



FactSheet

Assembly Bill 348

Medical Facility Workplace Violence

Effective July 1, 2020 certain medical facilities will have to develop and carry out a plan for the prevention of workplace violence and report incidents of workplace violence to NV OSHA. In addition to a written plan, certain medical facilities will be required to make physical modifications to areas that house potentially violent patients and conduct workplace violence training for affected employees. (The following is a summary of the new statute. For the complete requirements visit the Nevada Electronic Legislative Information System (NELIS) and select AB348 or the Nevada Revised Statutes (NRS) 618 when revised)

Which medical facilities are covered?

Hospitals (NRS 449.012) and psychiatric hospitals (NRS 449.0165) will be required to be compliant by Jul 1, 2020. The following facilities will have until Jul 1, 2021 to be compliant:

An agency to provide nursing in the home (NRS 449.0015); an independent center for emergency medical care (NRS 449.013); a facility for intermediate care (NRS 449.0038); a facility for skilled nursing (NRS 449.0039); a facility for modified medical detoxification (NRS 449.00385); or a community triage center (NRS 449.0031).

What are the basic requirements?

A medical facility shall:

- Establish a committee on workplace safety,
- Develop and maintain a plan for the prevention of and response to workplace violence.

The plan must include procedures for:

- Requiring that all employees of the medical facility and other providers of care at the medical facility receive training. Training is required upon hire, when the plan changes and annually thereafter.
- Responding to and investigating incidents of workplace violence.
- Assessing and responding to situations that create the potential for workplace violence.

- Procedures for correcting hazards that increase the risk of workplace violence, including, without limitation, using engineering controls (possible physical modifications) that are feasible and applicable to the medical facility and work practice controls to eliminate or minimize exposure of employees and other providers of care to such hazards.
- Procedures for obtaining assistance from security guards or public safety agencies.
- Procedures for responding to incidents involving an active shooter and other threats of mass casualties through the use of plans for evacuation and sheltering.
- Procedures for annually assessing, in collaboration with the committee on workplace safety, the effectiveness of the plan.

What training is required?

The training required by the bill must include:

- An explanation of the plan, the manner in which the medical facility plans to address incidents of workplace violence, the manner in which an employee may participate in reviewing and revising the plan and any information necessary for employee and other providers of care to perform their duties under the plan,

- Recognizing situations that may result in workplace violence.
- When and how to respond to and seek assistance in preventing or responding to workplace violence.
- Reporting incidents of workplace violence to the medical facility and public safety agencies when appropriate.
- Resources available to employees and other providers of care in coping with incidents of workplace violence.
- For each employee or other provider of care who has contact with patients, training concerning verbal intervention and de-escalation techniques.
- Identify each employee or other provider of care involved in an incident of workplace violence
- Offer counseling to each employee and other provider of care affected by an incident of workplace violence;
- Offer the opportunity for each employee and other provider of care, including, without limitation, supervisors and security guards, involved in an incident of workplace violence to debrief as soon as possible after the incident at a time and place that is convenient for the employee or other provider of care;
- Review any patient-specific risk factors and any measures specified to reduce those factors;
- Review the implementation and effectiveness of corrective measures taken under the plan; and
- Solicit the feedback of each employee or other provider of care involved in an incident of workplace violence concerning the precipitating factors of the incident and any measures that may have assisted in preventing the incident.

What do the procedures need to include?

The procedures for responding to and investigating incidents of workplace violence must include procedures to:

- Maintain and use alarms or other communications systems to allow employees and other providers of care to seek immediate assistance during an incident of workplace violence.
- Ensure an effective response to each incident of workplace violence, including, without limitation, by ensuring that members of the staff of the medical facility are trained to address such incidents and designated to be available to immediately assist in the response to such an incident without interrupting patient care.
- Provide timely medical care or first aid to employees or other providers of care who have been injured in an incident of workplace violence;

What do I need to report to NV OSHA?

A medical facility shall:

Report to the Division (NV OSHA) any incident of workplace violence that:

- Involves the use of physical force against an employee or other provider of care by a patient or a person accompanying a patient;
- Involves the use of a firearm or other dangerous weapon; or
- Presents a realistic possibility of death or serious physical harm to an employee or other provider of care.

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