

Prevention of Violence: Ensuring safety in health care institutions

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Abstract

There is growing concern over the increase in violent incidents in the healthcare workplace and the resulting negative effects of current cultures that tolerate violence towards healthcare professionals. Violence against nurses is a complex and persistent occupational hazard facing the nursing profession. Paradoxically, the job sector with the mission to care for people appears to be at the highest risk of workplace violence. A perception within the healthcare industry that "assaults are part of the job" leads to underreporting of violent incidents and barriers to the institution of effective programs to assess and manage workplace violence. Nurses are among the most assaulted workers in Health Care industry. Too frequently, nurses are exposed to violence – primarily from patients, patients' families, visitors, and Health care team members too. This violence can take the form of intimidation, harassment, stalking, beatings, stabbings, shootings, and other forms of assault. Psychological consequences resulting from violence may include fear, frustration, lack of trust in hospital administration, and decreased job satisfaction. Violence not only affects nurses' perspectives of the profession, but it also undermines recruitment and retention efforts which, in a time of a pervasive nursing shortage, threaten patient care.

Violence undermines the healing mission of the healthcare organization, jeopardizes the physical and emotional safety of patients and threatens the delivery of effective, quality care and violates individual rights to personal dignity and integrity. In India and other South East & Middle East Asian countries assaults on nurses and other healthcare workers occur in all areas of practice and constitute a serious hazard. Current literature suggests that to ensure a safe and respectful workplace environment, mandatory protections must be provided such as zero-tolerance policies against violence in the workplace, as well as comprehensive prevention programs, reporting mechanisms and disciplinary policies.

Biography

Rajesh Kumar Sharma, Associate Professor & currently working as Head of Critical Care Nursing Department in Himalayan College of Nursing, Swami Rama Himalayan University, Dehradun, India. Rajesh does research in Nursing Science, Critical & Emergency Nursing Care, Nursing Education, Nursing Administration, Cardiology & Cardiothoracic Surgery.

Publications:

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