Workplace Violence Against Healthcare Providers: Literature Review

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Workplace Violence Against Healthcare Providers

Workplace violence in healthcare has reached an all-time high worldwide. The overwhelming amount of violence against healthcare providers has led many nurses and providers to feel burnt out and lower quality patient safety. Education and intervention on what to do when a healthcare provider experiences assault should be implemented among all facilities. Education on de-escalating violent situations could decrease the number of cases seen each year involving healthcare providers and assault (Vento et al., 2020).

Frequency and barriers of reporting workplace violence in nurses: An online survey in China

Nurses in China participated in a study that surveyed how many providers experienced workplace violence and how often it was reported—of the two hundred and sixty-six nurses surveyed, the research found that 64.7% of nurses experience some violence within the previous year. However, only 45.5% of incidents were reported. Over half of participants stated they were unaware of correctly reporting incidents or what qualified as an appropriate type of incident to report. In addition, 50.6% of participants felt greater attention was paid to the patients rather than the safety of the staff members (Song et al., 2020).

Key Points

By recognizing the lack of reporting knowledge by staff and intervention by management, it allows room for improvement in the willingness to report incidents of assault towards healthcare providers. Clarifying the types of violence that should be reported can allow nurses to have a uniform understanding of what violence is to make reporting easier. Supportive

management gives nurses and other providers the courage to stand up for themselves and provide opinions on ways to decrease the chances of assault. Making report systems simple to use can increase the number of reports written, leading to an overall change of care to maintain safety amongst healthcare staff (Song et al., 2020).

Assumptions

Simplifying report systems can encourage healthcare providers to be more vocal about the types of violence experienced while working in a facility. In addition, education on the types of violence would help providers understand that not all behaviors are acceptable or just "part of the job." More involvement from leaders encourages staff to complete a written statement about the violent experience. Finally, developing a follow-up plan to ensure the victim of a violent incident is being treated mentally and physically can influence the willingness to fill out reports in the future (Song et al., 2020).

Deficit/Conclusion

The amount of workplace violence is rising in the healthcare world. Lack of understanding, lacking support from management, and complicated reporting systems all play critical roles in the hesitancy behind documenting assaults among nurses by their patients (Song et al., 2020). Providing better definitions of violence in the workplace, bettering management involvement, and simplifying report systems can reinforce the importance of documenting violent events. Interventions stated should be implemented to decrease the amount of workplace violence. Failure to report violent incidents can lead to burnout among healthcare providers and a decrease in interest in the profession, leading to further staffing issues causing a decrease in patient safety.

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Conclusion

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- Patient outcomes
- Nursing practice
- Evidence-based practice/Quality Improvement efforts
- Healthcare as a whole

References

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