

Excellent Care for All

**Quality Improvement Plans (QIP): Progress Report for 2019/2020 QIP**

**Collaborative Quality Improvement Plan: Workplace Violence Prevention - Creation and implementation of multisector Workplace Violence Prevention policy**

		Org Id	Current Performance as stated on QIP2019/20	Target as stated on QIP 2019/20	Current Performance 2020	Comments
2	Number of Workplace violence incidents reported by workers as defined by (OHSA) within a 12 month period ( Count; All acute patients; Calendar Year; In house data collection )	9999991	57.00	100.00	152	RL6 reports included specific event type: Abuse/Assault Physical, Abuse/Assault (Verbal), Code White, Disorderly Person, Violence to Worker

Realizing that the QIP is a living document and the change ideas may fluctuate as you test and implement throughout the year, we want you to reflect on which change ideas had an impact and which ones you were able to adopt, adapt or abandon. This learning will help build capacity across the province.

Change Ideas from Last Years QIP (QIP 2019/20)	Was this change idea implemented as intended? (Y/N button)	Lessons Learned: (Some Questions to Consider) What was your experience with this indicator? What were your key learnings? Did the change ideas make an impact? What advice would you give to others?
Within a broader Accreditation Prototype Survey group, a multi-sector review of workplace violence policies will inform the development of one common policy to align Accreditation Canada Required Organizational Practices (ROP) with a focused intent to achieve system wide	Y	Describe your experience with this indicator: Working collaboratively with organizations of varying sizes and with varying populations helped identify system gaps and implement best practices across sectors to support a regional approach to mitigating Workplace Violence.  What were your key learnings?

improvements as related to incidents of workplace violence.

Organizations participating in the Accreditation Prototype Survey and Health Quality Ontario's Collaborative Quality Improvement Plan (CQIP) include:

- Alzheimer Society ~ Huron County
- Alzheimer Society ~ Perth County
- Clinton Family Health Team
- Huron Perth Healthcare Alliance
- Knollcrest Lodge
- Mitchell Nursing Home / Ritz Lutheran Villa • North Perth Family Health Team

A collaborative approach across organizations leads to a comprehensive vision and shared structure for managing incidents of workplace violence.

Did the change ideas make an impact?

The seven Accreditation Prototype organizations share one common policy for Anti-Violence/Harassment in the Workplace. This has minimized rework and duplication across sectors and has led to better communication between organizations and improved transitions of care. Organization-specific addendums complementing the harmonized policy were created as necessary to reflect internal processes and resources.

What advice would you give to others?

A collaborative approach to policy creation allows each organization to share best practices for incident management of workplace violence and ensures each organization is meeting minimal best practices for overall system wide improvement.

The harmonized policies created through the Sub-Region Accreditation have been shared with other Huron Perth organizations and more broadly upon request. This policy harmonization approach will spread through the Huron Perth & Area Ontario Health Team.