

Safety and Workplace Violence Prevention Committee Minutes

June 26, 2025

Virtual 14:00 – 15:00

Present: Tammy Heck DCSS/ Safety Committee Chairperson, Chris Matala Director Supply Chain, Gail Cutrell Home Supervisor, Elaine Hathaway DT II North, Ercelene Kinnebrew Clinical Education Manager, Taylor Miller Infection Prevention Manager, Sis Espirito People Operations and Experience Manager HR, Kristina Eddy Employee Health Manager, Khalid Yassir IT Service Team Lead, Uris Rullan, Office Services, Michael Kellogg, Senior Director, Facility Planning & Management, Candace Cruz SW, Kjersti Johnson RD

Not Present: Krystle Harrington Director Patient Safety & Quality, Tosha Mackness Clinical Director, Kevaney St. James DT II South, Aby Sebastian Clinical Unit Coordinator Central, Renin Cassidy RD, Danny Wiederrick Maintenance Engineer, Ripen Thind Office Services, Tara Scott Lake City Clinical Manager,

Facilities: Auburn Kidney Center, Burien Kidney Center, Enumclaw Kidney Center, Everett Kidney Center, Federal Way East Kidney Center, Federal Way West Campus Kidney Center, Fife Kidney Center, Kent Kidney Center, Kirkland Kidney Center, Lake City Kidney Center, Bellevue Kidney Center, Panther Lake Kidney Center, Port Angeles Kidney Center, Rainier Beach Kidney Center, Renton Kidney Center, Scribner Kidney Center, SeaTac Kidney Center, Snoqualmie Ridge Kidney Center, Yesler Terrace Kidney Center, Home Dept. & PD Programs, Hospital Services, Logistics, Burien Administrative Locations.

1. WELCOME & INTRODUCTIONS – Tammy Heck

- Introduction of members

2. ADMINISTRATIVE

- Approval of April 2025 Safety Committee Minutes – Approved via email by Kristina Eddy and Renin Cassidy.

3. STANDING AGENDA ITEMS

- Accident and Injury Data – SAS. Tammy Heck provided the Committee with employee injuries by NKC location and type for April-May 2025.
 - Previous Two months = 31

April - May 2025

Back Injuries = 0

Strain/Sprain = 0

Slips/Trips/Falls = 2

Needlestick/Sharps = 1

Other = 5, see attached slide

WV = 13

Total injuries = 8

Total = 21

- Focused work to address Needlesticks:
 - Kristina Eddy sent out information to clinics, also published info on Staff Update.
 - In-services and huddles were done within clinics as well as dissemination of information to staff.
- The People Team have asked to discuss recent staff falls from chair/stool incidents as well as thoughts/ideas/suggestions to help mitigate falls from happening.
 - Tammy and Sis (People Team) will look more into finding out which specific clinics have had this issue and the type of chair/stool they have been using when these falls happen.
 - Chris Matala suggested there are two types of casters for stools.
- Continuing with the message that PPE is for staff protection and staff wear proper PPE as needed.
 - Always wear PPE even when cleaning machines to avoid exposure to chemicals.
 - Keep up with PPE messages.
- Environment of Care Rounding 2025 – Tammy Heck
Completed EOC rounds at SeaTac and Kent. Trending items during these rounds were expired items on crash carts.
 - Working with the FSS that the crash carts are looked at on a monthly basis.
 - Noted for safety- Detergent & bleach containers did not have date/time of when they were mixed.
 - Education or training was provided.
- After Action Report – Tammy Heck
We have now closed the November 2024 Windstorm AAR.
 - IT/Communications - EOC calls will be held via Webex; conference calls will be the second option. SNAPCOMMS will send messages to all staff. Adverse weather policy is currently being updated.

- We have reopened an Emergency Resource line as a backup. This resource line will contain important messages/information during an emergency for staff, leadership, and patients. Calls will contain messages such as where leadership can call for an EOC call or where patients can find updated information regarding the status of their clinics.
- Clinical leadership has created a checklist to aid clinical leaders in moving patients from one facility to another due to power outages. It will include staff tracking, facility spreadsheets, transportation, and treatment times. It will be kept up to date in the shared Clinical Leadership Teams folders and updated Quarterly.
- Hazard Vulnerability Assessments – The NWHRN Hazard Vulnerability Assessments have been completed. NKC stakeholders will review and use it as a guideline to set our company and individual location assessments for 2026.
 - Safety Education via MedTrainer- in collaboration with the People's Team, safety education for all staff is ready to be assigned. The following education will be assigned to MedTrainer.
 - Wearing PPE to prevent exposure to face and eyes – April/May
 - Workplace Violence – July
 - Active Shooter – August
 - Scavenger Hunt- September
 - Fire Safety, Slips/Trips/Falls Chemical Safety – September through October
 - We will all participate in the Annual Drill – Great Shake Out (Worldwide Earthquake Drill) - October
 - Extreme Heat Safety Alerts/ Notifications - As needed this summer.
- Workplace Violence Prevention – 13 total WV SAS events were reported in April – May 2025
 - 6 reports of patient verbal abuse towards staff
 - 1 Safety report of disorderly person
 - 4 reports of patient verbal & physical abuse towards staff
 - 2 reports of patients expressing unwanted feelings or sexual comments toward staff.
- Training and Education
 - De-escalation training provided by NAMI was scheduled at most clinics with the opportunity for all clinical staff to participate.

- Centralized training was provided at Burien for all staff apart from training held on-site at clinics.
- There was overwhelmingly positive feedback on the content of the training.
- We are having discussions with NAMI about availability of content in clinic.
- Moving forward, we are hoping to have 1-2 per year of centralized location training.
- Active shooter training is scheduled to be assigned to MedTrainer in August.
- The committee reviewed the new Workplace Violence Policy that is assigned to all employees in MedTrainer.
- Additional comments:
 - Elaine H. (DT from Lake City) mentioned that there have been occasional instances where staff were approached by unauthorized people outside of the clinic at the end of their shift at night. They sometimes had to call 911 for assistance to get them to leave. The committee reminded the staff to notify NKC security as well as fill out an SAS. Elaine reported the de-escalation techniques have been useful when talking with unauthorized people, and the local law enforcement has responded appropriately.
- Next meeting is August 21, 2025.