

Let's talk about Violence and Nursing

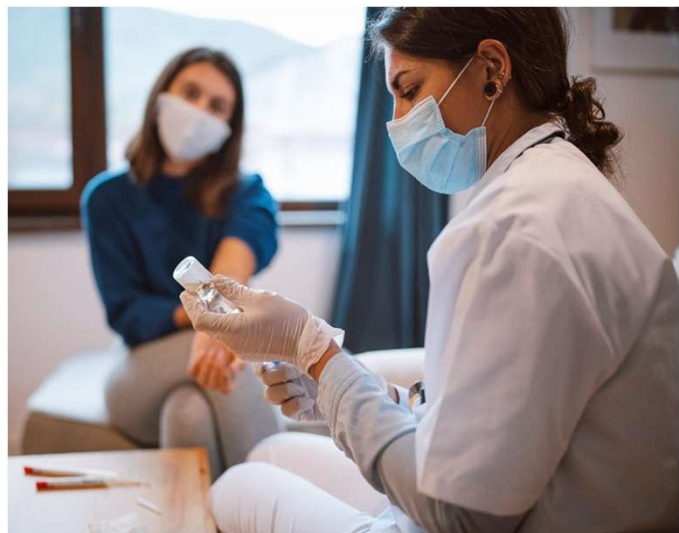
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What have you experienced?

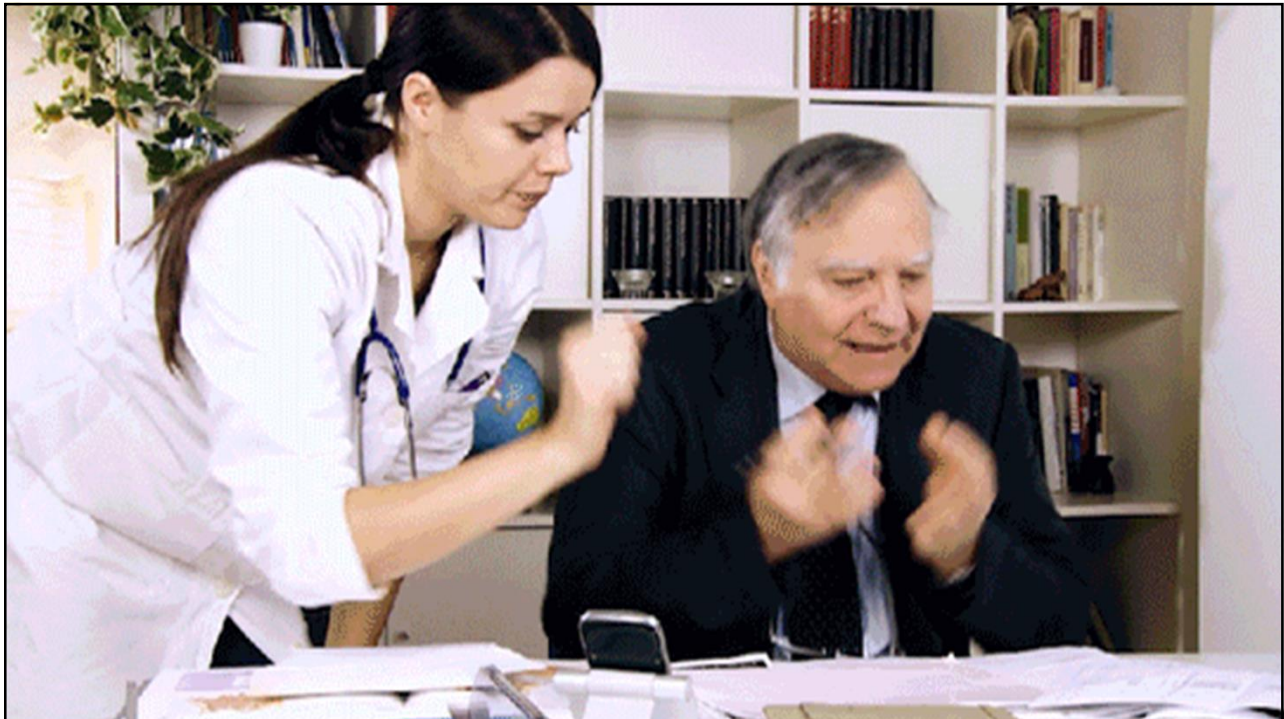


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Objectives

- Describe what lateral violence is and the effect it can have on staff and patients.
- Summarize what patient abuse is, risk factors, and how to prevent it.
- Discuss the rates of violence against healthcare workers and steps to keep staff safe

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Lateral Violence



- Horizontal violence or Bullying
- Nursing considered one of primary risks for Lateral Violence

44% to 85% of nurses are estimated to be victims of Lateral Violence.

93% of nurses reported witnessing Lateral Violence.



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((Vidal-Alves et al., 2021) (Vaughn & Detwiler, 2020) and (Christie & Jones, 2013))

Lateral Violence



- Effect on Health and Wellness

40% who experience Lateral Violence suffer adverse effects on their health.

- Burnout and Job Satisfaction

60% of nurses leave their first job within a few months because of lateral violence.

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((Vidal-Alves et al., 2021) and (Vaughn & Detwiler, 2020))

Lateral Violence effects on Patients



- Feeling less compassionate and being detached
- Disrupt teamwork and communication
- Fear of asking for help
- Depression
 - Has been reported as a leading indicator of self-reported medical errors

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((Vidal-Alves et al., 2021) and (Vaughn & Detwiler, 2020))

Compassion Fatigue



- Defined as the taking on of the suffering of the patient which can lead to:

ANXIETY

Intrusive thoughts, difficulty leaving work at work

BURNOUT

Lack of work enjoyment, exhaustion, edginess

NUMBNESS

Being overwhelmed by others



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(Clay, 2020)

Patient Abuse and neglect



According to the World Health Organization (WHO):

- 2017 study found 1 in 6 people or 15.7% aged 60 years or older were subjected to some form of abuse
- A recent study on abuse of older people in institutional settings showed that 64.2% of staff reported committing some form of abuse in the past year.
- Abuse is not limited to the elderly and can occur to any vulnerable patient or population

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(Adigun et al., 2022), (Preventing patient abuse: Why abuse happens and how to stop it - IAHSF 2020), and (Abuse of older people 2022)

Patient Abuse and neglect



- Abuse and neglect are not limited to the elderly and can occur to any vulnerable patient or population
- Abuse and neglect can occur in pediatric, obstetric, geriatric, and other areas with vulnerable patients



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(Adigun et al., 2022), (Preventing patient abuse: Why abuse happens and how to stop it - IAHSF 2020), and (Abuse of older people 2022)

Risks for Patient Abuse



- Caregiver burnout
- Understaffing or over stressed staff
- Difficult and medically challenging patient
- Lack of education on what constitutes abuse



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(Adigun et al., 2022)

(Preventing patient abuse: Why abuse happens and how to stop it - IAHSF 2020)

Pandemic Fatigue



- Demotivated about following recommended behaviors to protect ourselves and others (WHO, 2020)
- Tired of making drastic changes and missing important events which compounds
- Coping short-term vs. no end in sight
- Impact on the entire healthcare system



(Badre, 2021; Goodman, 2021; Millard et al., 2021)

Violence on Healthcare Workers



- According to the WHO at least 25% of workplace violence occurs in a healthcare setting.
- The Bureau of Labor Statistics Reports that from 2011 to 2018 rate of injuries from violent attacks against medical professionals increased by 63%.

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(Prevent in the workplace. Workplace Violence - American Nurses Association) Vidal-Alves et al., 2021) (Boyle, 2022) and (Yassi et al., 1998)

Violence on Healthcare Workers



- The American Hospital Association found during the COVID-19 Pandemic:
 - 44% of nurses reported experiencing physical violence
 - 68% reported experiencing verbal abuse

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(Prevent in the workplace. Workplace Violence - American Nurses Association) Vidal-Alves et al., 2021) (Boyle, 2022) and (Yassi et al., 1998)

Results



For survey results:

<https://www.surveymonkey.com/r/HCViolence>

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Combating Lateral Violence



- Follow the chain of command, report the behavior, and speak up
- Support and assist coworkers who you witness being abused
- Model positive behavior

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((Vidal-Alves et al., 2021) and (Vaughn & Detwiler, 2020))

Combating Lateral Violence



- Investigate to determine the root cause of the workplace violence
- Practice and encourage positive communication techniques
- Educate and communicate with staff on what they should do if they witness workplace violence

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((Vidal-Alves et al., 2021) and (Vaughn & Detwiler, 2020))

Patient Abuse Prevention



- Investigate all patient and staff complaints of violence or abuse
- Encourage and support staff to report abuse
- Educate on what is abuse and that it is not tolerated
- Monitor for abuse
- Have policies and a plan in place that can be followed if abuse is identified

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(Preventing patient abuse: Why abuse happens and how to stop it - IAHSF 2020)

Workplace Violence Prevention



- The Occupational Safety and Health Administration recommended the following:
 - Involve staff and management in communication and planning how to develop ways to prevent workplace violence
 - Assess the job hazards to reduce the risks and to develop a plan to keep staff safe
 - Encourage staff to quickly report incidents of violence

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(Prevent in the workplace. Workplace Violence - American Nurses Association) and (OSHA 3138-01R 2004 - Occupational Safety and Health Administration)

Workplace Violence Prevention



- The Occupational Safety and Health Administration recommended the following continued:
 - Create an environment and educate staff that workplace violence is not tolerated
 - Ensure that the prevention plan is appropriate and conducive to the environment

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(Prevent in the workplace. Workplace Violence - American Nurses Association) and (OSHA 3138-01R 2004 - Occupational Safety and Health Administration)

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