



EHSSSENTIALS 2016

Environmental, Health & Safety Symposium for Healthcare

NOVEMBER 10, 2016
Stanford University
Medical Center
Palo Alto, CA



PRESENTED BY

bsi.



KAISER PERMANENTE®



Stanford
HEALTH CARE
STANFORD MEDICINE

Prevention of Workplace Violence

Kaiser Permanente's Readiness

Phil Hoffman

*Executive Director of Security
Enterprise Shared Services*



EHSSESSENTIALS 2016

Environmental, Health & Safety Symposium for Healthcare

KP's Organizational Planning

- Steering Committee convened in January 2016
 - Over 50 members representing
 - Operations, Security, EH&S, HR, Labor Relations, EAP, Medical Group Administration, Facilities, Policy, Legal
 - Led by VP, Healthcare Continuity & Support Services, Enterprise Shared Services
 - Biweekly meetings
 - core group of Leads met weekly

Tools Developed

- Implementation Guidelines & Sample Plan
- Environmental Risk Factors - Checklists
- Training Courses
 - 5 online courses and 2 courses with hands on exercises
- Reporting
 - Enhancements to current injury reporting system

Environmental Risk Checklists

- 4 checklists developed
 - Campus Checklist
 - General Department Checklist
 - High Risks Department Checklist
 - Home Health/Hospice Checklist
- Assessments & Corrections in process

Training Courses

- Required
 - Initial/Basic – 2 modules
 - Diffusing Assaultive Behavior w/ hands on exercises
 - Responder w/ hands on exercises

Training Courses

- Supplemental
 - Cash Handling (Non-resistance)
 - Verbal De-escalation
 - Home Health
 - Active Shooter

Reporting

- Added fields to current injury reporting system
 - Violent Incident Log will be automatically generated
 - Information for making decision on 24/72 hr hospital report (and input into Cal/OSHA “online mechanism”)
 - Coordination with Security

Labor's Involvement

- Labor Management Partnership (LMP) coordination
 - National Committee on Violence Prevention
 - Provided analysis of opportunities in 5 areas:
 - Training, Communications, EAP, Data/Reporting, Org Consistency
- Training Development feedback and input
- Regional & Local – Committees, Plan, Implementation

Other Employers

- Partnered with “Supplemental Workforce”
 - Develop training for temps, contingent workers, etc.
 - Add to contract requirements:
 - Training requirement
 - Reporting/investigation of incidents
 - Roles and responsibilities

QUESTIONS?

