

### RECOMMENDATION #9 ADEQUATE RISK ASSESSMENTS

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#### DESCRIPTION

The *Occupational Health and Safety Act's* section on Assessment of risks of violence states:

*32.0.3 (1) An employer shall assess the risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work.*

*Considerations*

*(2) The assessment shall take into account,*

- a) circumstances that would be common to similar workplaces;*
- b) circumstances specific to the workplace; and*
- c) any other prescribed elements.*

#### RECOMMENDED SOLUTION AND INTENDED OUTCOME

In order to ensure that adequate risk assessments are conducted, the Leadership Table, Ministry of Health and Long-Term Care and Ministry of Labour should endorse the Public Services Health & Safety Association Violence Aggression and Responsive Behaviour (VARB) Risk Assessment tools.

The Ministry of Labour will update the Policy and Procedures Manual to reflect the intent that risk assessments must be adequate.

#### RECOMMENDED IMPLEMENTATION

##### SHORT

1. The Ministry of Health and Long-Term Care and The Ministry of Labour communicate endorsement of the PSHSA's VARB organizational and individual risk assessment tool kits.
2. Promote the use of the tools to enhance any existing employer risk assessment templates.
3. The Ministry of Labour will update the Policy and Procedures Manual to reflect the intent that risk assessments must be adequate.