



CONNECTICUT ASSOCIATION FOR
HEALTHCARE AT HOMESM

**PA 24-19: AN ACT CONCERNING THE HEALTH AND
SAFETY OF CONNECTICUT RESIDENTS**

***A Safety Guidance Toolkit to Optimize Implementation
and Compliance for Home Health Care Agencies***

*Created by: The Connecticut Association for Healthcare at Home's
Quality Improvement Committee*

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Introduction

On October 28, 2023, tragedy rocked the Connecticut Home Health world when veteran nurse Joyce Grayson was brutally murdered during a routine visit. Subsequently, our Connecticut General Assembly, state agencies and the Connecticut Association for Healthcare at Home have collaborated on ways to mitigate risk to home health staff. The result was the passing of Senate Bill 1, now a signed Public Act ([Public Act 24-19](#)).

While PA 24-19 is a comprehensive bill addressing the health and safety of Connecticut residents, sections 1-4 and 6 specifically address the health and safety of the staff who work for our licensed Home Health Care Agencies and Home Health Aide Agencies.

Hospice Agencies are currently exempt from the new intake and training requirements but will be represented on the Safety Work Group (Section 6) for future considerations.

As a member benefit of the Connecticut Association for Healthcare at Home, this toolkit was created by the Association's Quality Improvement Committee to assist/support each of our licensed Home Health Care Agencies to implement and comply with the requirements outlined in sections 1-4, 6 within PA 24-19.

NOTE: *This Toolkit contains guidance and model documents with links to resources from various publicly available websites. The documents and information provided within the Toolkit are for educational purposes only and should not be construed as legal advice, which can only be obtained as a result of personal consultation with an attorney. Each provider is responsible for ensuring the quality and compliance of its services and should tailor model documents to its operations. Each agency should seek independent legal advice for specific factual situations, as needed. Information in the Toolkit may not be applicable to certain circumstances and samples are provided only for consideration. The Toolkit is up-to-date only on the date of its publication.*

New Laws 2024 for Home Health Care Agencies

[Public Act 24-19 An Act Concerning the Health and Safety of Connecticut Residents](#) was signed into law by the Governor on May 21, 2024. Below is a brief summary of the sections pertaining to licensed Home Health Care Agencies. For language details, click on link above and view sections 1-4, 6.

- Sec 1: Intake screening criteria by client referral and location of care (eff 10/1/24)
- Sec 2: Health and safety training curriculum, annual training and monthly staff safety check requirements
- Sec 3: By 1/1/25 and annually, report to DPH instances of verbal, physical, sexual abuse by client to staff member along with actions taken to ensure staff safety—DPH to create reporting process; and by 3/1/25, DPH to report trends to legislature
- Sec 4: By 1/1/25, DSS to create safety initiative grant program and by 1/1/26 and annually, DSS to report to legislature the number of applicants, awards and how funds used
- Sec 6: Establish Work Safety Group to offer recommendations to legislature (PHC) by 1/1/25

Guidance per Section

****NOTE: Licensed Hospice Agencies are currently excluded from these new laws****

- **Section 1: New Intake Data Collection** requirements with information to be provided to staff caring for patient (*Effective 10/1/24*)
 - About the Client:
 - Client's history of violence toward health care workers
 - Client's history of substance use
 - Client's history of domestic abuse
 - Client's diagnoses, including, but not limited to, psychiatric history
 - Whether the client's diagnoses or symptoms thereof have remained stable over time
 - Any information concerning violent acts involving the client that is contained in **judicial records or any sex offender registry** information concerning the client
 - Search [CT Sex Offender Registry](#)
 - Search [Judicial Branch Search by Defendant](#)
 - The location where the employee will provide services, including, **if known to the agency:**

- Safety and De-escalation Tip Sheets
 - [WCTrust WPV Prevention HH Workers](#)
 - [NIOSH Prevent WPV Fast Facts](#)
 - [Hartford Health Care Safety Strategies for Home Healthcare](#)
 - Develop, implement and train staff on Workplace Safety Policy and Procedure (2 samples below):
 - [Sample 1](#)
 - [Sample 2](#)
 - Additional resources: [NAHC Workplace Safety Webpage](#)
 - Implement training for all new and existing staff then ongoing annually
 - **Monthly safety checks with staff** may include: any of the following would meet compliance but ensure a documentation trail to support. If anything reported, be sure to track and follow up with staff member
 - Staff meetings with attendance and any reports
 - Emails with option to report
 - Newsletter with link to report
 - Text alerts with option to report
 - Phone calls
 - In addition, DSS “**shall require**” HHAs to provide evidence of adoption and implementation of such health and safety training curriculum (**DSS to establish process**). In return, DSS “**may provide a rate enhancement**” for timely reporting of any workplace violence incident. For purposes of this section, "timely reporting" means reporting such incident not later than seven calendar days after its occurrence to the Department of Social Services and the Department of Public Health.
- **Section 3:** Not later than January 1, 2025, and annually thereafter, HHAs shall report each instance of verbal abuse that is perceived as a threat or danger by a staff member of such agency, physical abuse, sexual abuse or any other abuse by an agency client against a staff member of such agency and the actions taken by the agency to ensure the safety of the staff member. **Await DPH process/protocols.**
 - **Section 4:** Not later than January 1, 2025, DSS must establish a home health worker safety grant program—First round of applications submitted to DSS by deadline 8/29/2024
 - **Section 6:** Establish a working group to study staff safety issues affecting (1) home health care and home health aide agencies and (2) hospice organizations. Not later than January 1, 2025, the working group must report to the joint standing committee of the General Assembly having cognizance of matters relating to public health.