

SB25-166: Health-Care Workplace Violence Incentive Payments

Sponsors: Senator Mullica & Representative Feret

The problem:

- Healthcare workers experience **the highest rate of injuries** caused by workplace violence (WPV) & are **five times more likely to get injured** at work than other workers.¹
- A 2022 survey revealed that **65% of nurses** reported that they had been verbally or physically assaulted by a patient/patient's family.²
- Reporting incidents of workplace violence is multifaceted and complex. Underreporting of workplace violence stems from multiple factors, including societal perceptions that violence is part of the job, uncertainty about what constitutes reportable incidents, workload constraints, and concerns that reporting may not lead to meaningful change.³
- Workplace violence leads to retention challenges, quicker burnout, missed work days due to injury, and diminished patient outcomes.

The Bill:

- SB25-166 aims to address & reduce WPV in a hospital setting by incorporating specific metrics related to WPV into the state's hospital quality incentive payment program.
- The bill creates a diverse stakeholder group to assess the state of WPV, develop recommendations, and identify potential funding sources to assist hospitals in mitigating WPV incidents.
- There is no single solution to the issue of WPV, but the stakeholders will come together to identify & share solutions based on various environments.
- The bill mandates the development of new metrics related to WPV, which is used to determine quality incentive payments to hospitals.
- *No appropriation needed (L.002).*
- Addressing workplace violence is vital to safeguarding caregivers, fostering a culture of respect, and sustaining the foundational mission of healthcare. This bill sets the stage for meaningful collaboration between key stakeholders with a goal to improve workforce safety.



¹ "Fact Sheet | Workplace Violence in Healthcare, 2018 | April 2020." U.S. Bureau of Labor Statistics, April 2020. <https://www.bls.gov/iif/factsheets/workplace-violence-healthcare-2018.htm>.

² Incredible Health. "STUDY: 34% of Nurses Plan to Leave Their Current Role by the End of 2022," 2022. <https://www.incrediblehealth.com/wp-content/uploads/2022/03/IH-COVID-19-2022-Summary-1.pdf>.

³ Arnetz, Judith E. "The Joint Commission's New and Revised Workplace Violence Prevention Standards for Hospitals: A Major Step Forward Toward Improved Quality and Safety." *Joint Commission Journal on Quality and Patient Safety* 48, no. 4 (April 2022): 241–45.