

February

March

April

May

June

Feb 22, 2023 | House

- Referred to Joint Committee on Public Health

Mar 29, 2023 | House

- Reported Out of Legislative Commissioners' Office (LCO)
- Favorable Report, Tabled for the Calendar, House
- House Calendar Number 210
- PH Number 312 (LCO)

Mar 23, 2023 | House

- Referred to Office of Legislative Research and Office of Fiscal Analysis

Mar 21, 2023 | House

- Filed with Legislative Commissioners' Office (LCO)

Mar 20, 2023 | House

- Joint Favorable Substitute (PH)

Mar 09, 2023 | House

- Public Hearing 03/13

Apr 25, 2023 | House

- Referred by House to Committee on Appropriations

Votes



Mar 20, 2023, Senate
PH Vote Tally Sheet (Joint Favorable Substitute)

YES: 37 NO: 0 OTHER: 1



May 01, 2023, Senate
APP Vote Tally Sheet (Joint Favorable)

YES: 53 NO: 0 OTHER: 0



Jun 06, 2023, House
House Roll Call Vote 308 AS AMENDED

YES: 149 NO: 0 OTHER: 2



Jun 07, 2023, Senate
Senate Roll Call Vote 482

YES: 36 NO: 0 OTHER: 0

May 02, 2023 | House

- Filed with Legislative Commissioners' Office (LCO)
- Reported Out of Legislative Commissioners' Office (LCO)
- No New File by Committee on Appropriations
- Tabled for the Calendar, House

May 01, 2023 | House

- Joint Favorable (APP)

Jun 29, 2023 | Senate

- Signed by the Governor

Jun 22, 2023 | Senate

- Transmitted to the Secretary of State
- Transmitted by Secretary of the State to Governor

Jun 21, 2023 | Senate

- Special Act 23-09 (LCO)

Jun 07, 2023 | Senate

- Senate Adopted House Amendment Schedule A
- Senate Passed as Amended by House Amendment Schedule A
- On Consent Calendar / In Concurrence

Jun 06, 2023 | Senate

- Transmitted Pursuant To Joint Rule 17
- Favorable Report, Tabled for the Calendar, Senate
- Senate Calendar Number 619

Jun 06, 2023 | House

- House Adopted House Amendment Schedule A 8018
- House Passed as Amended by House Amendment Schedule A

TV STATIONS HIGHLIGHT

NURSING ADVOCACY



IN THE PRESS



Amid rising violence, lawmakers push for healthcare worker protections

Healthcare leaders say the state legislature needs to pass a measure to stop escalating violence.

[fox61.com](https://www.fox61.com) / 2:18

Attacks on nurses nationwide prompts proposed state legislation to protect health care workers

Bristol health care workers said it's not just physical attacks on their staff but also personal threats that are continuing to make staff feel unsafe.

[fox61.com](https://www.fox61.com) / 1:38

Moving forward

BRISTOL HEALTH



Hartford nurses testify at a recent hearing regarding violence in the workplace (Credit: CT-BC)

Share



HARTFORD – Marla Cambell, an emergency room nurse at Bristol Hospital, said she was sitting at the charge nurse desk a few months ago when a patient ran from his room and began choking her colleague, a nurse technician named Scotty.



Proposed S.B. No. 14
Session Year 2023



AN ACT ENSURING THE SAFETY OF HEALTH CARE WORKERS.

To ensure the safety of health care workers.

Introduced by:

Sen. Henri Martin, 31st Dist.



Official Summary/Bill Text

This bill, Substitute House Bill No. 6741, aims to improve the safety of health care providers and patients. It requires the Department of Public Health to develop a marketing campaign and make monthly public service announcements on its website and social media accounts for at least two years. These announcements will discourage aggressive or violent behavior towards health care providers and inform the public about grants available for building security infrastructure through the nonprofit organization security infrastructure competitive grant program. The bill also mentions other programs that provide opportunities for capital investments by nonprofit hospitals to enhance patient and employee safety.

Moving forward MIDDLESEX HEALTH

FORMATION OF WORKPLACE VIOLENCE COMMITTEE

- Co-chaired by nursing and security
- Dynamic group who can speak first hand to violence
- Reviews individual occurrences and identified areas for improvement

WELCOME AND ENCOURAGE REPORTING

- Enable staff to feel comfortable reporting violent interactions

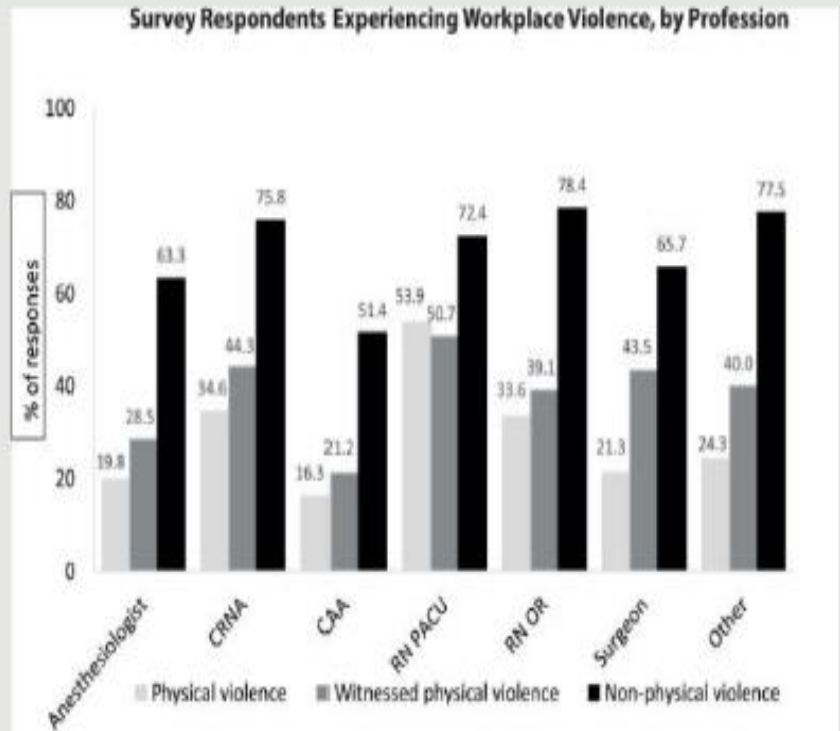
NORTH 2 INITIATIVES

- Trials
 - weighted blankets, panic button badge, AI software
- OT support
 - sound machines, essential oils, diversional activities
- Frequent security rounding on high risk patients (Broset Score)
- Individualized patient care plans- start in the ED, carry through inpatient and subsequent admissions if appropriate
- Recommend changes to policy





TRANSLATING TO THE PERIOP SETTING



Workplace Violence Pervasiveness in the Perioperative Environment: A Multiprofessional Survey

Workplace violence in health care has gained attention with its rising incidence and its impact on patient safety and clinician well-being. Legal and regulatory organizational requirements related to workplace violence...

Recommendations FOR SUCCESS



- Get involved!
 - Committees, task forces
 - Identify concerns AND offer solutions
- Speak up! (Respectfully)
 - Share concerns with those who can help encourage change
 - Testify when bills arise that effect your practice
- Do not tolerate any level of violence
 - Don't allow behavior to persist that does not promote a safe environment
 - Enlist the help of security, administration, psychiatry
- Encourage, support and enact change!
 - Work with various departments to gain support and traction
 - Quality, Risk, Administration, Security

Our Goal Together...

HEALTHCARE VIOLENCE



ZERO



WE REMEMBER



LT. DUSTIN DEMONTE #221

END OF WATCH 10-12-22

SGT. ALEX HAMZY #245

