

RECOMMENDATION #1 TRANSITION TEAMS

OBJECTIVES:

- To provide self-identifying hospitals with transition assistance (change management) to achieve excellence in Workplace Violence Prevention (WVP), in collaboration with their Joint Health and Safety Committees (JHSC), organizational associations (example Ontario Hospital Association), and their unions. Transition Teams may also include certified Canadian Registered Safety Professionals based on the hospital's needs.
- Excellence would be defined as exceeding compliance with the *Occupational Health and Safety Act* (OHSA) requirements for WVP.
- Transition Teams will also assist:
 - Hospitals who are having difficulty in meeting the requirements for WVP under the OHSA; and
 - JHSC in providing guidance to write/revise policies, implement tools, and/or improve worker safety.
- The safety of workers and patients enhances quality care.

DESCRIPTION:

- To create sustainable groups of experts that can assist and provide advice with the implementation of WVP tools and leading practices to improve a hospital's WVP journey to excellence.
- Transition Teams will have a balance of best practice leaders from all levels of expertise, ranging from senior management to frontline staff, labour, workplace safety associations, organizational associations (example Ontario Hospital Association) and JHSC members in order to ensure that the implementation is effective.
- The Transition Teams will remain available for hospitals until such time as the defined standard of excellence has been achieved.
- Transition Team members may be identified by the WVP in Healthcare Leadership Table.

SUGGESTED IMPLEMENTATION:

SHORT TERM

1. Until such time as the Transition Teams are developed and deployed, a mechanism for peer support provided by high performing workplace violence prevention hospitals and other experts (example: organizational associations) will be available.
2. The Leadership Table will recommend the development of Transition Teams by the most appropriate internal government division for implementation in early 2017.

Workplace Violence Prevention in Health Care Leadership Table

MEDIUM TERM

1. Availability of Transition Teams for self-identifying hospitals and JHSCs as described above.
2. Measurement development for the effectiveness of the Transition Team interventions.

LONG-TERM

1. Evaluation of effectiveness of the Transition Team interventions.
2. Evolution of the Transition Team concept as a result of the evaluation.

Note:

A challenge to implement/maintain these teams may be funding from already stressed organizational budgets.