

# Addressing Violence Against Nurses

A Policy Analysis of HR 5223

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# Introduction



- **Review: Background of the problems that have created a need for HR 5223**
- **Analyze: HR 5223 within the policy analysis framework of Malone, as well as the National Collaborating Centre for Healthy Public Policy**
- **Interpret: Ethical principles and codes most relevant to HR 5223**
- **Apply: Spiritual & personal considerations within this context**

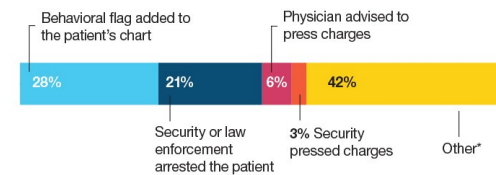
# Background

- Rate of workplace violence is higher for nurses and healthcare workers, especially in emergency department environments, than other occupations (NNU, 2019)
- More than half of all nurses have experienced violence or threats of violence within the last year (BLS, 2018)
- This negatively impacts job performance & retention (Edgar, 2016)



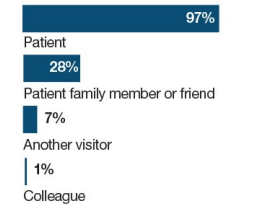
**70%** of respondents said their hospital administration or security responded to the assault

How did the hospital respond?



\*Included removing patient from the ED or restraining the patient.

Who committed the assault?



(Survey respondents who reported being assaulted; could select more than one response)

**\$428.5 MILLION**

Estimated annual costs of in-facility violence, according to the American Hospital Association, including \$234.2 million for staff turnover and \$42.3 million for medical care and indemnity

For healthcare, assaults account for

**10%-11%**

of workplace injuries involving days away from work compared with 3% for all private-sector employees

Sources: American College of Emergency Physicians, American Hospital Association, Occupational Safety and Health Administration



(Modernhealthcare.com, 2019)

# FRAMEWORK I: MALONE'S PUBLIC POLICY ANALYSIS

**Consideration of important aspects of patient situations, nurse efficacy, and institution survival**

**Salient factors in the creation of planning development and training implementan boosts effectiveness**

**No burdensome resources of time and money required**

(Malone, 2005)

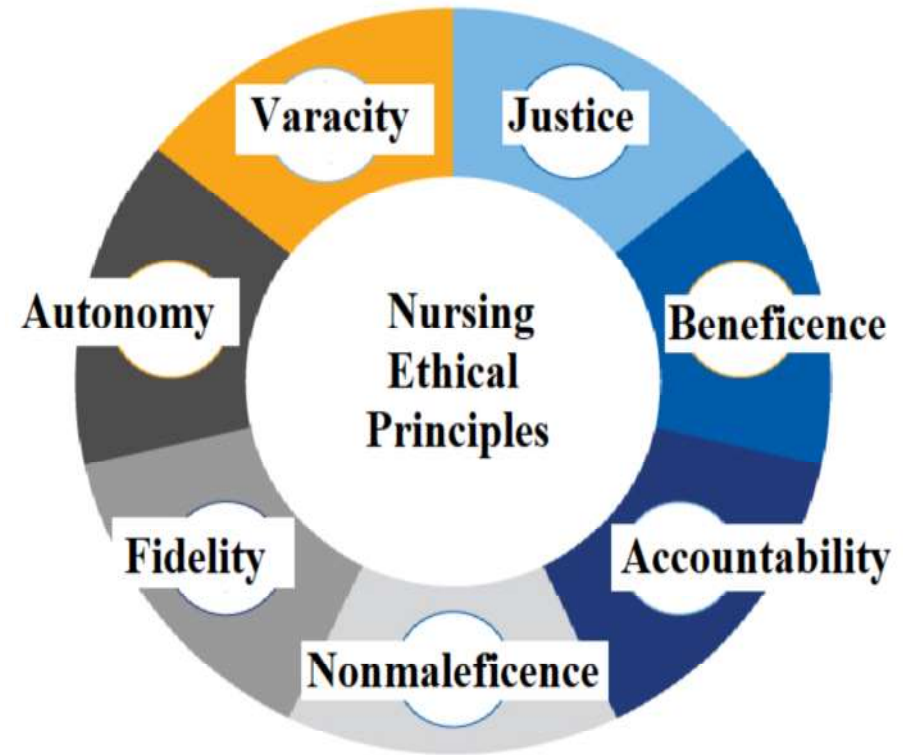
## FRAMEWORK II: NATIONAL COLLABORATING CENTRE FOR HEALTHY PUBLIC POLICY (NCCHPP)

- Promote the development of violence prevention plans that boost nurse and patient safety
- Eliminate a strong barrier for current underreporting in workplace violence incidents through mandatory incident reporting
- Technical feasibility allowing a greater amount of autonomy in creation of specialized safety plans within each hospital.

(NCCHPP, 2012).

# Ethical Principles: Justice & Accountability

- Fair treatment and accountability of the nurse within the clinical setting remains central to their operation
- Egalitarian theory stipulates the moral exactitude of all participants & their innate rights within a system regardless of relation
- Violence against nurses who are attempting to fulfil their duties by assisting patients is a failure of justice

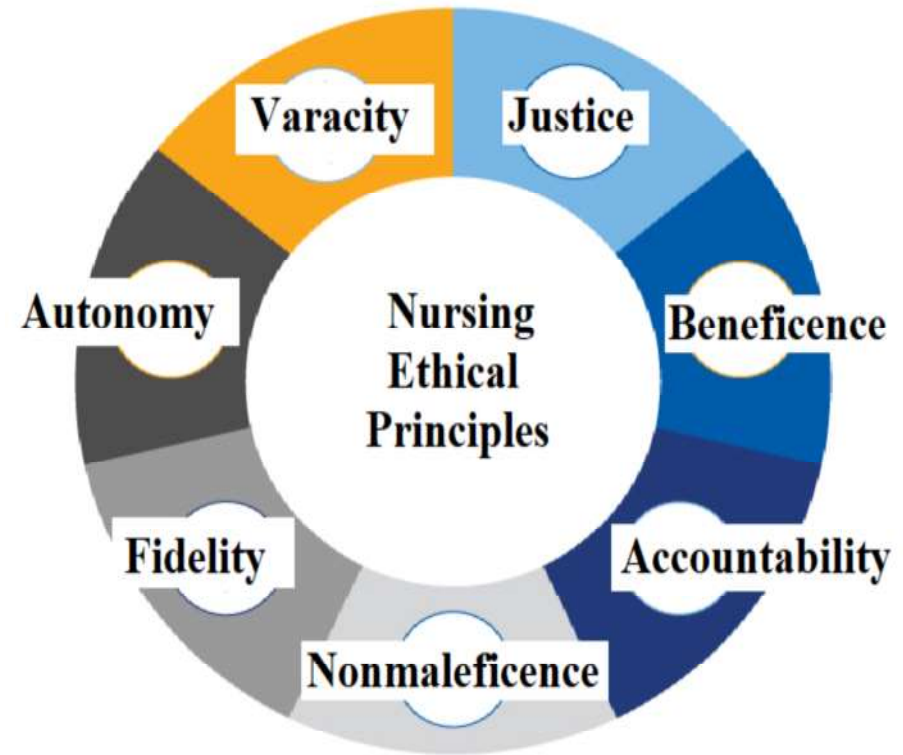


(Registerednursing.org, 2019)

(Beauchamp & Childress, 2013)

# Ethical Principles: Autonomy

- Patient Self-Determination: recognition that patients are unique individuals with innate rights
- To advise patient, and respect their healthcare decisions (even if they decide to forsake all care)
- Care free from harm and maltreatment
- Protecting nurses and nonviolent patients from harm within the clinical setting



(Registerednursing.org, 2019)

(Beauchamp & Childress, 2013)

# Code of Ethics: Provision 4

- ✓ A nurse holds authority, accountability, and responsibility for the clinical practice
- ✓ A practicing nurse's self-efficacy can have a viable influence on practice standards of care & patient health outcome levels
- ✓ Continued violence in the workplace will prevent nurses from achieving the standards of this provision

(American Nurses Association, 2015)



# Code of Ethics: Provision 5

- ✓ A nurse holds a duty towards themselves and their health
- ✓ Incidents of violence, threat of violence, and lack of accountability hinder this provision
- ✓ Standards, training, and violence reduction plans must address this concern

(American Nurses Association, 2015)

# Spiritual & Personal Considerations



- ❖ A robust contributing factor for nurse job efficacy is the desire to help others
- ❖ “Loving thy neighbor as thyself” provides a strong basis for helping those who may initially be hostile or overwhelmed in their emergency medical situation
- ❖ HR 5223 offers additional resources to help protect nurses in their care-based jobs
- ❖ HR 5223 creates positive benefits for nurses, patients, and clinics
- ❖ Better outcomes through the integration of administrative and employee planning & training
- ❖ Stem workplace violence through the adoption of national safety standards in healthcare settings

(Edgar, 2016) & (Koenig, 2010)

# Conclusion

- Nurses should not be treated less for putting themselves in harms way to help and care for others at their most vulnerable (Coble, 2016).
- Nurses should be given as much legal protection as other professionals, if not receive greater legal protection in some instances due to intimate care roles (Coble, 2016).
- Public policy analysis indicates that this policy will provide tangible benefits without unnecessary resource expenditures (NCCHPP, 2012).



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