

Research Linking Workplace Safety Culture and Patient Safety Culture

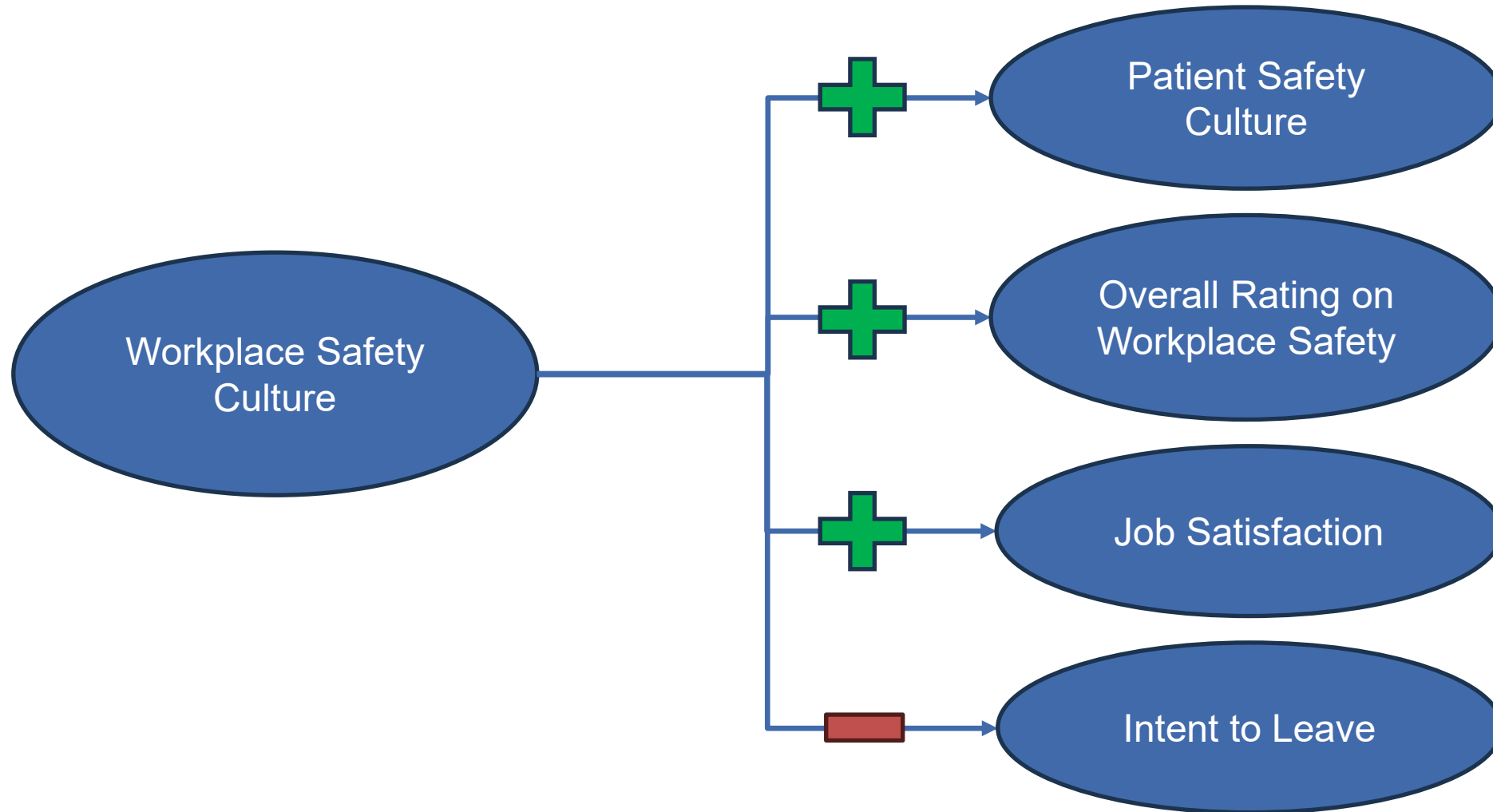
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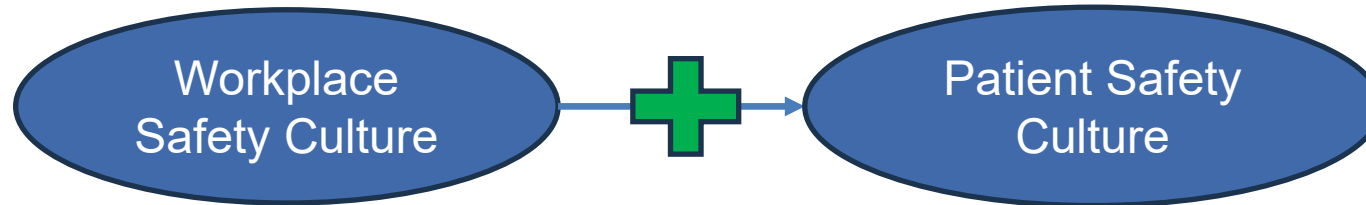
Data Source

- Analyses used data from the pilot test of the SOPS Hospital Survey 2.0 with Workplace Safety Supplemental Item Set in 2021
- 28 Hospitals
- 6,684 Respondents

Relationships With Workplace Safety

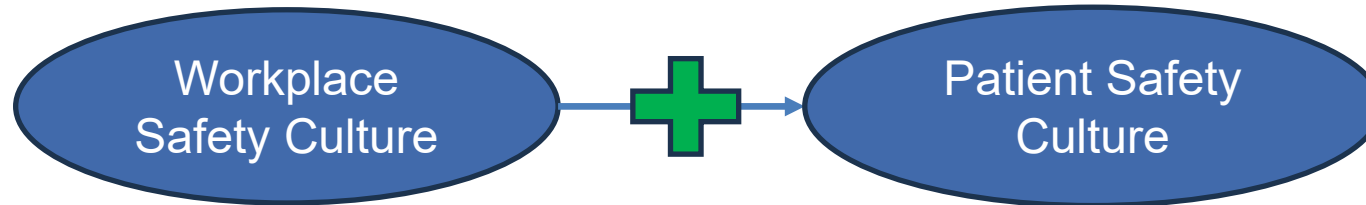


Workplace Safety and Patient Safety Culture



- Overall, a more positive workplace safety culture for providers and staff was related to a more positive patient safety culture
 - ▶ 63% of relationships between the 10 workplace safety measures and 11 patient safety culture measures were significantly related

Workplace Safety and Patient Safety Culture

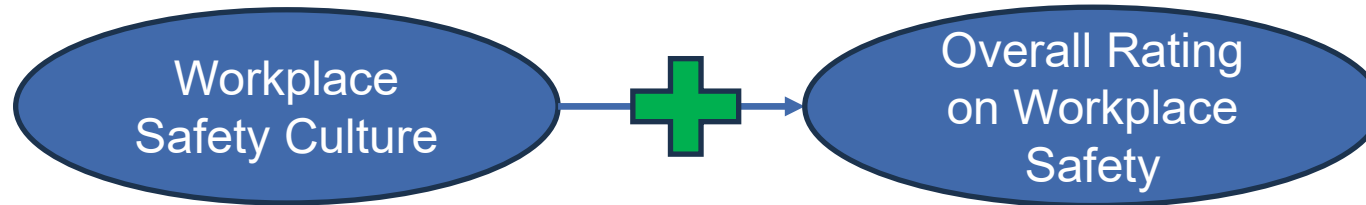


- Workplace safety measures related to ALL patient safety culture measures
 - ▶ Overall Rating on Workplace Safety
 - ▶ Supervisor, Manager, or Clinical Leader Support for Workplace Safety
 - ▶ Management Support for Workplace Safety
- Workplace aggression was generally not associated with patient safety culture

Workplace Aggression in Emergency Departments

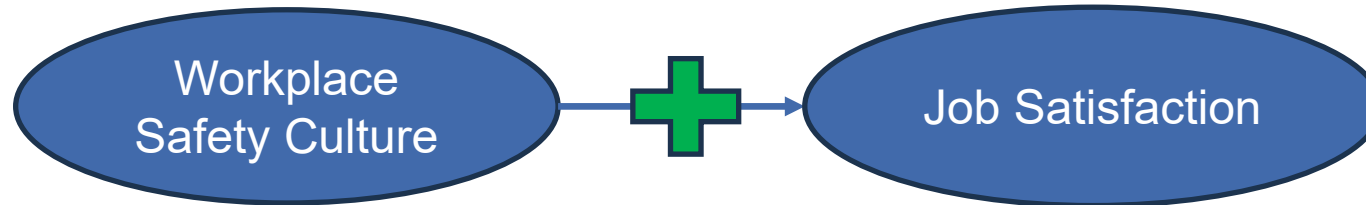
Workplace Safety Aggression Measures	Database % positive	Emergency dept % positive	% point difference
Addressing Workplace Aggression From Patients or Visitors	56%	18%	-38%
In this unit, there is a problem with patients or visitors being verbally aggressive toward providers or staff.	48%	13%	-35%
In this unit, there is a problem with patients or visitors being physically aggressive toward providers or staff.	64%	24%	-40%

Workplace Safety and Overall Rating on Workplace Safety



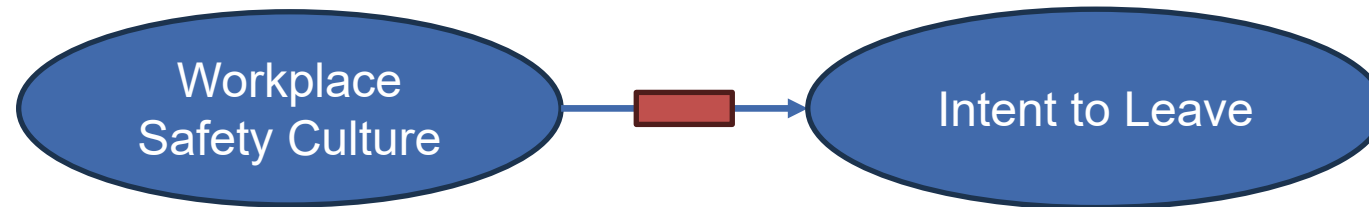
- All workplace safety measures significantly related
- Strongest relationships
 - ▶ Hospital Management Support for Workplace Safety
 - ▶ Supervisor, Manager, or Clinical Leader Support for Workplace Safety
 - ▶ Workplace Safety and Reporting
 - ▶ Protection from Workplace Hazards

Workplace Safety and Job Satisfaction



- 5 of 9 workplace safety measures were significantly related
- Strongest relationships
 - ▶ Work Stress/Burnout (higher burnout related to lower satisfaction)
 - ▶ Hospital Management Support for Workplace Safety
 - ▶ Workplace Safety and Reporting
 - ▶ Supervisor, Manager, and Clinical Leader Support for Workplace Safety
 - ▶ Protection from Workplace Hazards

Workplace Safety and Intent to Leave



- 4 of 9 workplace safety measures were significantly related
- Strongest relationships
 - ▶ Work Stress/Burnout (higher burnout associated with higher intent to leave)
 - ▶ Hospital Management Support for Workplace Safety
 - ▶ Workplace Safety and Reporting
 - ▶ Supervisor, Manager, and Clinical Leader Support for Workplace Safety

Conclusions

- Higher Workplace safety scores were related to
 - ▶ Higher Patient Safety Culture scores
 - ▶ Higher Overall Ratings of Workplace Safety
 - ▶ Higher Job Satisfaction
 - ▶ Lower Intent to Leave
- Consistent and strong predictors of these outcomes were:
 - ▶ Supervisor Support for Workplace Safety
 - ▶ Management Support for Workplace Safety,
 - ▶ Workplace Safety and Reporting, and
 - ▶ Work Stress/Burnout

References

- Hesgrove, B., Zebrak, K., Yount, N., Sorra, J., Ginsberg, C. Associations between patient safety culture and workplace safety culture in hospital settings. *BMC Health Serv Res* 24, 568 (2024). <https://doi.org/10.1186/s12913-024-10984-3>
- Zebrak, K., Yount, N., Sorra, J., Krieger, N., Hesgrove, B., Ginsberg, C. (2023). Associations Between Hospital Workplace Safety Culture and Overall Ratings on Workplace Safety, Job Satisfaction, and Intent to Leave. *AcademyHealth Annual Research Meeting*, Seattle, WA.