

Community and regional health and social services boards are responsible for operating, managing and controlling publicly funded health and social services facilities. Boards are responsible for ensuring that employees of health and social services facilities are able to work in a safe environment that is free from violence, including threats and verbal abuse.

Purpose

The purpose of this Directive is to require community and regional health and social services boards to develop and implement guidelines that will improve workplace safety and minimize the impact of violence at health and social services facilities within 90 days of the effective date of this Directive. In particular, this Directive and board guidelines are expected to promote the following goals:

- 1) ensure employees at health and social services facilities have a safe working environment and are not subject to violence;
- 2) ensure residents in a board's service area are aware of the impact of violence on health and social services employees; and,
- 3) ensure that boards take appropriate steps, including staff orientation and training, and pursuing criminal charges.

Definitions

- a) **Board** means a Board of Management established pursuant to section 10 of the *Hospital Insurance and Health and Social Services Administration Act* or an organization contracted by the Department pursuant to section 17 of the *Hospital Insurance and Health and Social Services Administration Act*;
- b) **Health and social services facilities** mean facilities that boards are responsible for, as set out in the Ministerial Directive on Board Roles and Responsibilities or in board contribution agreements;
- 4) **Violence** refers to any conduct directed towards a staff member that hurts or causes harm through verbal, physical, sexual or psychological means. Workplace violence involves any incidence where an employee is abused, threatened or assaulted during the course of his/her employment. This includes the application force, threat with or without a weapon and severe verbal abuse.

Exceptions and Restrictions

None.

This Directive may be amended in writing by the Minister from time to time.

This Directive comes into effect November 15, 1999

Floyd K. Roland
Minister of Health and Social Services

Date

G:\BOARDS\MD Anti-violence.WPD