ARTICLE 22 – WORKPLACE SAFETY AND TECHNOLOGY

The Medical Center recognizes it is subject to national and state laws, and regulatory standards for use of medical and safety equipment. The Medical Center commits to making good faith efforts toward ensuring appropriate medical and safety equipment is available based on patient care requirements and caregiver health protections.

Clinical technology is intended to help support a registered nurse’s clinical judgment in assessment, evaluation, planning, and implementation of care. Ultimately, technology and equipment decisions are at the sole discretion of the Medical Center.

22.1 TB Testing - The Medical Center shall arrange to provide a tuberculin test (QuantiFERON-TB Gold testing, as available), and a chest X-ray when indicated by the tuberculin test, at no cost to the nurse. This test will be done at the beginning of employment, when indicated by exposure, or when required by the employee health department.

The Hospital will provide annual complete blood count (CBC), upon nurse’s request, at no cost to the nurse.

22.2 Safety Protection Devices - The Medical Center shall provide appropriate safety devices and required personal protective equipment to all registered nurses engaged in their work where such items are necessary to meet the requirements of applicable laws, regulations and policies. Registered nurses must use such items in accordance with Medical Center policies.

22.3 Mutual Responsibility - Registered nurses and core leaders recognize they have a mutual responsibility for promoting safety and health regulations and complying with health and safety practices. These shall include but not be limited to the following:
A. Adherence to Medical Center policies and procedures.
B. Proper use of personal protective equipment and safety devices.
C. Use of equipment according to manufacturers’ instructions for use (IFU) or in accordance with state and national guidelines and standards.
D. Use of mechanical safeguards.
E. Following known safety practices.

22.4 Nurse Input into Equipment and Technology - Registered nurses who have concerns about safety, technology and/or equipment should escalate via the chain of command. These concerns may require urgent resolution or be appropriate to refer to the Unit Based Council. When feasible, registered nurses shall be given the opportunity to provide input whenever new technology affecting the delivery of nursing care is being considered.

Registered nurses are encouraged to identify deficits, malfunctions, and/or outdated equipment and bring proposals for new equipment or alterations of current equipment to the nurse leader of the Nursing Unit. Housewide concerns regarding equipment shall be brought to Nurse Task Force.

22.5 Workplace Concerns -

A. Staffing - A registered nurse who has concerns about staffing shall follow the established chain of command, consider using the staffing complaint process, which includes but is not limited to escalation in the moment, followed by the completion of the staffing complaint form which will be reviewed at the Staffing Effectiveness Committee.

B. Personal Health - A registered nurse who has workplace concerns related to their personal health status should inform their core leader and leave administrator and will follow organizational policies and procedures. If appropriate the registered nurse will follow the established disability accommodation process.
C. Workplace Environment - A registered nurse who has concerns about their workplace environment or safety shall follow their chain of command and escalate as needed for review and/or resolution.

22.6 Exposure to a Communicable Disease in the Workplace - If a registered nurse is exposed to a communicable disease while working at the Medical Center and is determined by Caregiver Health to have had a high-risk exposure to a disease that would require immunization, testing, or treatment, the registered nurse shall be provided immunization against, testing for, and/or treatment for such communicable disease without cost to the registered nurse, in accordance with Medical Center policy.

22.7 Personal Safety - The Medical Center recognizes that the hospital setting has a risk for violence against staff and patients. The personal safety of all employees and patients is foundational to providing care.

A. The Medical Center is committed to providing regular and ongoing education and training for registered nurses to promote their personal safety in the workplace setting, including annual PMAB training for all staff.

B. The Medical Center will provide security staff, metal detectors, and wanding at every public entrance whenever it is accessible to the public. Prominent signs shall be posted in the workplace indicating that threats, verbal abuse, physical violence, or weapons will not be tolerated on site.

C. Security shall be physically present in the Emergency Department 24/7. Security staff numbers are based on hospital census and number of violent instances, patients flagged for risk for violence, and/or threats of violent instances that will be reviewed annually in Nurse Task Force.

D. Threats to patient or staff member safety will be communicated in real time or as promptly as possible. Registered nurses shall immediately escalate safety concerns. The Medical Center will create an escalation pathway for instances of violence and/or threats of violence. The pathway will be in writing, available on each unit, and reviewed annually in Nurse Task Force.
E. The Medical Center shall maintain a process for emergency lock downs and train nurses on that process. This process will include communication plans for all units.

F. The Medical Center will maintain a safety committee and a workplace violence committee, and registered nurse participation is highly encouraged. The Medical Center monitors the incidents of reported behavioral/combative persons (code gray), weapons/hostage situations and active threat on campus (code silver), and the reported occurrences of workplace violence. The data will be shared and reviewed in Nurse Task Force.

22.8 Workplace Violence - The Medical Center will encourage nurses who are victims of assault in the workplace to report the event and will recognize the potential emotional impact. The Medical Center will follow its established process regarding workplace violence reports.

A. When a violent event occurs on a unit, the impacted nurse(s) may request a documented debrief. The intent of the debrief is to create a safe space for staff to discuss the event. The Medical Center will determine if a Root Cause Analysis (RCA) is needed. If there is an RCA, all involved staff will be invited.

1. If a nurse who has been assaulted at work is unable to continue working after the incident, the nurse will be released from duty without loss of pay for the remainder of that shift. If additional time away is needed, Caregiver Health will explore options with the nurse via programs, resources, and offerings available.

2. A nurse who has been assaulted by a patient, patient’s family member, or visitor shall not be assigned that patient without the consent of the nurse except in cases of an emergency.

a) 3. The Medical Center will extend reasonable cooperation to any nurse assaulted in the workplace who chooses to exercise their rights under the law.
22.9 **Prevention Program** - The Medical Center will provide a Suicide Prevention Program.

A. A Trauma Informed Care Program shall be provided for nurses experiencing trauma at work.

B. The Medical Center will educate employees about well-being resources including the Employee Assistance Program (EAP), 988 National Suicide and Crisis Lifeline; the Trauma Informed Care Program and a link for these resources will be available on SharePoint.

C. Suicide prevention education will be provided annually. Additionally, education about well-being resources and processes may be provided annually.