

HEALTHY WORK ENVIRONMENTS

HealthForceOntario

Stronger Together: Collaboration in Health Human Resources

June 17, 2010

Overview

1. What are Healthy Work Environments (HWEs)?
2. The Ministry of Health and Long-Term Care's (MOHLTC) Healthy Work Environments (HWE) initiative.
3. Examples of collaboration in our HWE strategy.
4. Future directions for HWEs.

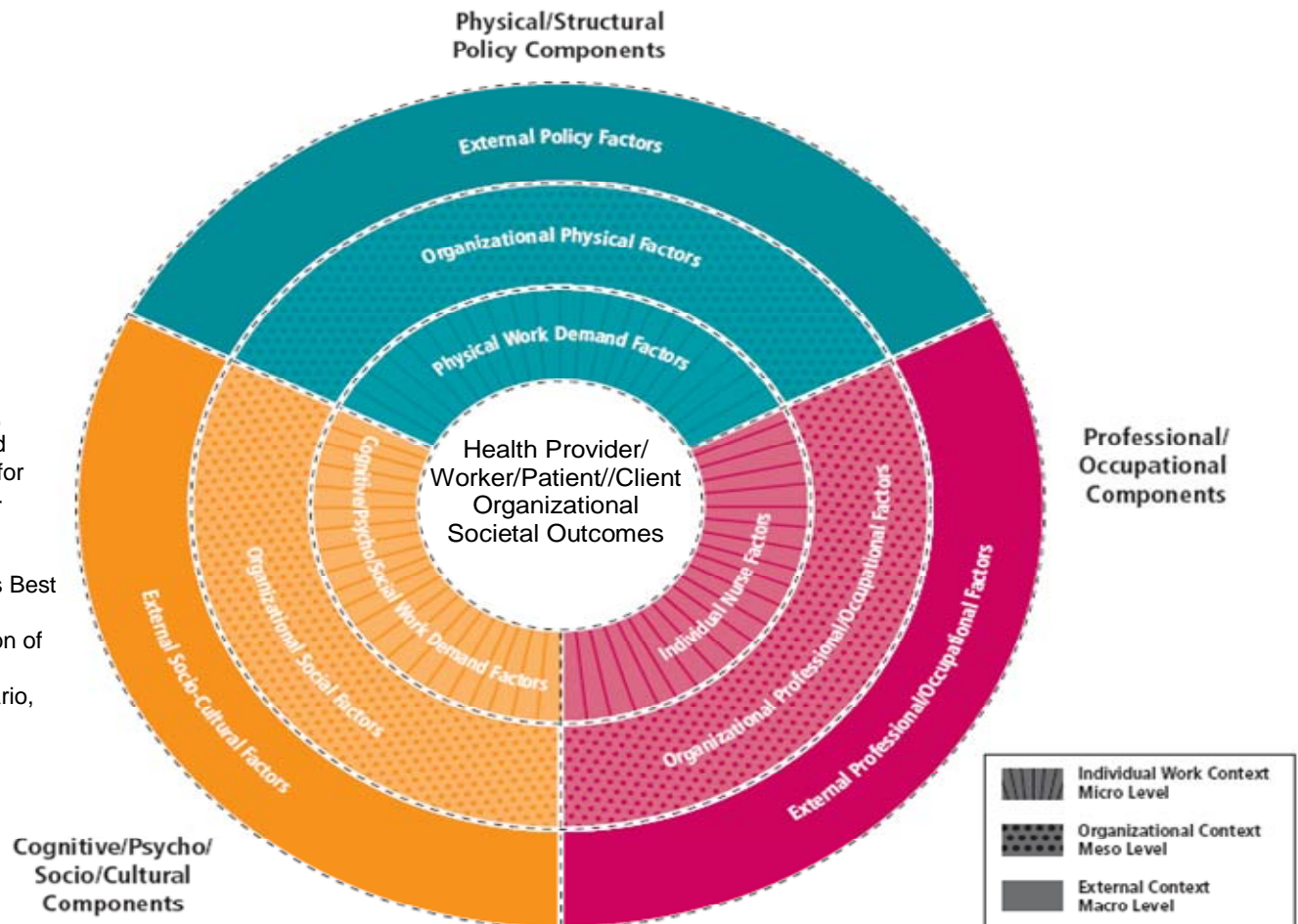
What is a HWE?

A HWE is a work setting that takes a strategic and comprehensive approach to providing the physical, cultural, social, and job design conditions that maximize the health and well-being of health care providers.

Quality Worklife Quality Healthcare Collaborative (QWQHC)

HWE Conceptual Model

Conceptual Model for Healthy Work Environments for Health Care Providers / Workers - Components, Factors, and Outcomes*



*Adapted from: Griffin, P., El-Jardali, F., Tucker, D., Grinspun, D., Bajnok, I., and Shamian, J. (2006). Conceptual Model for Healthy Work Environments for Nurses-Components, Factors, & Outcomes. In Developing and Sustaining Nursing Leadership Healthy Work Environments Best Practice Guidelines (p. 12-15). Toronto, Canada: Registered Nurses' Association of Ontario. (Used with permission of the Registered Nurses' Association of Ontario, November 2007)

Workplace Violence Legislation

- Bill 168, which amended the *Occupational Health and Safety Act* with respect to violence and harassment in the workplace received Royal Assent December 15, 2009.
- The Act will come into effect on June 15, 2010 and will require employers to develop:
 - Violence and harassment policies and programs;
 - Employee reporting and incident investigation procedures;
 - Emergency response procedure (violence only); and,
 - Process to deal with incidents, complaints and threats of violence.

Needle Safety Legislation

- The Needle Safety Regulation was introduced in August 2007 under the *Occupational Health and Safety Act* to mandate the use of safety-engineered needles in hospitals as of September 1, 2008.
- In October 2008, the regulation was amended to extend it to long-term care homes, psychiatric facilities, laboratories, and specimen collection centres as of April 1, 2009.
- In November 2009, amendments were made to the regulation to extend it to other health care workplaces / services (e.g. public health, home care, physician offices, ambulance services, independent health facilities, etc.) to come into effect on July 1, 2010.



The HWE Champions' Role



- Promote the benefits of HWEs among fellow leaders in the health system and encourage them to implement HWE initiatives in their workplaces.
- Speak at key health care conferences, education sessions, etc., and support partners' efforts to showcase HWE leadership.
- Provide advice to MOHLTC on how to effectively implement HWEs, recognize leaders in HWEs, and build a culture of workplace health safety across the province.
- Collaborate with the HWE Expert Advisory Group to provide advice on HWEs to the government and the health care system.



The Expert Advisory Group's Role

- To advise the HWE Champions (and through them, MOHLTC) on the implementation of the province's HWE strategy. For example:
 - How to enhance knowledge transfer;
 - Support for change management;
 - Promoting organizational leadership;
 - Using technology and social media to support HWEs;
 - Enhancing interprofessionalism / teamwork; and,
 - Strategies for successful sectoral outreach.

The HWE Innovation Fund

- The Ministry launched the HWE Innovation Fund Grant Program in August 2009.
- The purpose of the HWE Innovation Fund is to identify, develop and disseminate HWE tools and leading practices.
- There are four areas of focus for the HWE Innovation Fund which are:
 - Workplace violence prevention;
 - Worker safety;
 - Respect in the workplace; and,
 - HWE leadership development.
- The 18 projects that were selected for funding covered a broad range of health care environments including hospitals, long-term care homes, community care, family health teams, CCACs, LHINs, mental health facility, and geographically across Ontario.

Collaboration and HWEs

- RNAO and the University of Ottawa Faculty of Wellness – Teams of Inter-Professional Staff Project.
- Public Sector Health and Safety Association and the Ontario Ministry of Labour – Education Sessions on Needle Safety and Workplace Violence.
- Ontario Safety Association for Community and Health Care, Villa Colombo Long-Term Care, and Toronto East General Hospital – Violence Prevention DVD.

Collaboration and the HWE Innovation Fund

- University Health Network and Loyalist College – Workbooks to Virtual Worlds.
- Lakeridge Health, Rouge Valley Health System, The Scarborough Hospital, Peterborough Regional Health Services, Durham Regional Police Services, and Durham Region Emergency Medical Services – Hospital Emergency Department Safety.
- VON Canada, VHA Home Healthcare, and the Ontario Community Support Association – Campaign to Prevent Workplace Injuries.



Future Directions for HWEs

- Working with the HWE Champions and HWE Expert Advisory Group, the Ministry plans to move forward with a Healthy Work Environments Strategy that will:
 - Continue to develop and disseminate leading practices in HWEs, building on the HWE initiatives that have already been completed.
 - Promote leadership on HWEs by recognizing and celebrating champions who encourage fellow leaders to implement initiatives in their organizations.
 - Incorporate HWE indicators into existing accreditation programs, accountability agreements, and data collection mechanisms.
 - Utilize social media to engage the health care community.
 - Support the development of a culture of health, safety, and wellness in the health care sector in Ontario.

Our Website and E-Mail Addresses

- We have established a HWE web page on the HealthForceOntario website at:
www.healthforceontario.ca/WhatIsHFO/hwe.aspx
- The general e-mail for the Ministry's HWE initiative is:
healthyworkenvironments@healthforceontario.ca
- Please follow us on Twitter @HFO_HWE or @HFO_HWEFR
- You can reach the Ministry's HWE team directly through the following e-mail addresses:
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