



Workplace Violence Against Nurses Prevention Grant Program 2025 Update

**As Required by
Texas Health and Safety Code, Section
105.011**



TEXAS
Health and Human
Services

Texas Department of
State Health Services

June 2025

Table of Contents

Executive Summary	2
Introduction.....	3
Fiscal Years 2024-2025 Grant Program.....	4
Guadalupe Regional Medical Center	4
Memorial Hermann	5
JPS Health Network.....	5
Midland Health	6
Conclusion	8

Executive Summary

Texas Health and Safety Code, Section [105.011](#), requires the Texas Department of State Health Services (DSHS) to administer a grant program to support innovative approaches to reducing verbal and physical violence against nurses.

In fiscal years 2024 – 2025, the Workplace Violence Against Nurses Prevention Grant Program awarded \$667,001 to four grantees: Guadalupe Regional Medical Center, Memorial Hermann, JPS Health Network, and Midland Health. DSHS executed contracts with the four grantees at varying dates between June and August 2024. This update is based on the most recent progress reports submitted by grant recipients as of March 31, 2025.

Introduction

Texas Health and Safety Code, Section [105.011](#), requires DSHS to administer a grant program to support innovative approaches to reducing verbal and physical violence against nurses. Awardees may use grant funds to implement strategies in hospitals, freestanding emergency medical care facilities, nursing facilities, and home health agencies.

At least annually, DSHS must publish a report describing the grants awarded, including the amount, purpose, and outcome of the approach used by each grant recipient.

Fiscal Years 2024-2025 Grant Program

In fiscal years 2024 – 2025, the Workplace Violence Against Nurses Prevention Grant Program awarded \$667,001 to four applicants. All contracts are effective through February 2026. This update is based on the most recent progress reports submitted by grant recipients as of March 31, 2025.

Guadalupe Regional Medical Center

Amount Awarded: \$170,088

Overview: Guadalupe Regional Medical Center (GRMC) is implementing Non-Violent Crisis Intervention and Verbal Intervention trainings for employees. As of March 31, 2025, GRMC trained and certified six instructors and developed a finalized training plan and schedule. GRMC's grant project period is July 2024 to February 2026.

Outcomes: Since July 2024, GRMC successfully launched in-person Non-Violent Crisis Intervention and Verbal Intervention training sessions. Staff enrollment in online training has begun, with ongoing efforts to track course completion, ensure staff participation in in-person sessions, and monitor overall training progress.

To measure the impact of these initiatives, GRMC set the following performance goals for the project period:

- A 33 percent reduction in reported injuries related to workplace violence. Previously, GRMC reported 12 injuries related to workplace violence. Since July 2024, GRMC reported two injuries of workplace violence, consistent with the set performance goal.
- Reduce workplace violence incidents escalating to a Code Green by 50 percent. Code Green indicates a violent or aggressive patient and requires immediate staff assistance to ensure safety. In 2023, GRMC reported 8 total Code Green events. Since July 2024, GRMC has reported ten Code Green event.
- A 30 percent decrease in staff who feel unprepared to de-escalate aggressive behavior. GRMC will conduct a survey of staff after completing trainings to compare results from its 2022 workplace safety survey.

Memorial Hermann

Amount Awarded: \$199,480

Overview: Memorial Hermann is implementing applied behavior management and de-escalation training for staff to improve efficacy of behavior management and staff competency, confidence, and workplace safety. Memorial Hermann's grant project period is June 2024 to February 2026.

Outcomes: Since June 2024, staff trainers completed external training and became certified as Safety-Care instructors to run the applied behavior management and de-escalation trainings. All consenting Registered Nurse (RN) staff completed the training. Memorial Herman has completed two quarterly surveys to measure changes in staff perceptions on safety, social support, and fear of experiencing workplace violence.

To measure the impact of these initiatives, Memorial Hermann set the following performance goals for evaluation by the end of the grant period through quarterly staff self-assessments:

- Ten percent decrease in the severity and frequency of workplace violence against RNs between July 1, 2024, and June 30, 2025, as compared to July 1, 2023, through June 30, 2024.
- Ten percent decrease in overall severity in RN staff ratings of occupational quality of life and fear of violence measures between the initial (September 2024) and last self-assessment periods (June 2025).
- Ten percent decrease in staff voluntary resignation between July 2024 and June 2025 as compared to the most recent fiscal year.

JPS Health Network

Amount Awarded: \$148,263

Overview: JPS Health Network is seeking to boost nursing staff's confidence in managing workplace violence incidents by implementing Therapeutic Options training. This program equips nurses with tools to de-escalate, escape, and protect themselves from harm due to workplace violence events. JPS Health Network's grant project period is June 2024 to February 2026.

Outcomes: Since December 2024, 103 nursing staff have completed the Therapeutic Options training. To accommodate staff schedules, JPS Health Network offers training sessions three days a week, including a weekend option.

Looking ahead, JPS plans to enhance staff participation by promoting executive support and implementing mandatory attendance for Therapeutic Options training. Additionally, they plan to provide presentations on organizational safety and nursing quality management, and a workplace violence prevention awareness initiative in the coming months.

To assess the impact of these initiatives, JPS established the following key performance goals for evaluation by the end of the grant period:

- Ten percent increase in staff confidence to report workplace violence incidents by July 2025. JPS will conduct a survey after the trainings to assess staff confidence levels in interacting with aggressive patients and reporting workplace violence incidents.
- Ten percent reduction in reported incidents between June 2024 and September 2025.

Midland Health

Amount Awarded: \$149,170

Overview: Midland Health is implementing several initiatives to address workplace violence in healthcare, including:

- Convening an area-wide conference on workplace violence prevention.
- Facilitating events to cultivate open dialogue among nursing staff about their concerns of workplace violence.
- Hosting Satori Alternatives for Managing Aggression (SAMA) orientations to train instructors in leading training sessions on de-escalation techniques for nurses.
- Broadcasting public announcements on television channels about patient family behavior expectations.

Midland Health's grant project period is June 2024 to February 2026.

Outcomes:

Since June 2024, Midland Health has:

- Convened an area-wide conference on workplace violence prevention on March 26, 2025, with 200 nurses registered as of Midland Health's most recent progress report.
- Facilitated discussions among 54 nurses about workplace violence on October 9, 2024.
- Completed two SAMA trainings, with 14 staff trained. Midland Health scheduled additional sessions through May 2025, with more than 70 staff registered.
- Broadcasted public announcements on television channels about patient family behavior expectations in English and Spanish.

To measure the impact of these initiatives, Midland Health set the following performance goals:

- Ten percent reduction in the number of identified situations involving combative/unrestrained individuals' disturbance compared to the 65 reported calls in 2022-2023.
- Currently, 14 individuals have completed SAMA training, with 30 additional scheduled. Midland Health is making progress toward the expected measure of 583 nurses completing the SAMA between March 2024 and February 2026.
- Engage about 500 nurses employed at Midland Health and the surrounding rural hospitals/community agencies in the prevention of workplace violence. As of February 28, 2025, 200 individuals had registered to attend the area-wide conference on March 26, 2025.

Conclusion

DSHS will continue monitoring each grant recipient's progress on implementing measures to reduce workplace violence against nurses. The next grant application cycle for fiscal years 2026-2027 is tentatively planned for fall 2025.