Home Healthcare Aides Experience with Health Protection and Health Promotion

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The findings and conclusions in this report are those of the authors and do not necessarily represent the views of the National Institute for Occupational Safety and Health.
Background

• Home Healthcare Aides experience a high rate of nonfatal assaults and violent acts

• Previous Studies – training, experience with violence
Demographics

- Female, non-white, average age mid-40s
- Median Pay (May 2012)
  $20,820 per year [BLS 1/8/2014]
- Employment projected to grow 48 percent from 2012 to 2022
Risks and Hazards in the Patient’s Home

Patient’s medical history
Time spent
Chaotic family relationships
Poor resources
Presence of weapons
Illicit drug use
Presence of animals
Risks and Hazards in the Surrounding Community

High risk area for violence
Robbery
Car theft
Vandalism
New Jersey Healthcare Violence Prevention Legislation

• Regulations became effective 9/6/2011

• Workplace Violence Prevention Program Committee Plan Training
Compliance and Impact Evaluation Study

Phases:

I. Interviews of hospital workplace violence prevention committee chairs
II. Nurse Survey
III. Home Healthcare Aide Survey
Home Healthcare Aides Survey Methods

• New Jersey Division of Consumer Affairs Board mailing list of 46,800 home healthcare aides

• Random sample of 4,000 home healthcare aides

• Low-cost, beneficial Incentive
Mailed Self-Administered Survey

- Violence-based safety programs
- Experiences with violence
- Health protection-training
- Health promotion-smoking cessation, diet & nutrition, physical activity, and stress management
Results

• Response rate = 15%

• 94% of respondents were female

• 62% were 40-59 years of age

• 41% Black and 35% Hispanic
Health Protection Results

• 66% Workplace violence-based training

• 33% safe driving information on the job
  – Training, safety talks, videos, written information about traffic laws and/or company policies
Health Protection

In the past 12 months, have you ever experienced **work-related violence events** (includes any activities associated with your job or events that occur in your work environment):

- Verbal Abuse,
- Physical Assault,
- Exposure to Bodily Fluids,
- Bullying/Intimidation,
- Sexual Harassment/Assaults
Experience with Violence - Perpetrator was a Patient or Family Member

<table>
<thead>
<tr>
<th>Type of Violence</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal Abuse</td>
<td>26%</td>
</tr>
<tr>
<td>Physical Assault</td>
<td>14%</td>
</tr>
<tr>
<td>Exposure to Bodily Fluids</td>
<td>13%</td>
</tr>
<tr>
<td>Bullying/Intimidation</td>
<td>9%</td>
</tr>
<tr>
<td>Sexual Harassments/Assaults</td>
<td>5%</td>
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<tr>
<td>3% Robberies &amp; Muggings</td>
<td></td>
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<tr>
<td>2% Property Thefts and Vandalisms</td>
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</tbody>
</table>
Experience with Violence - Perpetrator was a Co-Worker or Boss

Aides

Bullying/Intimidation 5%
Verbal Assault 2%
1% each: Physical Assaults, Robberies & Muggings, Property Theft, Vandalisms, Sexual Harassments/Assaults, Exposure to Bodily Fluids
Health Promotion

Does your home healthcare agency offer wellness classes for its employees, and if so, have you ever participated in a class?
Diet and Nutrition

- 40% of agencies
- 37% Respondents participated
Stress Management

- 38% Agencies
- 37% participated
Physical Activity

• 38% of agencies

• 34% Respondents participated
Smoking Cessation

- Agencies 26%
- 13% participated
Limitations

• Low response rate

• Strictly mailed survey

• Questions regarding other hazards
Conclusions

• 2/3 received workplace violence-based training; 1/3 received driving information

• Verbal abuse was the most common from patients and family members

• Bullying/Intimidation was the most common from co-workers or boss
Conclusions (2)

- 1/3 home healthcare agencies – wellness classes on health promotion
  - 1/3 home healthcare aides participated

- Smoking cessation not offered as frequently and least participated
Discussion

• Integration of health protection and health promotion

• Future analysis: associations between training and violence
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