Nurse & Patient Home Care Safety: Workforce Violence Awareness

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Background

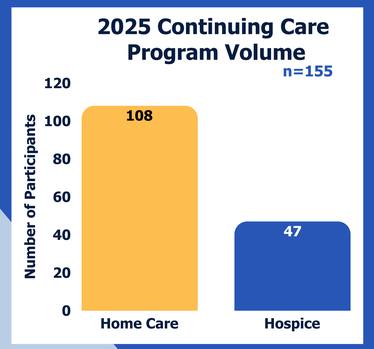
The shift of patient care from hospitals to home and community settings has expanded rapidly, creating a more variable and unpredictable environment for nurses. This requires strong clinical skills and a heightened awareness of personal safety.

Historically, hospice and home care nurses in our health system completed separate orientation. In 2025, the Continuing Care orientation, centralized both programs to standardize education and ensure all nurses receive workforce violence awareness including supportive stance education essential for community-based care.

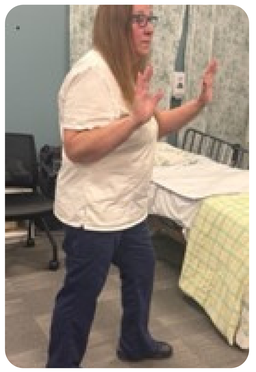
Purpose

Nurse leaders and NPD practitioners collaboratively designed the two-day Continuing Care orientation to:

- Establish a centralized, system-wide Home Care and Hospice orientation model for nurses.
- Strengthen workforce-safety knowledge through standardized education on workforce violence awareness and supportive stance technique.
- Build hands-on skills using simulation and scenario-based learning tailored to community settings.
- Enhance nurse preparedness for safe, effective patient care in unpredictable home and community settings.
- Support workforce stability through retention in community-based roles.



Safe & Supportive Stance



First: Place non-dominant foot forward (with foot facing 12 o'clock)

Second: Place dominant foot slightly behind you
If Left: 10 o'clock
If Right: 2 o'clock

Third: Slightly bend knees

Fourth: Raise hands above waist with palms outward

One-Hand Grasp-Release

First:
Make a fist around aggressor's wrist.

Second:
Locate the gap between the fingers and thumb of the aggressor's hand.

Third:
Swiftly rotate your wrist, ensuring the lateral side of your wrist aligns with the gap in the aggressor's hand.

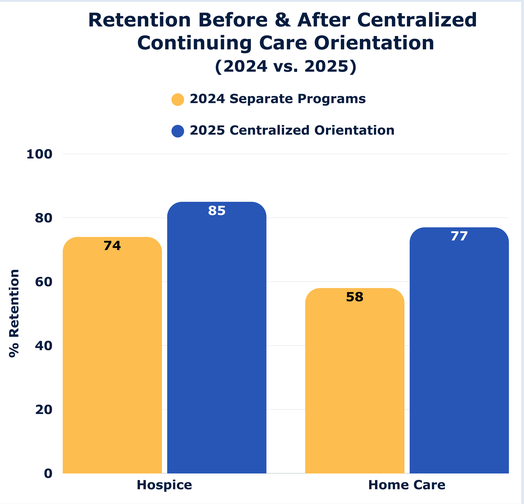
Last:
Quickly pull through the gap and step away from the aggressor toward safety.

Learner Feedback

"Amazing learning experience. Love the simulation lab!" - T. Scilla
"The simulation was extremely beneficial. Also, the body mechanics were excellent." - T. Paulucci

Outcomes

- From 2024 to 2025, the orientation transitioned from two separate programs to a centralized **Continuing Care Orientation**, serving 155 nurses.
- All nurses received workforce violence awareness education tailored to community-based patient care.
- While not solely attributable to the orientation design, the Continuing Care orientation launch coincided with an 11% increase in Hospice retention and a 19% increase in Home Care retention.



Implications for Nursing

A centralized Continuing Care Orientation that integrates workforce violence awareness and supportive-stance education strengthens nurses' preparedness for the unique demands of community-based practice. Simulation safety education promotes situational awareness and consistent use of safe body-mechanic techniques. Although multiple variables influence retention, leaders have noted that the comprehensive orientation structure and the support it provides during transition to practice, may be contributing to the upward trend in retention rates.

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