

To: All Staff, Professional Staff, Volunteers and Learners

From: Adam Vinet, Vice President, Patient Experience and Chief Nursing Executive
Regional Vice President, Regional Cancer Care
Amy Carr, Director, Human Resources and Interim CHRO, Co-Chair ED Workplace Violence Prevention Committee
Lisa Beck, Director Trauma Program, Critical Care, Emergency, Respiratory Services & Nurse Led Outreach Team Co-Chair ED Workplace Violence Prevention Committee

Date: July 14, 2022

RE: **Update on Emergency Department Workplace Violence Prevention Work**

In follow-up to the ongoing activities being done with respect to Emergency Department (ED) workplace violence, the TBRHSC ED Workplace Violence (WPV) Prevention Committee continues to implement strategies and deploy extra security as we work to improve the safety in our Hospital.

As of today, we are pleased to inform that we have completed the following:

- Initiated a public campaign to bring awareness to the issue and needs
- All Security in the ED have completed hospital-based Non-violent Crisis Intervention training
- Increased police presence and partnerships
- Increased security measures in higher risk areas as needed
- ED Task Force members completed a preliminary prioritization of the potential solutions and strategies to address root causes of violence that were identified at a recent ED WPV Prevention Design Event

Next steps:

- The WPV Prevention Committee will meet on July 26th to review the Design Event results and Task Force prioritization to strategically identify the next projects that will help to prevent and decrease the incidence of violence
- Further exploration and root cause analysis to determine source of escalation event will be conducted
- Ongoing reporting and monitoring of progress towards our performance improvement targets

We continue to work towards having an environment free from all forms and sources of violence, aggression, intimidation, threats or verbal abuse. We will be applying the strategies learned from above work to other areas of the Hospital to further enhance workplace safety and protect our staff, patients, families and visitors to our Hospital.

Any concerns or questions about these initiatives can be addressed to your Manager or contact Human Resources.