

State of Kentucky House Bill 176: Workplace Safety Policy for Health Care

Alignment to Crisis Prevention Institute, Inc. (CPI) Training Programs

Effective January 1, 2024 all health care facilities shall develop and execute a workplace safety assessment to identify the risk of workplace violence against health care workers and create a workplace safety plan to address the risks identified in the assessment. Additionally, all health care facilities must annually provide training to all health care workers, volunteers, and contracted security personnel.

Three Easy Steps to Bring CPI to Your Health Care Facility


Step 1: Schedule a 15-minute call with CPI. We'll evaluate your current workplace violence prevention training programming to determine how to strengthen your alignment with Kentucky House Bill 176.

Step 2: Obtain a complimentary training program recommendation. Using our proprietary approach, CPI will design and recommend a training plan that will help you meet the requirements laid out in Kentucky House Bill 176 in an effective and fiscally responsible way. We'll ensure that your staff has the tools needed to stay safe while providing superior patient care.

Step 3: Train your staff. CPI will partner with key stakeholders throughout your health system to create implementation, communication, and training plans that integrate with your culture, resulting in a sustainable approach to workforce safety/workplace violence.

> [Schedule a consultation or call: 877.877.5389](tel:877.877.5389)

See how CPI training programs make it easy for all staff to gain perspective and de-escalation skills, regardless of role or risk level.

	Prevention First™ Online Training	Verbal Intervention™ Training	Nonviolent Crisis Intervention® Training	Nonviolent Crisis Intervention® With Advanced Physical Skills
Establish common de-escalation training communication framework	✓	✓	✓	✓
Proactive verbal de-escalation strategies		✓	✓	✓
Safety intervention & disengagement skills			✓	✓
Advanced intervention skills for high-risk behavior				✓
 Optional for all training programs: Specialty Topic Qualification in Trauma, Autism, or Mental Health				



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Legal Requirements	CPI
State of Kentucky House Bill No. 176 Kentucky Revised Statutes Chapter 216 Enacted: March 24, 2023	
SECTION 3: Health facilities shall develop and execute a workplace safety assessment to identify the risk of workplace violence against health care workers and create a workplace safety plan to address the risks identified in the assessment.	<p>As part of a comprehensive violence prevention initiative, CPI recommends that organizations adopt policies and procedures that reflect the philosophy and strategies taught in the <i>Nonviolent Crisis Intervention</i>® (NCI™) Training Program. CPI offers a variety of resources, tools, and services that support organizations seeking to update their policies and procedures.</p> <p>CPI provides support to organizations looking to review existing policies and has the expertise to provide support and consultation around the effective implementation of any workplace violence prevention plan. CPI's Policy Development Checklist can be instrumental in helping your organization develop and review your organization's policies and procedures. Once policies are implemented, staff should be educated regularly on the policies and procedures. These policies and procedures should be updated as needed.</p>
SECTION 4: (1) By January 1, 2024, and at least annually thereafter, each health facility shall provide violence prevention training to all health care workers, volunteers, and contracted security personnel.	CPI recommends that all staff receive a formal refresher training program every six to 12 months. To help you with this, CPI has the largest selection of refresher courses to not only refresh your staff in existing content, but to give them new skills as well. Topics ranging from trauma-informed care to communicating with those who have autism spectrum disorder can help you refresh and expand staff confidence and competency in dealing with situations.
(2) The method and frequency of the training may vary according to the information and strategies identified in the workplace safety plan developed pursuant to Section 3.	CPI offers a variety of programs to encourage refresher training on a regular basis – making it easy to provide policy updates to staff in a timely manner.
(4) Trainings may include but are not limited to:	
(a) Interactive Q&A	The NCI™ Training Program is designed to be interactive and allows continual opportunity for questions and answers.
(b) Hands-on training	You'll find that CPI training is all about practice, roleplaying real-life scenarios, problem solving, and ongoing education to ensure the best solutions for your staff.
(c) Video training	CPI leads the training industry with online learning options. From in person classroom style training to our Blended Delivery model, and <i>Prevention First</i> ™ online training you have numerous options to choose from.

Legal Requirements	CPI
(d) Verbal training	<p>CPI training programs focus on prevention by recognizing the early warning signs of potential crisis situations and equipping staff with nonverbal and verbal de-escalation skills. The program teaches staff about the signs of aggression, how to handle them, and how to read a situation for indicators of violence.</p> <p>In CPI training, the <i>Crisis Development Model</i>SM describes recognizable behavior levels that an escalating person might go through during a crisis. It also describes corresponding staff attitudes and approaches to de-escalate challenging behaviors.</p>
(5) Trainings shall address the following topics, as appropriate, and shall be based upon the hazards identified in the safety assessment:	
(a) Behavioral predictors of violence	<p>CPI training programs offers risk assessment criteria to be used by staff during any perceived threat as a means of assessing a potentially dangerous situation and how to appropriately respond to the situation to ensure the greatest level of safety for everyone involved.</p> <p>The CPI program teaches staff about the signs of aggression, how to handle them, and how to read a situation for indicators of violence.</p> <p>CPI teaches staff to constantly engage in risk assessment during any perceived threat. This assessment is focused on evaluating the risks and likelihood of specific behaviors and assessing the appropriate response to a situation to ensure the greatest level of safety for all involved.</p>
(b) The violence escalation scale	<p>In CPI training, the <i>Crisis Development Model</i>SM describes recognizable behavior levels that an escalating person might go through during a crisis. It also describes corresponding staff attitudes and approaches to de-escalate challenging behaviors.</p>
(c) De-escalation techniques to minimize violent behavior	<p>CPI utilizes verbal and physical maneuvers to defuse and prevent violent behavior. Prevention is what CPI training is all about. We also teach verbal de-escalation and physical disengagement skills to defuse any incidents that staff can't successfully prevent.</p>
(d) Strategies to prevent physical harm with hands-on practice or role-play	<p>CPI's train-the-trainer model ensures that the training and the related materials are easily customizable to meet the needs of the staff engaged in the training and provides practice, roleplaying real-life scenarios, and problem-solving activities to ensure that staff remain engaged in learning.</p>
(e) Strategies to prevent physical harm with hands-on practice or role-play	<p>CPI provides support to organizations looking to review existing policies and has the expertise to provide support and consultation around the effective implementation of any workplace violence prevention plan CPI's Policy Development Checklist can be instrumental in helping your organization develop and review your organization's policies and procedures. Once policies are implemented, staff should be educated regularly on the policies and procedures. These policies and procedures should be updated as needed.</p>

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(f) Proper application of restraints including <i>both physical and chemical restraints</i>	<p>CPI Training Programs use both verbal and physical interventions. We train that the least restrictive form of intervention should always be considered and utilized first, prior to the use of any physical restraint. Within this training, we also introduce a <i>Decision-Making Matrix</i>SM or risk assessment matrix which helps staff to consider what level of intervention to consider based on the level of risk. The <i>Decision-Making Matrix</i>SM and Physical Skills Review both assist staff decision-making in the use of physical restraints. The physical restraints include lower-, medium-, and higher-level holding skills to safely manage risk behavior. The NCITM With Advanced Physical Skills Training Program also includes the use of Emergency Floor Holding which is designated as higher-level holding. Beyond physical restraints, CPI does not teach or speak to any other form of restraint (such as mechanical or chemical).</p> <p>The use of physical (human to human) restraints is taught within our training program for use as a last resort when all lesser forms of intervention have been exhausted. The staff members involved as well as observers are trained to continually assess use of physical restraints and may call to end the use of physical restraints at any time.</p>
(g) The process to document and report incidents	<p>CPI training emphasizes the importance of post-incident assessments after a restraint was used.</p> <p>CPI training programs provide a model for assessing and gathering incident data to aid staff in performing this important evaluation process.</p>
(h) The debrief process for affected employees following violent acts	<p>CPI offers a model for debriefing that can be utilized with patients, the staff members that were involved, or with any bystanders or witnesses to the event. This Postvention process creates a learning opportunity for everyone.</p> <p>Staff can use the debriefing model to analyze each incident to assess their intervention strategies, identifying what worked well and what might be adapted to prevent future occurrences of the escalating behavior. This would also include debriefing with anyone else involved, with a focus on orienting to the basic precipitating factors that led up to the incident and how to remove or mitigate those factors in the future.</p>
(6) Health facilities shall develop and execute a basic protective skills competency test for health care workers, volunteers, and contracted security personnel based on the material provided in the training.	<p>CPI Training Program's core content equips staff with general and personal safety techniques.</p> <p>CPI training involves personal disengagements skills to keep staff physically safe from strikes, grabs, and other injuries and assaults—without hurting others. At the culmination of a training program, participants undergo a competency-based post-test. Certified Instructors are coached on how to assess physical skills throughout the program and provide feedback to ensure competency. A skills assessment form is available for Certified Instructor use for both physical and verbal skills.</p>

Legal Requirements	CPI
<p>SECTION 5: (1) Health facilities shall develop an internal reporting system for acts of workplace violence committed against a health care worker, patient, or visitor on the health facility’s premises, and shall train health care workers on the proper reporting procedure.</p>	<p>CPI recommends that each incident of violence be documented as part of the post-incident process. Staff should evaluate each incident through the lens of the training program to look for opportunities to adjust their intervention strategies at earlier levels of the crisis.</p>
<p>(2) Health facilities shall maintain a record of reported acts of workplace violence, which shall be kept for five (5) years and shall be available for inspection by the cabinet upon request.</p>	<p>The NCI™ Training Program provides a model for assessing and gathering incident data to aid staff in performing the important evaluation process. CPI encourages instructors to document incidents in accordance with regulatory requirements as well as local and state legislation.</p>
<p>Continuing Education Information</p>	<p>CPI may provide continuing education units (CEUs) to learners taught by a Global Professional Instructor (<i>in person and virtual</i>) and for online training course(s).</p> <p>A list of boards CPI is currently approved with can be found on our website: CPI CEU Approvals. Learners who attend a training taught by a Global Professional Instructor may receive a course completion certificate. The course completion certificate will contain applicable continuing education information.</p> <p><i>Offering continuing education at their organization:</i> If an organization or Certified Instructor wants to offer continuing education for the live instruction they teach, they would need to obtain and maintain their own board approvals. CPI provides a packet that organizations may use if they will be applying for their own approvals. Organizations may use CPI’s continuing education approval for the online course (administered through an organization’s LMS or by using CPI’s LMS). Continuing education approvals for the online course include the International Accreditors for Continuing Education (IACET) and California Board of Nursing.</p>