



Policy

Saskatoon & Area - Occupational Health & Safety

Number: 54-002

Title: Psychological Hazard: Violence

Saskatchewan Employment Act:

OHS Regulation: 3-26

Date: January 1 2017

Date Revised/Reaffirmed: December 2, 2021

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Purpose

- To minimize and eliminate the risk of violence for workers and others at the work site
- To ensure workers will not take undue risk in managing potential or actual violent episodes

Preamble

Violent situations occur within the healthcare setting for various reasons. Violent situations occur and can include workers, clients, residents and visitors within SHA facilities. As violence comes in different forms and for different reasons the following are guidelines for each department to set up procedures that are specific to their department.

Roles and Responsibilities

Employer must ensure:

- When certain individuals are exhibiting violent and/or threatening behaviour, they may have to be removed from the department or site by utilizing internal or external policing sources
- Adequate space for safe exit or egress from violent source
- Appropriate lighting to ensure both safe lighting for workers, visitors and clients
- Emergency Planning and Preparedness (EPP) are in place and the process is followed for Code White

Manager/Supervisor must ensure:

- That roles and responsibilities of all workers are being met, as well as applicable legislation and/or standards
- There is a means of identification for potential violent episodes and a plan is developed and communicated to workers on managing risks based on risk assessment for violence
- Safe work procedures are written and followed
- Workers receive basic violence training (WAVE E-Learning, GPA, PART) and knowledge regarding the risks and how to recognize aggressive violent behaviour
- Written safe work procedures are developed for responding to potential and/or actual violent situations
- An appropriate means to communicate to other workers when assistance is identified and immediately required
- Availability of timely assistance where required to minimize risk of working alone in potential or actual violent situations

- Additional training is accessible and available to workers such as WAVE 303 or PART Advanced based on risk assessment

Worker must ensure:

- They report to their supervisor and the Safety Alert System/Incident Report Line for any incidents or near misses with violence
- They are trained and understand the safe work procedures for when violent behaviour arises and follow the process

Orientation & Training

- WAVE E-Learning
- WAVE 303
- PART
- GPA
- Training requirements may be based on unit or facility's Safety Profile Risk Assessment

Non-Compliance/Breach:

Non-compliance with this policy will result in a review of the incident. A review for non-compliance may result in disciplinary action, up to and including termination of employment or privileges; fines and /or prosecution of individuals under the Saskatchewan Employment Act and OHS Regulations.

References

- SHA Policies, Violence Management <https://documentfinder.saskhealthauthority.ca/en>

Review Dates:

January 1, 2017

April 4, 2018

December 2, 2021