


PMVA (PREVENTION AND MANAGEMENT OF VIOLENCE AND AGGRESSION) TRAINING


General Reference Handout





Key Legislation: **Health and Safety at Work Act 1974 | NHS Protect Standards**

KEY STATISTICS

 **70%**
Of NHS staff have experienced violence or aggression at work

 **£69 million**
Annual cost of violence against NHS staff

 **1 in 4**
NHS staff experience physical violence from patients or relatives

 **60%**
Reduction in incidents with PMVA training and de-escalation

LEARNING OBJECTIVES

-  Understand the legal framework for managing violence and aggression in healthcare
-  Recognise early warning signs of escalating aggression
-  Apply verbal and non-verbal de-escalation techniques
-  Use approved breakaway techniques to safely disengage from physical contact

STEP-BY-STEP GUIDE

- 1 Recognise**
Early warning signs: raised voice, pacing, clenched fists, threatening language
- 2 De-escalate**
Calm posture, use person's name, speak slowly, offer choices
- 3 Space**
Maintain safe distance — at least 1.5 metres — and keep exit accessible
- 4 Breakaway**
If grabbed, use approved technique to safely disengage

