



## Reducing and Preventing Workplace Violence for Healthcare Professionals

### **TORONTO** (May 15, 2017)

In August of 2015 Ontario established a Workplace Violence Prevention in Healthcare Leadership Table to better protect healthcare professionals on the job. Members reached out to stakeholders and experts, including patient advocates to gain advice on how to reduce and prevent workplace violence (WPV) for healthcare professionals. In Ontario, hospitals,



nursing homes and home care are the largest segments in healthcare, representing over 75 per cent of approximately 787,000 healthcare workers. These sub-sectors also represent where WPV is most prevalent. In 2015, 31.8% of lost-time injuries due to WPV in Ontario occurred in the healthcare sector and in Canada, out of 34 occupational categories, more workdays were lost among nurses than any other category.

Guidance from Ontario's leaders in workplace violence prevention is now available to further protect the health and safety of healthcare professionals with the newly released Workplace Violence in Healthcare Report from the Ministry of Labour (MOL) and Ministry of Health and Long-Term Care (MOHLTC) Initiative and the Leadership Table working groups. The Report outlines details of both new and leading practices as well as Recommendations and Products to aid in managing workplace violence that have been created by The Public Services Health and Safety Association (PSHSA).

PSHSA has previously led a multi-stakeholder collaboration ([Violence, Aggression and Responsive Behaviour Toolkit](#)) to address the pervasive and impactful issue of workplace violence in healthcare with the aid of funding provided by the Ministry of Labour Prevention Office. With support and collaboration from both the Ministry of Labour and Ministry of Health and Long-Term Care, PSHSA has participated in the development of key Products to strengthen prevention activities, accountability, communication and supports in the following focus areas:

- Leadership and Accountability
- Hazard Prevention and Control
- Communications and Knowledge Translation
- Indicators, Evaluation and Reporting

The Recommendations and Products referenced in the Report are located on the PSHSA website at [pshsa.ca/workplace-violence/](http://pshsa.ca/workplace-violence/)

With continued guidance and advice of the Workplace Violence Prevention in Healthcare Leadership Table, PSHSA will be adding additional assessments, tools and resources in the coming months. Partnerships reinforced through the leadership table and its Working Groups will continue to support PSHSA in the future development and implementation of Recommendations and Products within Healthcare Sector settings. An e-Interact online resource will house all resources in an easy to use and interactive environment for stakeholders at all levels to access. The online resource will provide a streamlined opportunity for stakeholders to easily find information on workplace violence that they need to implement strategies, policies and workplace procedures. The online destination will be shared across the Healthcare Sector and will have the support of a Marketing Campaign with a full Media Plan. PSHSA plans to launch the online site this coming June and continue to build on the site as it evolves to serve its various healthcare audiences.

Health care workers must have the confidence and belief that they are supported and protected by protocol and policies and laws that effectively prevent workplace violence. System leaders have taken action to close gaps in policy and procedure that put workers at risk. Workplace violence can be prevented. Everyone can, and must, play a role to ensure our Ontario healthcare workers are protected and kept safe.

**For more information on the Ministry of Labour Report or Workplace Violence Recommendations and Products please contact Henrietta Van hulle at [HVanHulle@pshsa.ca](mailto:HVanHulle@pshsa.ca)**

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