Texas State Council

OPERATIONAL POLICY/ PROCEDURE

Title: Committee: Workplace Violence Committee	**Number:**
Cross Reference: WPV, Workplace Violence	
Approved by: Texas State Council Board of Directors	**Origination Date:** 01/22/2022
Revised by: Workplace Violence Committee (WPV)	**Approval Date: 2025**
	Revision Date: 09/18/2022

I. **PURPOSE:**

The committee's purpose is to develop, implement, and monitor a duplicatable plan to recognize and prevent WPV.

II. BACKGROUND/DEFINITIONS:

More nursing jobs will be available in the year 2022 than any other profession in the United States, with an estimated 11 million nurses needed (Haddad et al., 2020). Workplace violence is on the rise with the huge majority of offenders being patients (Samuels et al., 2018). It is speculated that workplace violence incidents have recently gone up 110% (Occupational Health & Safety, 2020), prompting bipartisan support for several workplace violence prevention bills, currently sitting with the Senate (Morse, 2021)

The increased prevalence of WPV is causing nurses to leave the bedside or their current role adding to the nursing shortage. In one poll, nearly 50% of polled nurses report they have personally experienced bullying, incivility, or another form of violence at work, in the past year (Edmonson et al., 2021). Violence in health care is cited as a contributor to the nursing shortage, as nearly half of the nursing workforce has been subjected to violence at work (Haddad et al., 2020). Nurses are "four times more likely to face physical and emotional abuse" at work, than employees in other occupations (Havaei, 2020).

1. **Membership:** Current active ENA member

2. **Qualifications of Chairperson/Vice-Chair:**
   a. Have attended at least two (1) Texas State Council General Assembly meetings in the previous year.
   b. Shall be nominated by the WPV Committee and appointed by the Texas State Council President and approved by the Texas State Council Board of Directors (BOD)

Terms of Office: 3 years

a. Year 1 – Vice-Chair
b. Year 2 – Chair
c. Year 3 – Chair with Vice-Chair

Committee Composition: The WPV Committee shall consist of the following, with Committee members volunteering to participate

a. Chair
b. Vice Chair
c. Committee members

3. **Vacancies**
   a. Chair – Filled by the current Vice-Chair
   b. Vice-Chair – Nominated by the WPV Committee or appointed by the Texas State Council President and approved by the Texas State Council BOD.

III. PROTOCOL/PROCEDURE:

The WPV Committee will:

This committee will further work to develop best practice guidelines, policies, and procedures regarding WPV, refining current best practice recommendations.

The WPV **Chair** has the following responsibilities:

1. Develop and distribute meeting agendas and reports from committee meetings
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2. Conduct and chair Committee meetings quarterly and as needed to complete identified tasks.

3. Deliver a quarterly written and oral report on behalf of the committee at State General Assembly meetings. Written reports must be entered into Google Drive or other state specified means.

4. Develop and submit for approval an annual committee budget.

5. Serve as mentor to Vice-Chair

The **Vice Chair** has the following responsibilities:

1. Assist the Chair as requested with the above duties.

2. After serving as Vice-Chair, be willing to seek appointment as Chair the following year at the discretion of the Texas State Council BOD.

The Committee **Members** has the following responsibility:

1. Assist the chairperson in meeting the committee's purpose and charges.

References:

Edmonson, C., Marshall, J., & Gogek, J. (2021). Creating a healthier workplace environment in an era of rising workforce pressures. *Nursing Administration Quarterly*, *45*(1), 52-57.

Hadad, L., Annamaraju, P., & Toney-Butler, T. (2020). Nursing shortage. StatPearls Publishing. https://www.ncbi.nlm.nih.gov/books/NBK493175/

Havaei, N. (2020). Nurse shortage leads to more violence from patients. The University of British Columbia. https://nursing.ubc.ca/news-events/news/20-feb-2020/nurse-shortage-leads-more-violence-patients

Occupational Health & Safety (2020). Nurses are suffering more violence in the workplace. https://ohsonline.com/Articles/2020/02/10/Nurses-Are-Suffering-More-Violence-in-the-Workplace.aspx?Page=3#

Registered Nurses' Association of Ontario. (2019). Preventing violence, harassment and bullying against health workers, second edition. *International Affairs & Best Practice Guidelines*. https://rnao.ca/sites/rnao-ca/files/bpg/Preventing_violence_harrassment_and_bullying_against_health_workers_final.pdf

Samuels, S. K., Hunt, S., & Tezra, J. (2018). Patient violence against healthcare workers. *Journal of Business & Behavioral Sciences*, *30*(2), 127–138.