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Building a Culture of Workplace Safety through Quality Improvement

TORONTO, ON: Following a recommendation from the Workplace Violence Prevention in Health Care Leadership Table convened by the Ontario Ministry of Health and Long-term Care and the Ontario Ministry of Labour, workplace violence prevention plans will now be integrated into Quality Improvement Plans (QIPs) which health care organizations are required to submit annually to Health Quality Ontario.

Reporting on the workplace violence prevention indicator will now be a mandatory requirement for all hospitals in the province beginning in 2018/19. Several new questions relating to workplace violence prevention have also been added to the QIP narratives for all health care organizations. For instance, all health care organizations will be asked to reflect in their 2018/19 QIPs on how they are making workplace violence prevention a strategic priority.

In recent years, violent incidents and acts of aggression in health care settings have escalated steadily in both frequency and severity. A recently released [Health Quality Ontario report](#) on workplace violence prevention shows how organizations across Ontario are addressing the issue by encouraging a culture of reporting and promoting workplace safety through collaboration.

To support hospitals in meeting expectations around the new mandatory workplace violence indicator that will be included in the 2018/19 QIPs, it is recommended that health care organizations refer to the interactive tools and resources available through the Public Services Health & Safety Association (PSHSA) at www.workplace-violence.ca. The website contains helpful content such as 5 Steps to Building a Workplace Violence Program and various assessments and toolkits which can be implemented as a means to build or evaluate workplace violence prevention programs. This information will also be useful for organizations in the primary care, long-term care and home care sectors as they continue to integrate workplace violence prevention into their QIPs.

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Public Services Health & Safety Association (PSHSA) works with Ontario's public and broader public sector workers and employers, providing occupational health and safety training, resources and consulting to reduce workplace risks and prevent occupational injuries and illnesses.