

RECOMMENDATION #8 ACCREDITATION CANADA REQUIRED ORGANIZATIONAL PRACTICE (ROP)

OPPORTUNITY

As part of the accreditation process, Accreditation Canada has developed a Required Organizational Practice (ROP).

In order to strengthen workplace violence prevention in hospitals, a number of amendments are recommended, including ensuring that the organization has a written workplace violence prevention program in addition to the written policy, that they are developed in consultation with the Joint Health and Safety Committee, and other amendments listed below.

RECOMMENDED SOLUTION AND INTENDED OUTCOME

The following amendments in italics should be incorporated into the existing sections of the “Major” and “Minor” sections of the ROP to strengthen workplace violence prevention in hospitals:

MAJOR

The organization has a written workplace violence prevention policy *and program*

The policy *and program* are developed in consultation with the *Joint Health and Safety Committee*, staff, service providers, and volunteers (as appropriate).

The policy *and program* name the individual(s) responsible for implementing and monitoring the policy.

The organization conducts risk assessments to ascertain the risk of workplace violence *to workers and patients*.

There is a documented process in place for the organization's leaders to investigate and respond to *all incidents of workplace violence, including incident to workers and provide evidence that they are doing so*.

The employer demonstrates commitment to protecting worker health and safety through corporate strategic plan or other executive level strategies.

MINOR

There is a documented process in place for staff and service providers to confidentially report incidents of workplace violence.

The organization's leaders review quarterly reports of incidents of workplace violence and use this information to improve safety, reduce incidents of violence, and make improvements to the workplace violence prevention policy.

Workplace Violence Prevention in Health Care Leadership Table

The organization provides information and training to staff *on workplace violence prevention measures and procedures that are relevant to their work.*

RECOMMENDED IMPLEMENTATION

MEDIUM

1. Ministry of Labour and Ministry of Health and Long-Term Care work with Accreditation Canada to make the suggested changes to the ROP on Violence as noted above.
2. Accreditation Canada makes the changes to the ROP.

LONG

1. Outcomes of the changes are reported.