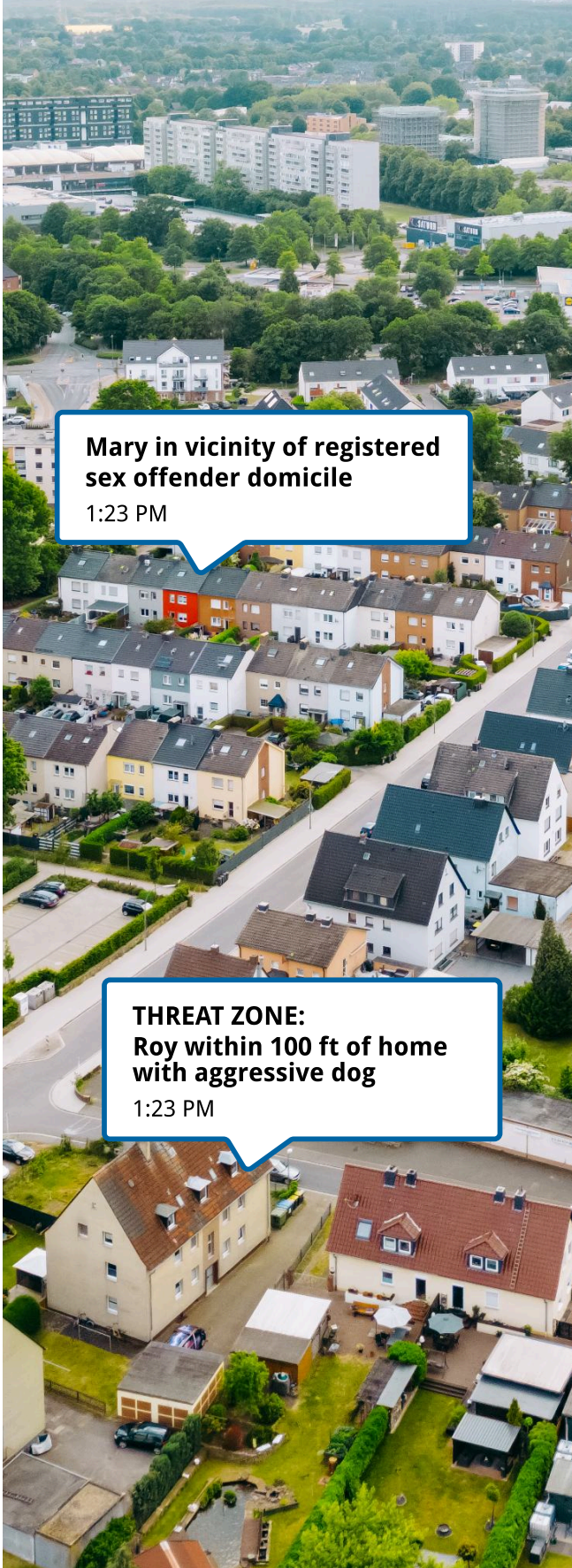




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Building a Safer Tomorrow: Your Guide to Workplace Violence Prevention in Home Healthcare



Building a home healthcare safety plan

As the healthcare industry shifts at a rapid pace, those organizations with robust safety plans that address the root causes of the staffing crisis will have the best outcomes, including better staffing levels, lower costs, and higher ROIs.

Employers that implement effective safety and health programs may expect to significantly reduce injuries and illnesses and reduce the costs associated with these injuries and illnesses, including workers' compensation payments, medical expenses, and lost productivity. In addition, employers often find that process and other changes made to improve workplace safety and health may result in significant improvements to their organization's productivity and profitability.

– U.S. Department of Labor



Guidelines for Building an Effective Safety Plan

1. Establish a Workplace Violence Prevention Policy

Develop a Written Policy:

- Create a clear, written policy that defines workplace violence, establishes zero tolerance, and outlines the organization's commitment to preventing violence.
- Ensure the policy includes all forms of violence, including physical assault, threats, intimidation, and harassment, specific to home healthcare environments.

2. Conduct a Risk Assessment

Identify and Assess Hazards:

- Conduct thorough assessments to identify potential hazards such as that could contribute to workplace violence in home settings. Evaluate patient environments, community safety, and work practices.
- Use tools such as employee surveys, home visits, and review of incident reports specific to home healthcare settings.

3. Develop and Implement Preventive Measures

Engineering Controls:

- Implement measures such as panic buttons, communication devices, and location monitors for home healthcare workers to enhance safety.

Administrative Controls:

- Develop clear procedures for scheduling visits, handling aggressive patients, and managing high-risk environments.
- Implement policies on reporting and responding to incidents of violence in home settings.

Work Practice Controls:

- Train employees on de-escalation techniques, conflict resolution, and safe entry/exit strategies for homes.
- Establish procedures for home healthcare workers to follow in high-risk situations, such as working alone or in unsafe neighborhoods.



4. Provide Training and Education

Employee Training:

- Train all home healthcare workers on recognizing the signs of potential violence, understanding the organization's policies, and knowing how to respond to violent situations in home environments.

Management Training:

- Provide additional training for supervisors and managers on handling reports of violence, conducting investigations, and supporting affected employees in home healthcare settings.

5. Establish Reporting and Response Procedures

Reporting System:

- Create a clear and confidential system for home healthcare workers to report incidents of violence or threats. Ensure that employees know how and where to report.

Response Plan:

- Develop a response plan that includes procedures for securing the area, notifying law enforcement, providing medical care, and supporting affected employees in home settings.

Investigation:

- Establish a process for investigating reported incidents promptly and thoroughly. Ensure that investigations are conducted in a fair and unbiased manner, with a focus on home healthcare scenarios.

6. Support and Follow-Up

Employee Support:

- Provide support services for home healthcare workers affected by workplace violence, including counseling and medical care.

Follow-Up:

- Review each incident after it occurs to determine the effectiveness of the response and identify areas for improvement specific to home healthcare.



7. Recordkeeping and Documentation

Maintain Records:

- Keep detailed records of all reported incidents, risk assessments, training sessions, and preventive measures specific to home healthcare settings.

Documentation:

- Ensure that all documentation complies with regulatory requirements and is easily accessible for review.

8. Continuous Improvement

Review and Update:

- Regularly review and update the workplace violence prevention plan to reflect new risks, changes in home healthcare environments, and lessons learned from past incidents.

Feedback Loop:

- Establish a feedback mechanism for home healthcare workers to provide input on the effectiveness of the prevention plan and suggest improvements.

9. Compliance with Regulations

Stay Informed:

- Keep abreast of changes in laws and regulations related to workplace violence prevention in healthcare and home healthcare settings.

Ensure Compliance:

- Ensure that the organization's policies and practices comply with all relevant local, state, and federal regulations, including Cal/OSHA standards.

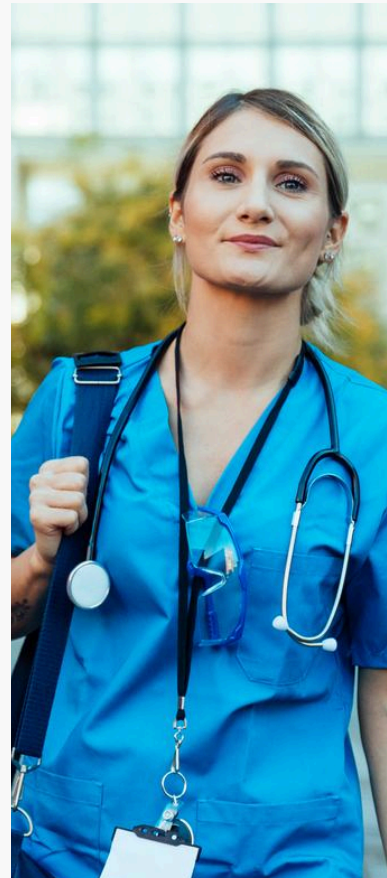
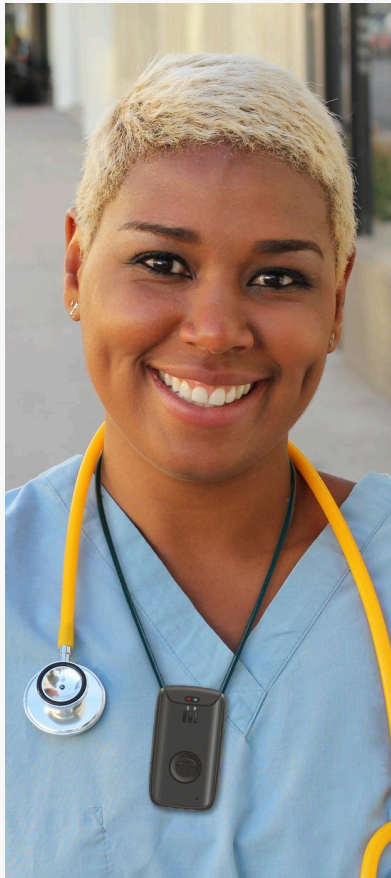
If you don't have a Workplace Violence Protection Plan, consider retaining a consultant certified in safety procedures.

By following these steps, home healthcare organizations can develop a comprehensive Workplace Violence Prevention Plan. This plan will address the specific risks and challenges faced by home healthcare workers, ensuring a safer and more secure working environment.



We're curious...

- 1 Do you have staff that leave controlled areas during their workday?
- 2 Do your staff face potential risks such as violence or health events?
- 3 If an incident occurs, do you want real-time visibility during and afterwards to make sure its impact is minimized?



If you answered 'Yes' to any of these questions, Aware360 can enhance your workforce safety.

Ready to talk about how Aware360 can improve your home healthcare safety plan for your staff?

[Learn more](#)

[Book a demo](#)