



## Background

- Workplace Violence (WPV) is pervasive and leads to RN turnover, burnout, job dissatisfaction, and negative health impacts.
- BCS RN are experienced behavioral health nurses who enhance care quality by guiding and supporting nurses in preventing and mitigating violent episodes.
- BCS RNs assess and address patients' needs while collaborating with psychiatry, hospital medicine, psychology, and social work to ensure holistic care that integrates both physical and mental health in a comprehensive care plan.
- BCS participate in care and education through proactive case discussions, treatment planning, and incident debriefings, leading to opportunities for training, education, and plan reinforcement.

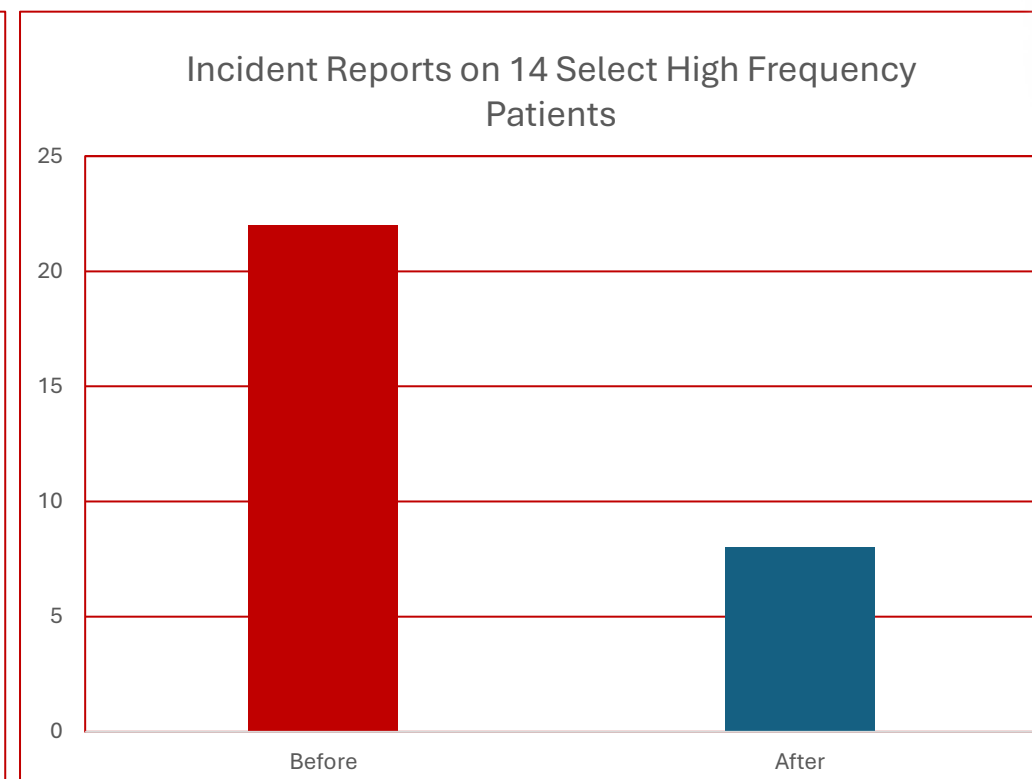
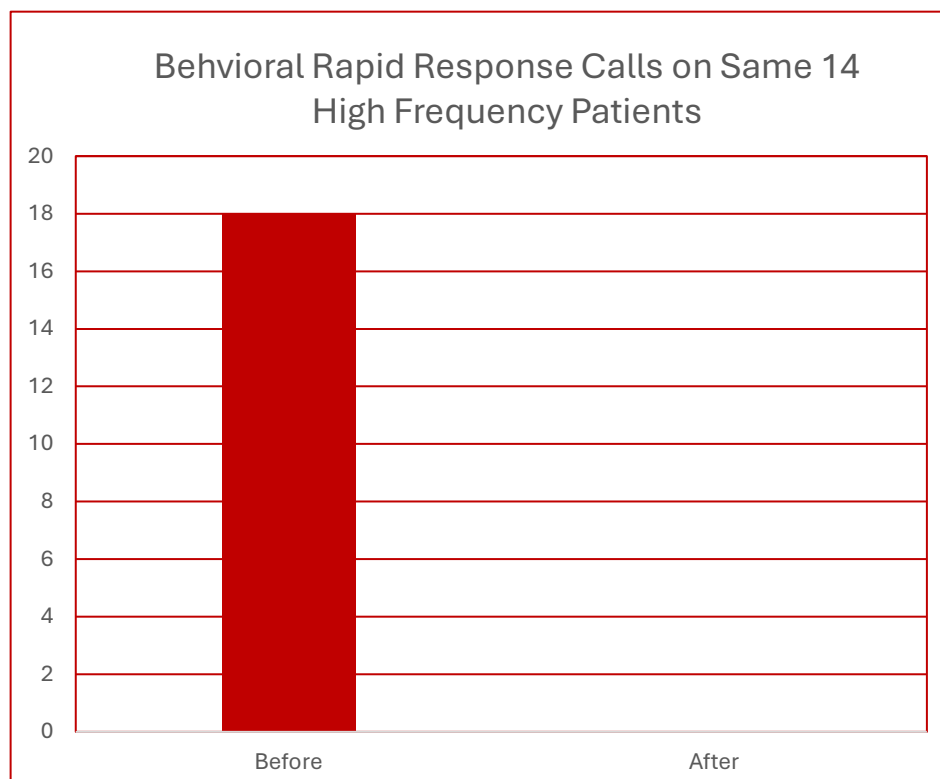
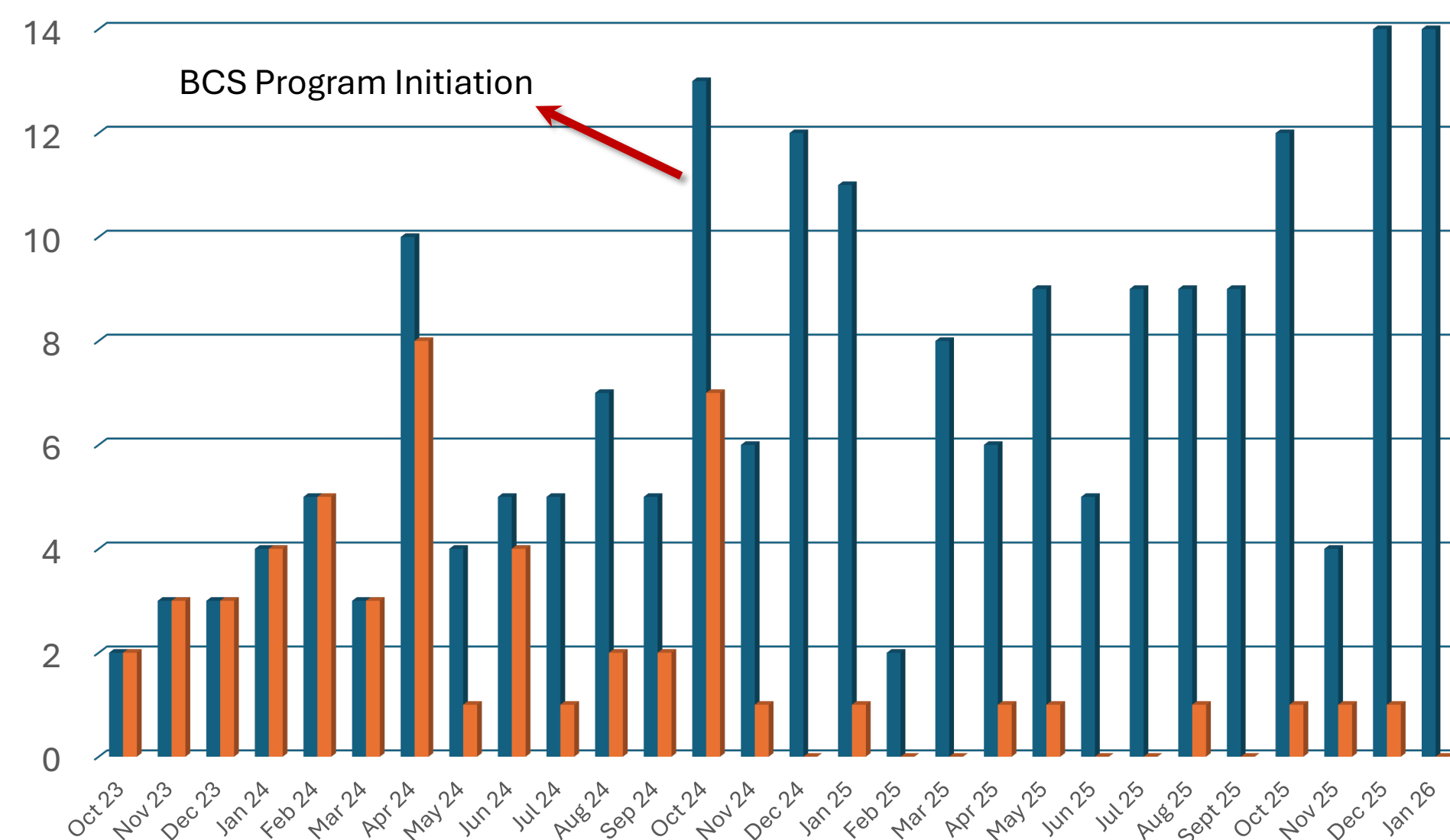
## Purpose

- To augment an existing Psychiatric Consult Service with an expertly trained Behavioral Health Nurse creating a rebranded multidisciplinary team called Therapeutic Violence Mitigation (TVM).
- BCS are responsible for assessing and addressing the psychological and emotional needs of patients working closely with bedside nurses to develop and implement individualized care plans that incorporate behavioral health interventions.

## Program Development

- Collaboration with Psychiatry
- Comprehensive Care Alignment
- Addresses physical and behavioral needs
- Interventions planned and initiated to support safe care for patients and employees
- Multidisciplinary insight and support
- Available via electronic messaging

Pre and Post BCS RN Role:  
**Behavioral Care Plans vs Behavior Contracts**



## Outcomes

- Decrease BRRT
- Increase care planning
- Decrease readmission
- Decrease restraint usage
- Increased Employee Engagement related to Safety Questions



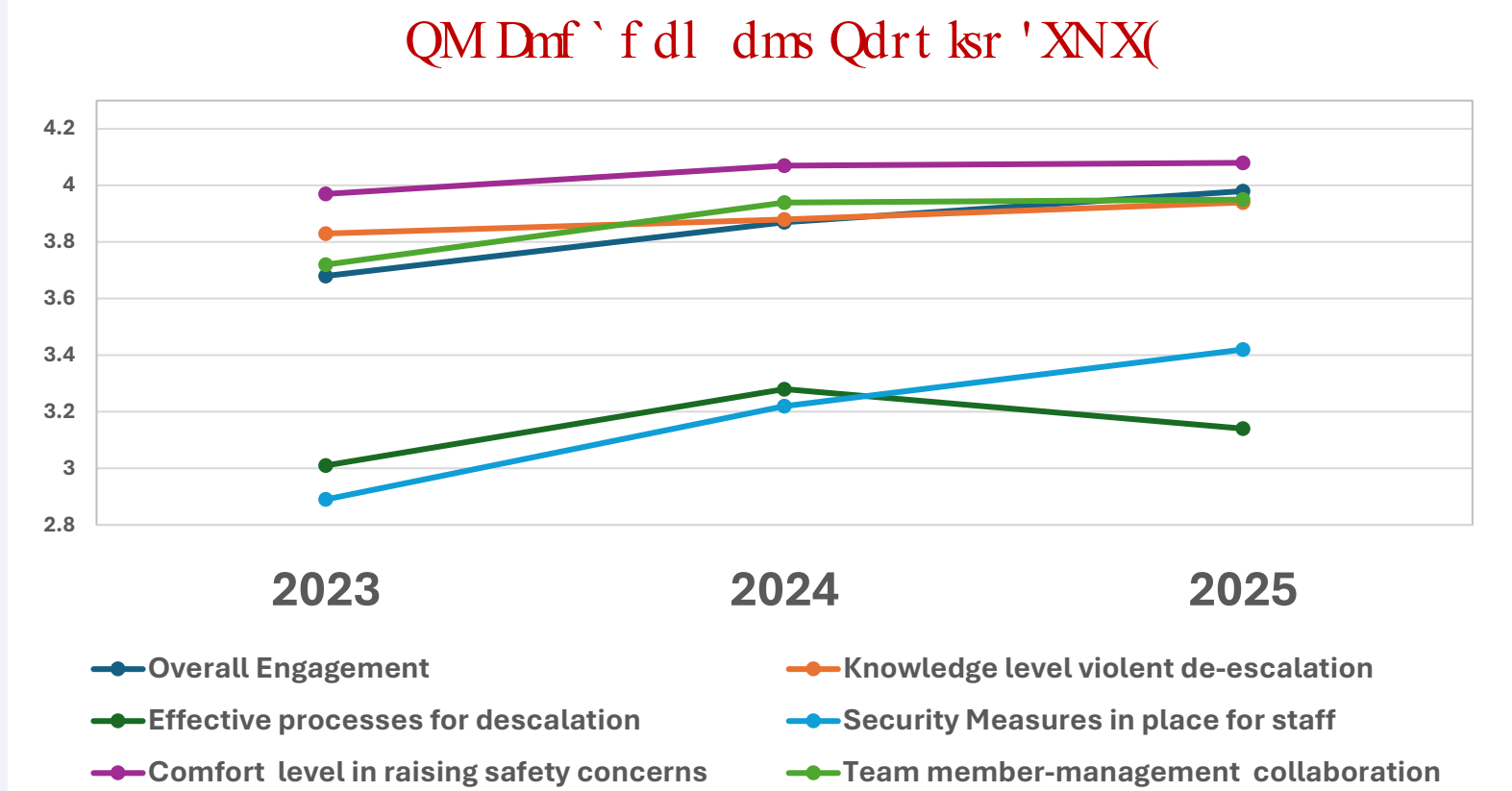
## Program Feedback

"The impact the BCS RNs (and their coordination with TVM) have had on CUHC has been **transformational**. Our approaches to patients exhibiting aggressive or care-interfering behavior have become **therapeutic, not punitive.**"

-Corey Doremus, Ph.D. Behavioral Mitigation Psychologist

"The BCS RN program has been a **game changer** for prevention of violence in the hospital. As medical director of TVM and team safety, and the division head overseeing consult psychiatry, I can attest there has been a **paradigm shift and culture change** in our hospital because of the proactive rounding, education to nursing, and **support of front-line bedside staff** provided by the BCS nurses."

-Puneet K.C. Sahota, MD, PhD. Division Head, Consultation-Liaison & Emergency Psychiatry & Medical Director, Therapeutic Violence Mitigation & Team Safety



In summary, BCS RNs strengthen the nursing workforce by addressing WPV prevention through behavioral health integration, staff education, and interdisciplinary collaboration improving patient outcomes, enhancing nurse satisfaction, and creating a safer, more supportive care environment.