



Violence Prevention Training and Workplace Violence

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Background

- WPV is defined as any threat or act of harassment, physical violence, intimidation, or other threatening disruptive behavior that takes place in a work environment⁵.
- Approximately 75% of all nonfatal injuries due to WPV were sustained by healthcare workers in 2018⁸.
- Compared to other civilian domains, such as corrections officers and law enforcement, nurses are 4 times more likely to experience violence at work⁵.
- Over the past decade, there has been a steady increase of nonfatal injuries due to WPV towards healthcare workers⁸.

Significance

- There are no federal laws providing WPV prevention or protection to healthcare workers⁴.
- Acute care hospital staff are typically not trained in managing aggression; therefore, lack confidence in handling escalating situations in the workplace³.
- WPV contributes to increased stress and conflict among healthcare professionals, ineffective delivery of care, medical errors, and unsafe work environments⁴.

PICO

Among Acute Care Nurses (P) does violence prevention training (I) compared to no training (C) affect managing patient aggression (O).



Article	Findings	Level	Quality
Brown et al., 2018	A violence prevention training program, involving classroom learning and simulation training is an effective approach to prepare employees to respond when a situation escalates to violence.	III	B
Mitchell et al., 2020	Providing acute care hospital staff with simulation training for clinical aggression management can improve the confidence staff needed to maintain a safe environment.	II	B
Lamont & Brunero., 2018	A violence prevention training program such as this one had positive results in addressing the management of workplace violence by observing a significant increase in overall confidence in coping with patient aggression.	III	B
Schwartz & Bjorklund, 2019	Violence prevention programs can provide more effective risk management and data collecting instruments can be used to assist with incident reports and tracking.	III	B
Thompson et al., 2022	Developing early recognition skills improve nurses' situational awareness and confidence in coping with aggressive patients, therefore decreasing escalating events and workplace violence events.	II	B

Methods

Database: CINAHL
Keywords: workplace violence and prevention
Limitations: English language, within the last 5 years, peer reviewed
Exclusion Criteria: Meta analyses or systematic reviews
Search Results: Based on JHNEBP (2022) and Melnyk (2018) rating scales, five articles were selected for review.

Results

- There appears to be a correlation between violence prevention training and the increased preparedness of healthcare providers when managing patient aggression.
- Simulation-based violence prevention training allows the subjects to develop and enhance their knowledge and skills in managing aggression.
- To effectively convert results into training programs and systems improvement, more intervention studies on this topic are required.

Implications for Nursing Practice

- Reporting any instance of WPV, including physical and verbal assaults, is vital to measure the management of patient aggression⁶.
- Actively participate in violence prevention training.
- Encourage and support a workplace of safety by educating and preparing themselves and each other.

Clinical Nurse Leader Role

- Improve nursing care practices by developing a comprehensive violence prevention program to utilize on an acute care unit.
- Apply evidence-based practices to formulate the violence prevention program
- Involve other members of the interprofessional healthcare team to participate in the development and application of the violence prevention training.
- Incorporate lateral integration of care in the violence prevention training simulations by having the multi-healthcare disciplines work as a team to de-escalate and develop various plans of action for violent episodes.

