

# CARE FOR U PLUS

177 Franklin Corner Rd, Ste 2B  
Lawrenceville, NJ 08648  
Phone: 609-985-0188  
Fax: 609-895-0729

800 N. Kings Hwy, Ste 507  
Cherry Hill, NJ 08034  
Phone: 856-330-4797  
Fax: 856-330-4806

100 Plainfield Ave, Ste 5  
Edison, NJ 08817  
Phone: 732-603-0020  
Fax: 732-603-0025

## Workforce Protection

Home health care is health care provided at the client's home. Healthcare workers provide ongoing and active personal care assistance to disabled and chronically ill clients.

Healthcare workers have little control over their work environment which therefore can be exposed to a number of health and safety risks. These risk factors include blood pathogens, biological hazards, sensitivity to latex, ergonomic risks resulting from lifting the client, violence, hostile animals and dangerous or non-hygienic situations. In addition, healthcare workers can face additional risks when working with multiple clients and requiring travelling from house to house. It is therefore important to be careful to protect yourselves from possible dangers.

An individual's risk factors vary and depends socio-economic status of client and location of where the healthcare worker is required to work.

### Factors to consider are:

- Working directly with persons or family members of clients or clients with a history of violence, drug or alcohol abuse or gang activity
- Working alone in a client's home
- Design of client's home which may interfere with the escape from a violent situation
- Corridors, rooms, parking areas or other areas with poor lighting
- Lack of emergency communication mode
- Existence of firearms, knives, or other weapons in client's home
- Working in neighborhoods with high crime rate



# CARE FOR U PLUS

177 Franklin Corner Rd, Ste 2B  
Lawrenceville, NJ 08648  
Phone: 609-985-0188  
Fax: 609-895-0729

800 N. Kings Hwy, Ste 507  
Cherry Hill, NJ 08034  
Phone: 856-330-4797  
Fax: 856-330-4806

100 Plainfield Ave, Ste 5  
Edison, NJ 08817  
Phone: 732-603-0020  
Fax: 732-603-0025

## Guidelines for Travel Safety - What do you need to know?

- Plan your route if unfamiliar with area. Use GPS device for navigation as needed. Perform a trial run prior to going if needed.
- Minimize distractions. Keep your eyes on the road and do no talk on your cell phone.
- Drive at a safe speed and carefully especially during road conditions such as ice or heavy rain or snow.
- Park in well-lit areas and as close as possible to the home you are working at.
- Try to leave valuables at home and do not leave them in your car. Carry only minimal money and required identification into community settings.
- Carry your keys in your hand to unlock your car as soon as you arrive.
- Do not sit in your car, even with door locked. Drive away as soon as you reach your car.
- Try to avoid unsafe areas after dark.
- Never enter a vacant home.
- **If you are concerned about your safety in a particular area, leave the area immediately. Contact your supervisor.**



# CARE FOR U PLUS

177 Franklin Corner Rd, Ste 2B  
Lawrenceville, NJ 08648  
Phone: 609-985-0188  
Fax: 609-895-0729

800 N. Kings Hwy, Ste 507  
Cherry Hill, NJ 08034  
Phone: 856-330-4797  
Fax: 856-330-4806

100 Plainfield Ave, Ste 5  
Edison, NJ 08817  
Phone: 732-603-0020  
Fax: 732-603-0025

## Workplace Violence in Healthcare Settings

The Occupational Safety and Health Administration, OSHA defines “workplace violence” as an act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults, or homicide. It can involve employees, clients, customers, and visitors. An occupational risk analysis can be performed, which is an assessment that focuses on work tasks to check for potential risks.

### **What should employers do following an incident of workplace violence?**

- Encourage employees to report and log all incidents and threats of workplace violence.
- Provide prompt medical evaluation and treatment after the incident.
- Report violent incidents to the local police promptly.
- Inform victims of their legal right to prosecute perpetrators.
- Discuss the circumstances of the incident with staff members.
- Encourage employees to share information about ways to avoid similar situations in the future.
- Offer stress debriefing sessions and posttraumatic counseling services to help workers recover from a violent incident.
- Investigate all violent incidents and threats, monitor trends in violent incidents by type or circumstance, and institute corrective actions.
- Discuss changes in the program during regular employee meetings.

### **How can the employees protect themselves?**

Nothing can guarantee that an employee will not become a victim of workplace violence. These steps, however, can help reduce the odds:

- Learn how to recognize, avoid, or diffuse potentially violent situations by staying informed.
- Alert supervisors to any concerns about safety or security and report all incidents immediately in writing.