

Health and Human Services (HHS)

Workplace Safety

THE PROBLEM

HHS workers are more likely to experience workplace violence than those in other fields.¹

HHS workers experience over 70% of all reported workplace violence,² but as many as 85% of violent incidents may not be reported.³

Minnesota has protections in hospital settings,⁴ but HHS workers who don't work in those settings are not protected. Workplace violence has dramatically increased over the last decade and is a contributing factor to burnout.⁵

MSSA members have experienced

- **Harassment, including stalking**
- **Direct threats of violence**
- **Physical assault**
- **Sexual assault**
- **Property damage**

THE SOLUTION

Our proposal will authorize the Minnesota Department of Human Services to award grants to HHS organizations to invest in workplace safety measures.

Grants would be used, at an agency's discretion, to pay for

- Safety equipment
- Systems to track, monitor & prevent violence
- Training
- Support & follow-up services

Our solution does not include penalties or criminal charges against any client, agency, or provider, or mandates.

THE IMPACT

Organizations that invest in workplace safety perform better, reduce turnover, help workers do their jobs more effectively, and improve workplace culture.^{6, 7}

Better working conditions will help recruit and retain dedicated HHS workers across the industry, positively impacting the workforce shortage.



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For additional information, contact Michelle SanCartier at 651-789-4358 or msancartier@mnssa.org.

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