Preventing Workplace Violence in Medical-Surgical Settings

ANNIE TAYLOR DEE SCHOOL OF NURSING

Empowering Medical-Surgical Nurses through Training Initiatives

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BACKGROUND

- The aim of this project is to address the critical issue of workplace violence among medical-surgical nurses through a comprehensive intervention plan.
- Workplace violence is a pervasive issue in healthcare, affecting nurses across various settings and specialties[1].
- The consequences of workplace violence are wide-ranging, impacting nurses' physical and emotional health, job satisfaction, and patient outcomes[2,3].
- Recognizing warning signs and implementing de-escalation techniques are crucial skills for nurses to mitigate the risk of violence[4,5].
- Hospital policies, reporting procedures, and support resources play essential roles in preventing and addressing workplace violence incidents.

METHODS

- The framework used was the Stages of Change Theory.
- The following deliverables were created:
  - Workplace Violence Prevention Pamphlet
  - Medical-Surgical Nurse Workplace Safety and Well-being Survey
  - Workplace Violence Consequences Infographic
  - Workplace Violence Training PowerPoint

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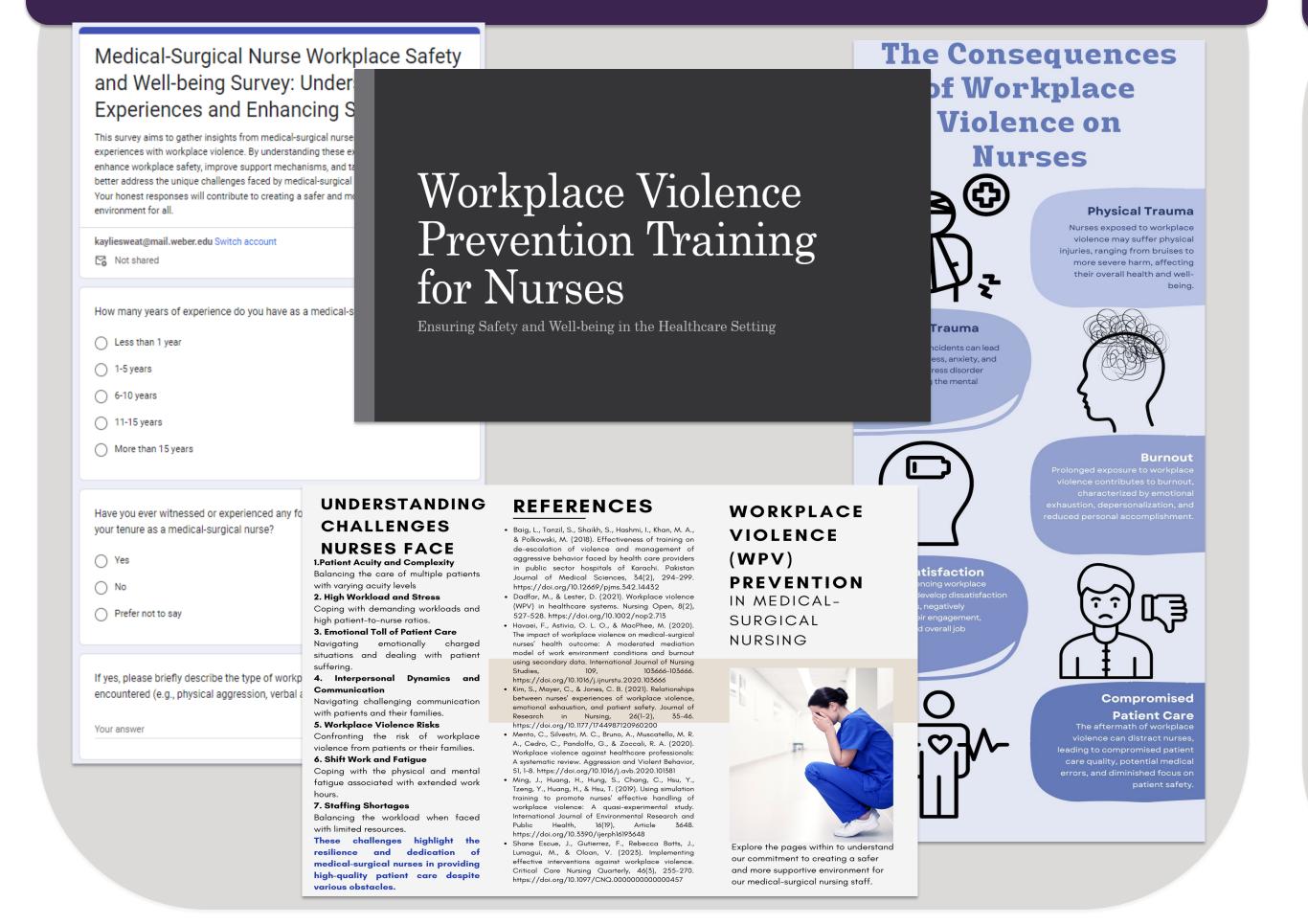
INTERVENTIONS

- Step 1: Conduct a literature review on workplace violence to understand existing challenges.
- Step 2: Form an interdisciplinary team with diverse input and perspectives.
- Step 3: Develop project materials, including pamphlets, surveys, and infographics.
- Step 4: Conduct educational training sessions for medical-surgical nurses.
- Step 5: Analyze survey responses to identify insights and trends.
- Step 6: Share project findings with stakeholders through reports and presentations.
- Step 7: Implement changes based on evaluation results to improve effectiveness.

IMPACTS

- Increased awareness and understanding of workplace violence among medical-surgical nurses.
- Improved reporting and documentation of workplace violence incidents.
- Enhanced workplace safety measures and prevention strategies.
- Greater job satisfaction and well-being for medical-surgical nurses.
- Long-term reduction in workplace violence incidents and associated consequences.

WORKPLACE VIOLENCE
IT'S NOT PART OF THE JOB!
in NURSING

TOOLS

CONCLUSIONS

- Workplace violence against nurses is a significant issue, with high prevalence rates reported globally.
- Implementing targeted interventions, informed by the Stages of Change Theory, can effectively address workplace violence among medical-surgical nurses.
- Collaborative efforts involving interdisciplinary teams, comprehensive training sessions, and accessible resources like pamphlets and infographics are crucial in promoting a safer work environment for nurses.