

Workplace Violence Prevention in Texas: Our New State Plan

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No conflict of interest

Learning Objectives

- **Recognize Texas-specific data on workplace violence in healthcare**
- **Describe SB 240 from the 88th Regular Session the Texas Legislature and its policy rationale**
- **Identify ways to implement the requirements of the new law and partner with law enforcement agencies**

Preparing for the Session



- TNA's policy committees studied the issues
 - Nurses conducted research
 - Nurses made recommendations
 - TNA assembled coalitions of support
 - TNA briefed the Legislature with coalition support
- Early wins indicated strong momentum
 - TNA's proposed bills were introduced early
 - Legislative leadership elevated the issues



Staffing Shortages



- Leading into the 88th regular session
 - Data showed a shortage of at least 30,000 nurses
 - Education funding was insufficient
 - Nurses were severely short staffed
- Updated data shows a worsening shortage



Workplace Violence



- Leading into this legislative session
 - Data showed an increase in workplace violence
 - Texas nurses' legal protections were lacking
 - Nurses needed additional support



Nurse Day at the Capitol



- Nurses made their voices heard
 - We discussed the issues
 - We marched to the Capitol
 - We educated hundreds of legislators and staffers



Nurses Testified



- Committees heard directly from nurses
 - Nurses shared data
 - Nurses shared their personal stories
 - Nurses offered solutions



Nurses Advocated for Big Bills



- SB 25 sought to address the nursing shortage
 - It streamlined education funding programs
 - It targeted bottlenecks in the education pipeline
- SB 240 sought to address workplace violence
 - It established a comprehensive prevention framework
 - It provides new anti-retaliation protections to nurses



TNA Priority Bills



- SB 25 Passed
 - Unanimous support in the Senate (31-0)
 - Supermajority support in the House (146-1, 1 PNV)
- SB 240 Passed
 - Unanimous support in the Senate (31-0)
 - Supermajority support in the House (122-26, 1 PNV)



Laws Passed, Now What?



- SB 25
 - Scholarships, loan repayment, and grants will begin this year (fall of '24)
- SB 240
 - Facilities had until September 1, 2024 to adopt their workplace violence prevention policy and adopt and implement a workplace violence prevention plan

SB 25 in Practice



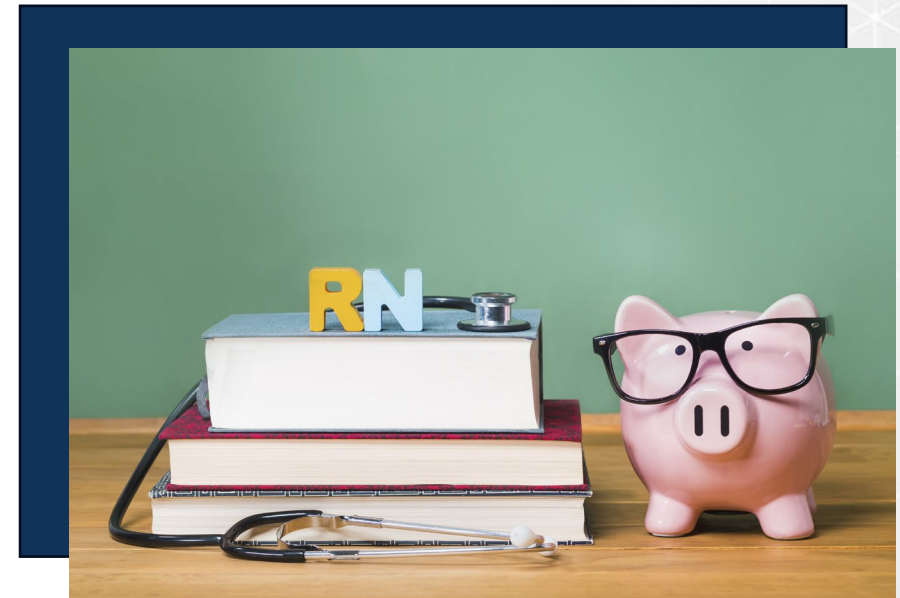
- Texas Higher Education Coordinating Board
 - Publishes rules
 - Adopts rules
 - Publishes applications
 - Distributes awards



SB 25 in Practice Cont.



- What does it mean for me?
 - Loan repayment opportunities
 - Grant opportunities
 - More nurses to relieve the shortage
 - Opportunities to mentor
 - Better care



SB 240 in Practice



Workplace Violence Toolkit

SB 240 in Practice Cont.



- I am on the committee:
 - Responsibilities:
 - Know the law;
 - Know your facility's policy and plan;
 - At least annually:
 - Review and evaluate the policy and plan; and
 - Report evaluation to governing body of the facility.
- I am not on the committee.
 - Right to:
 - Request a copy of the policy;
 - Receive annual training;
 - Provide information to the committee;
 - Report violent incidents;
 - Internally; and
 - To law enforcement.

SB 240 in Practice Cont.

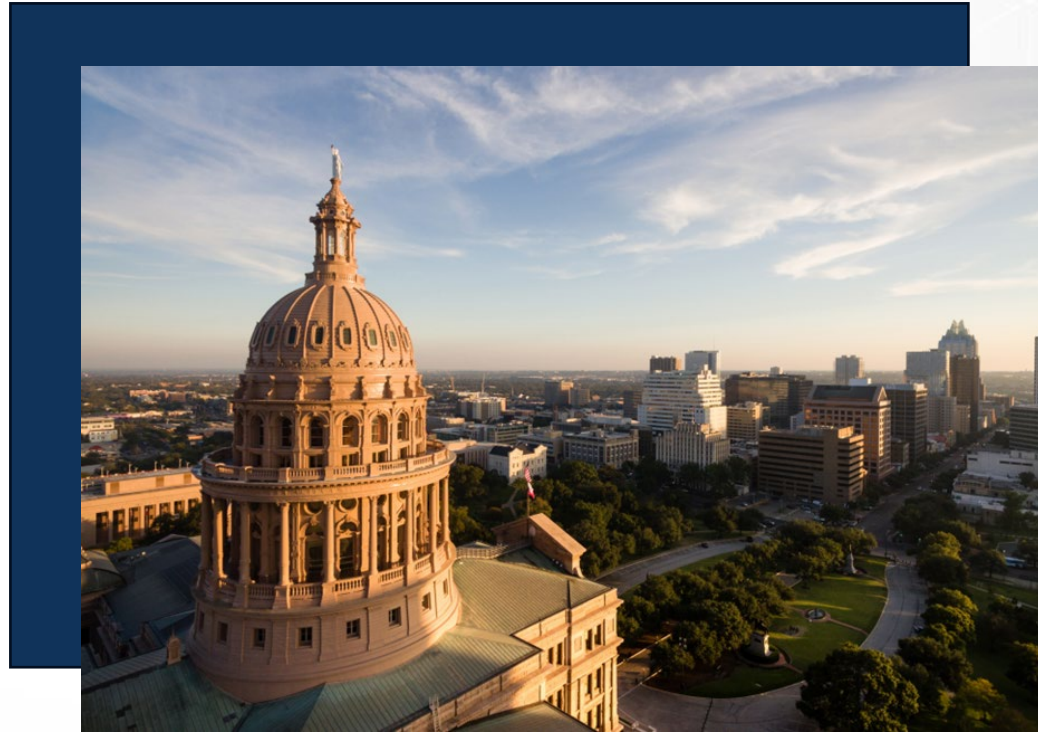


- Violent incident occurs
 - Facility must offer immediate post-incident services
 - Report internally
 - Report to law enforcement
 - Documentation is key for reporting
 - Record and keep any information law enforcement provides (case numbers, officer names, etc.) for follow up
 - Anti-retaliation protections

Key Partners



- State agencies
- Local Police
- District Attorney



Get Involved



- Join TNA
- Contact TNA with feedback
- Volunteer for a Committee
- Publish with TNA
- Get CNE with TNA
- Talk with your elected officials
- Register to vote and vote



Conclusion



- In closing...
 - Relief is on the way
 - Nurses have important, new protections
 - We will continue working to improve nursing practice and we encourage you to join us

References

Senate Bill 25, 88 Leg., R.S. (2023).

Senate Bill 240, 88 Leg., R.S. (2023).

Workplace Violence Prevention Toolkit, Texas Hospital Association and Texas Nurses Association (2023), available at: [Workplace-Violence-Toolkit-2023.pdf \(tha.org\)](https://www.tha.org/workplace-violence-toolkit-2023.pdf)