

Ministry of Health
and Long-Term Care

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HLTC5965MC-2017-120

Re: Integrating Workplace Violence Prevention into Hospital's Quality Improvement Plans

Dear Colleagues at Ontario's public hospitals:

As you know, O. Reg. 187/15 made under the *Excellent Care for All Act, 2010* was recently amended to require health care organizations to include in their Quality Improvement Plans (QIPs) indicators I have specified in writing, after having considered the advice of Health Quality Ontario (HQO).

I have reviewed the recommendations made by the Workplace Violence Prevention in Health Care Leadership Table in its May 2017 report, "Workplace Violence Prevention in Health Care". I have also reviewed HQO's advice to me on integrating workplace violence prevention in hospital QIPs.

I am specifying the following indicator as required for all public hospitals' QIPs hereafter, beginning with the 2018-19 QIPs (due to HQO by April 1, 2018): number of incidents of workplace violence.

With my support, HQO will also be asking public hospitals to describe in the narrative portion of their QIP how they have made workplace violence prevention a strategic priority in their organization.

Based on submitted QIPs, HQO will report to the sector on the number of incidents of workplace violence in the context of hospital size, and the number of hospitals that have made workplace violence prevention a strategic priority for their organization. HQO will also be sharing improvement activities related to workplace violence prevention that organizations highlight in their QIPs.

In fall 2017, HQO will disseminate technical specifications for QIP indicators and other guidance to support organizations submitting QIPs. HQO will also provide tools and resources for organizations to use in their quality improvement efforts in alignment with provincial and local priorities. At my request, HQO will include in these materials resources including information on the Violence, Aggression and Responsive Behaviour (VARB) toolkit. I encourage you to consider using the toolkit as you develop your improvement plans.

Thank you for your continued support and commitment to QIPs and to ensuring the continued success of this important quality improvement strategy.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "E. Hoskins".

Dr. Eric Hoskins
Minister