Factors that influence perceptions of personal safety for emergency nurses:
Development of a valid assessment tool

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Study Aims
- Provide a valid and reliable survey instrument to assess emergency nurse perceptions of workplace safety that can be used by ED and hospital administrators to improve workplace safety
- Investigate personal and demographic factors that influence perceptions of workplace safety for emergency nurses

Key contributors to survey development
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Key contributors
- Clinical nursing staff members, Emergency Department, HUP
- Other nursing clinicians nationwide

Review of the literature
- Safe workplaces and safety culture
- Survey research
  ENA ED Violence Surveillance Study, November 2011
- Consequences of workplace violence
- Action research
Key components to ED workplace safety

- Security personnel
- Patient and family expectations of emergency care
- Clinician perspective on reporting abusive or violent behavior from patients or family members
- Ramifications of reporting abusive or violent behavior from patients or family members
- Collegial and administrative support in the handling and reporting of abusive or violent from patients or family members

Survey statement samples

31 Statements answered on a Likert scale
(Strongly disagree – Disagree – Neither – Agree – Strongly Agree)

- My physical environment is set up to ensure my safety.
- The judicial system will prosecute to the fullest extent of the law anyone who assaults me.
- People come to the ED with unrealistic expectations that causes them to act in ways that would be unacceptable in the general public.
- Hospital administration is very concerned about the safety of my patients, their family members, my coworkers, and me.
- Hospital administration would be more responsive to a threat or violent act committed against a physician than against another member of the health care team.

Survey statement samples

- My nursing colleagues will stand behind me in reporting violent or threatening behavior to the hospital or police.
- I am sometimes scared for the safety of my patients and their family members while at work.
- Sometimes I don’t report abusive behavior or threats because the incident reporting system is too cumbersome.
- There are sufficient security officers working in the ED at all times to ensure the safety of coworkers, my patients, their family, and me.
- I may be blamed for any violent or threatening behavior that I report to the hospital or police.

Key demographic questions

- I am fearful for my personal safety at work:
  never - sometimes - frequently - always
- Have you ever been assaulted by a patient or family member?
- Have you ever been assaulted by a co-worker?
- Have you ever been the victim of a violent crime not associated with your workplace?
- How confident are you in your organization’s efforts to create and maintain a safe work environment?
- Have you received training in de-escalation and personal safety at your workplace?

Plans moving forward

- Pilot study completed and survey revised
- Reliability testing with emergency nurses in the greater Delaware Valley
- National random sample of emergency nurses