

216.707 Annual violence prevention training -- Guidelines -- Requirements -- Basic protective skills competency test for health care workers.

- (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.
- (2) The training shall occur within ninety (90) days of the health care worker's initial date of hire unless he or she is considered a temporary employee, in which case the training shall occur before the health care worker begins performing his or her duties as an employee.
- (3) The method and frequency of training may vary according to the information and strategies identified in the workplace safety plan developed pursuant to KRS 216.705.
- (4) Trainings may include but are not limited to classes that provide:
 - (a) Interactive questions and answers;
 - (b) Hands-on training;
 - (c) Video training;
 - (d) Brochures;
 - (e) Verbal training; or
 - (f) Other verbal or written training deemed appropriate by the workplace safety plan.
- (5) Trainings shall address the following topics as appropriate to the particular setting, duties, and responsibilities of the health care worker, volunteer, or contracted security personnel being trained and shall be based upon the hazards identified in the workplace safety assessment:
 - (a) The health facility's workplace safety plan, including general safety procedures;
 - (b) Behavioral predictors of violence;
 - (c) The violence escalation cycle;
 - (d) De-escalation techniques to minimize violent behavior;
 - (e) Strategies to prevent physical harm with hands-on practice or role-play;
 - (f) Response team processes;
 - (g) Proper application of restraints, including both physical and chemical restraints;
 - (h) The process to document and report incidents;
 - (i) The debrief process for affected employees following violent acts; and
 - (j) Resources available to employees for coping with the effects of violence.
- (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.
- (7) Health facilities shall develop hiring practices that require applicants to demonstrate competency using protective safety skills.

Effective: June 29, 2023

History: Created 2023 Ky. Acts ch. 100, sec. 4, effective June 29, 2023.