

Fact Sheet on MNA Workplace Violence Survey

Massachusetts nurses say workplace violence is a serious problem that is not being adequately addressed by their employers, according to a new survey by the Massachusetts Nurses Association that included more than 220 union and non-union nurses.* In the past two years, 86 percent of nurses report experiencing some form of violence. Nurses say the solution is a set of comprehensive strategies of the kind proposed in **An Act Requiring Health Care Employers to Develop and Implement Programs to Prevent Workplace Violence (H. 1007)**.

An all-too-familiar problem

- 74% report violence or abuse being a somewhat serious or very serious problem in their workplace in the past two years
- 83% report fearing or anticipating violence or abusive events in the past two years

Nurses under assault

- 86% report experiencing some form of violence in the past two years
- 58% report being kicked
- 44% report being punched
- 58% report having objects thrown at them
- Nurses report seeing the following weapons being used in their workplace in the past two years: scissors, pencils or pens, syringes, knives, guns, medical equipment and furniture

Violent incidents affect subsequent performance

- 41% report difficult concentrating on the job following workplace violence
- 47% report hyper vigilance and being easily startled
- 34% report psychological problems such as fear

Management's poor response

- 88% report that no relief was provided so they could leave after the violent incident
- 93% report continuing to work
- Only 19% report management as both supportive and attempting to find solutions
- 16% report management intimidated or discouraged them from reporting incidents or harassed and blamed them when reporting incidents
- 93% report workplace violence training was not appropriate or only somewhat appropriate
- 70% report workplace violence plans or procedures currently in place cannot make a difference
- 76% report workplace violence policies were not enforced

Nurses support comprehensive solutions

- 82% report **preventative training** likely to improve conditions
- 91% report **training on legal rights about violence** likely to improve conditions
- 90% report **nurse-to-patient ratios** likely to improve conditions
- 90% report **better admissions policies** likely to improve conditions
- 83% report **policies and procedures to address violence** likely to improve conditions

*221 survey responses gathered from November 2015 to January 2016. Respondents self-identified as nurses