Minimizing Workplace Violence by Initiating an Evidence-Based Community Meeting

Date: April 6th, 2022  
Time: 10:00 a.m. to 11:00 a.m.  
Place: Nursing Administration Building Room 117

Abstract  
Workplace violence (WPV) in healthcare has become an epidemic demanding change. WPV is three to four times higher in the healthcare industry compared to other workplaces. For the purpose of this project, WPV will be defined as any act of physical violence from patient to staff member. Community meetings are one evidence-based approach in decreasing WPV in psychiatric inpatient hospitals. This observational descriptive project will compare data before and after the implementation of a targeted WPV community meeting, which includes unit rules, staff and patient expectations, a definition of WPV, and medication options available to reduce anxiety and irritability. The purpose of this project is to assess the impact of the community meetings. The aim is to reduce incidents of WPV by 20% during a 90-day pilot period. The primary outcome measure of interest is the incidence of WPV. The question being addressed is: For adult patients aged 18-years and older admitted to an inpatient psychiatric unit, what is the effect of implementing a targeted WPV community meeting on WPV over a 90-day period compared to a general community meeting as conducted prior to its implementation? Prior to implementation of the targeted WPV community meeting, there were (N=10) physical assaults by patients towards staff from June through August 2020. Following implementation from June-August 2021 there were (N=5) physical assaults. Community meetings support the decrease of WPV by encouraging a shift within the culture by setting a climate for respect between patients and staff creating a safer environment.