



# **Workplace Violence Against Nurses Prevention Grant Program 2024 Update**

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**As Required by  
Texas Health and Safety Code, Section  
105.011**



**TEXAS**  
Health and Human  
Services

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Texas Department of  
State Health Services

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## Executive Summary

[Texas Health and Safety Code, Section 105.011](#), requires the Department of State Health Services (DSHS) to administer a grant program to support innovative approaches to reducing verbal and physical violence against nurses.

In fiscal years 2022 – 2023, the Workplace Violence Against Nurses Prevention Grant Program awarded \$608,671 to four applicants: Baylor Scott and White Health System, Harris County Hospital District, Midland Health, and St. Joseph Regional Health Center. A total of \$667,000 was available. This update is based on the most recent progress reports submitted by grant recipients as of April 25, 2024.

## Introduction

[Texas Health and Safety Code, Section 105.011](#), requires DSHS to administer a grant program to support innovative approaches to reducing verbal and physical violence against nurses. Awardees may use grant funds to implement strategies in a variety of practice settings including hospitals, freestanding emergency medical care facilities, nursing facilities, and home health agencies.

At least annually, DSHS must publish a report describing the grants awarded, including the amount, purpose, and outcome of the approach used by each grant recipient.

## 2022-2023 Grant Program

In fiscal years 2022 – 2023, the Workplace Violence Against Nurses Prevention Grant Program awarded \$608,671 to four applicants. A total of \$667,000 was available. Three contracts are effective through August 2024: Baylor Scott and White Health System, Midland Health, and St. Joseph Regional Health Center. One contract concluded April 30, 2024: Harris County Hospital District. This update is based on the most recent progress reports submitted by grant recipients as of April 25, 2024.

### Baylor Scott and White Health System

**Amount Awarded:** \$150,000

**Overview:** The Baylor Scott and White Health (BSWH) System installed a security app on phones across 29 hospitals. The app can notify staff, hospital security, or local law enforcement about a workplace violence incident. The BSWH System trained nursing staff to use the app.

**Outcomes:** The BSWH System monitored data to track education activities, app usage, and the number of reported incidents. As of February 29, 2024, the BSWH System had trained 984 nursing staff in the emergency departments and women's services facilities on using the app. Between September 25, 2023, and February 29, 2024, there have been 2,068 alert activations. The BSWH System continues to assess these alert activations and their effectiveness.

### Harris County Hospital District

**Amount Awarded:** \$150,000

**Overview:** Harris County Hospital District used information technology enhancements, simulation training, and on-site training facilitators in two hospitals and multiple outpatient clinics to help increase capacity to identify and respond to threats of violence against nurses.

**Outcomes:** Harris County Hospital District tracked the number of nurses trained and the reported incidents of workplace violence over the course of the project. Between November 2022 and August 2023, 957 nurses have attended training,

exceeding the proposed outcome of 20 per month. The number of tracked incidents of workplace violence have increased during the reporting period. The Hospital District is continuing to assess the outcomes of this project.

## Midland Health

**Amount Awarded:** \$149,985

**Overview:** Midland Health implemented a project with four components: 1) access to standardized de-escalation education, training, and ongoing emotional support; 2) opportunities to engage in safe dialogue events; 3) organized monthly newsletters; and 4) a workplace violence committee to normalize operations and ensure ongoing strategies.

**Outcomes:** Midland Health used grant funds to support various activities including: implementing a workplace violence education program targeting rural nurses from surrounding communities; creating study documents for educational scenario videos; providing Crisis Prevention Institute training for nurses; allowing nurses to contribute to Midland Health's newsletter; participating in the Workplace Violence Committee and Leadership, Excellence, Advancement, Development event; and reissuing employee badges without last names for all frontline nurses.

Midland proposed a 20 percent decrease in documented violent incidents resulting in a call to the police, an expected 33 calls per month. Between August 2022 and January 2024, the number of reported police calls ranged from 42 to 93.

Midland Health reported that the number of documented violent incidents varied from month to month but exceeded the 33 documented episodes in 10 out of 18 months of the project period.

## St. Joseph Regional Health Center

**Amount Awarded:** \$158,686

**Overview:** St. Joseph Regional Health Center (St. Joseph Health) implemented a project with three components: 1) simulation and classroom training for incidents involving a customer, client, or patient and worker-on-worker incidents; 2) implementing a screening procedure integrated into electronic health records to assess the risk of aggressive behavior in patients on medical surgical inpatient

units; and 3) developing a protocol to assess risk for aggression to support nurse safety interventions.

**Outcomes:** Between January 2023 and October 2023, St. Joseph Health trained 763 nurses. Between September 2022 and February 2023, St. Joseph Health reported a 25 percent decrease in the number of reported workplace violence incidents.