

Background

The Workplace Safety Initiative

In 2014, the Oregon Association for Hospitals and Health Systems (OAHHS) convened the Workplace Safety Initiative (WSI) Work Group to find ways to collaboratively address two of the leading causes of health care worker injury in Oregon - manual patient handling and workplace violence.

Work group members included representatives from SEIU 49, Oregon Nurses Association, and representatives from various OAHHS member hospitals in Oregon.

The Triple Aim group, which is comprised of Legacy Health, Providence Health & Services, Oregon Health & Sciences University, Kaiser Permanente NW, the Oregon Nurses Association, and SEIU, also supported this project.

The goals of the WSI project were to:

- Identify and implement evidence-based programs to reduce injuries from patient handling and workplace violence and foster sustainable cultural change.
- Strengthen relationships with partner organizations around health care worker and patient safety issues.
- Disseminate lessons learned and tools developed to all hospitals in Oregon to assist implementation of sustainable effective workplace safety programs.

To reach these goals, a pilot project working with Oregon hospitals was developed. Eight volunteer hospitals of varying sizes from across the state participated in a total of 10 projects. Five hospitals participated in the Workplace Violence (WPV) project and five in the Safe Patient Handling and Mobility (SPHM) project. Hospitals participating in the projects either had no established WPV or SPHM program or the program was unsustainable and did not achieve the intended results; or had an established WPV or SPHM program that needed strengthening.

Tool(s) that support content in this Section

- i. [Violence Prevention in Health Care: Sharing Lessons Learned from the OAHHS Worker Safety Initiative](#)

A presentation that describes the Workplace Safety Initiative project; an overview of the process hospitals used to develop their Workplace Violence (WPV) Programs; and a summary of lessons learned.

The presentation was made in March 2017 at the Governors' Occupational Safety and Health Conference (GOSH), Portland, Oregon.

Workplace Violence Toolkit - Background

Participating hospitals were in urban and rural areas of the state and included three hospitals with 50 beds or less; three hospitals with 50-150 beds and two with over 300 beds.

A project consultant with expertise in occupational safety, health and ergonomics provided customized project facilitation to meet the level of assistance each needed by each facility.

The overall goals for each participating hospital were to:

- Reduce incidence, risk, and cost of staff injury related to patient handling and mobility and/or workplace violence.
- Implement evidence-based best practices that will assist to sustain SPH and/or WPV efforts at each facility.
- Enhance the culture of safety and empower health care employees to create safe working environments.
- Address patient handling and related ergonomics/safety issues and/or workplace violence proactively.

From June 2015 through May 2017, each facility worked with the WSI consultant to assess and develop a *new or enhance* an existing WPV program or SPHM program.

Each hospital designated a project leader and formed or engaged an existing interdisciplinary committee to manage the project. These committees will also facilitate and provide future oversight of the WPV or SPHM programs.

Implementation of all program elements and evaluation of the WPV programs is in process and a “continuous improvement” approach will be used to sustain and enhance the programs at each facility.

More information about the WSI project and lessons learned is provided in **Tool i**.

Workplace Violence Toolkit - Background

Acknowledgements

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Portland, OR

Grande Ronde Hospital and Clinics

La Grande, OR

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Workplace Violence Toolkit - Background

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Questions or Feedback

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