

## HEALTHY WORK ENVIRONMENT INNOVATION FUND GRANT PROGRAM FUNDED PROJECTS

LEAD ORGANIZATION	DESCRIPTION OF PROJECT
<b>WORKPLACE SAFETY</b>	
<b>Chatham-Kent Health Alliance</b>	<p><i>Training Opportunities Directly Affecting You - A Department Specific Health and Safety Orientation Program</i></p> <p>Purpose: To develop health and safety orientation programs for new health care workers, which would include pre- and post-orientation quizzes, fast fact sheets, etc.</p> <p>Partners: Bluewater Health</p>
<b>Kingston General Hospital</b>	<p><i>Targeting Musculoskeletal Injury Prevention in Healthcare Through the Use of Peer Mentors and Safety Champions</i></p> <p>Purpose: To establish Safe Patient Handling Coaches and Safety Champions. Safe Patient Handling Coaches will model, promote, and engage their peer group in learning and applying safe patient handling practices. Safety Champions will proactively assess and control musculoskeletal injury risks, disseminate knowledge, and empower peers to integrate safe work practices into their daily work.</p> <p>Partners: Providence Care</p>
<b>St. Clair West Services for Seniors</b>	<p><i>A 3-Tier Community Care Risk Assessment Tool</i></p> <p>Purpose: To develop a risk assessment tool specific to community care aimed at the three services levels: 1) at the system level, to be used by Community Care Access Centres when assessing the need for service, 2) at the service provider level, to be used by managers to ensure appropriately trained workers are sent to provide care, and 3) at the employee level, to be used by the employee during each client engagement, to help them problem solve and to determine if risks have changed since the last visit.</p> <p>Partners: Ontario Community Support Association, Ontario Safety Association for Community and Healthcare</p>
<b>VON Canada</b>	<p><i>Workplace Safety Action Tips</i></p> <p>Purpose: To develop a safety blitz initiative to prevent workplace accidents and injuries. Safety blitzes will be conducted for a minimum of two high risk accident types with specific relevance to home care workers. Safety blitz materials will include: attention grabbers, training vignettes, communications templates, meeting starters, visible leader support templates, posters, banners, e-mail taglines, pay statement stuffers, contests and celebration methods.</p> <p>Partners: Ontario Community Support Association, VHA Home HealthCare</p>

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<p><b>South East Toronto Family Health Team</b></p>	<p><i>Creating a Healthy Workplace Culture to Support Organizational Wellness for the Interprofessional Family Health Team Members</i></p> <p>Purpose: To develop a framework for a physically healthy workplace for family health team employees that will set the benchmark for other family health teams and primary care practices. The framework will address general workplace conditions and facilities to ensure cleanliness and safety, emergency systems in the workplace, hazards controls, accessibility of protective equipment, ergonomics, the establishment of workplace safety committees, the establishment of effective practices in response to incidents and return to work, etc.</p> <p>Partners: CANES Family Health Team, Credit Valley Family Health Team, Etobicoke Medical Centre Family Health Team, Markham Family Health Team, North York Family Health Team, Sherbourne Family Health Team, Summerville Family Health Team, Upper Grand Family Health Team</p>
<b>WORKPLACE SAFETY &amp; WORKPLACE VIOLENCE PREVENTION</b>	
<p><b>St. Michael's Hospital</b></p>	<p><i>Workplace Safety and Violence Prevention Knowledge Translation Toolkit</i></p> <p>Purpose: To develop a knowledge translation toolkit on workplace safety and workplace violence prevention, which includes multiple and diverse competency training tools (e.g. electronic tools to enhance accessibility and flexibility for staff, "Safety Talk Sessions" during staff meetings, etc.) and an education program for Managers on using the toolkit. The multiple and diverse competency training tools will address the needs of a diverse workforce that consists of staff with different educational requirements and work in a 24/7 acute care setting.</p> <p>Partners: Ontario Hospital Association</p>
<b>WORKPLACE VIOLENCE PREVENTION</b>	
<p><b>Lakeridge Health Corporation</b></p>	<p><i>Central East LHIN Hospital Emergency Department Safety</i></p> <p>Purpose: To develop protocols and tools to enhance communication between hospital emergency departments, emergency medical services and police services with regard to individuals who exhibit violent behaviour or have the potential to escalate to violent behaviour.</p> <p>Partners: Rouge Valley Health System, The Scarborough Hospital, Peterborough Regional Health Services, Northumberland Hills Hospital, Cambellford Memorial Hospital, Haliburton Highlands Health Services Corporation, Ross Memorial Hospital, Ontario Shores Centre for Mental Health Services, Durham Regional Police Services, Durham Region Emergency Medical Services.</p>

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<p><b>The Hospital for Sick Children</b></p>	<p><i>Working Together: Implementing Best Practices in the Prevention of Violence</i></p> <p>Purpose: To address workplace violence in a pediatric environment through the development of an e-learning module and a network of expert resources and expert consulting service to provide coaching and debriefing on violent and potentially violent situations.</p> <p>Partners: Ryerson University (School of Nursing)</p>
<p><b>Hôtel-Dieu Grace Hospital</b></p>	<p><i>Ontario Safety Association for Community and Healthcare (OSACH) Workplace Violence Prevention DVD - Update of Legislation Section</i></p> <p>Purpose: To update the Workplace Violence Prevention DVD produced by OSACH (with funding from the Ministry). The current DVD is the only one of its kind that is aimed at the health sector and is widely used by health care organizations. The Legislature is currently considering amendments to the <i>Occupational Health and Safety Act</i> (OHSA) to address workplace violence. If that statute is amended, the current DVD could be outdated. The Ministry is requesting approval to fund this project if updates to the DVD become advisable as a result of amendments to the OHSA.</p> <p>Partners: Ontario Safety Association for Community and Healthcare, Ministry of Labour</p>
<p><b>Sault Area Hospital</b></p>	<p><i>Intimate Partner Violence: A Workplace Response Program</i></p> <p>Purpose: To develop policies and procedures, and manager and worker training materials and training programs to address domestic violence in the workplace.</p> <p>Partners: Group Health Centre and Extendicare Tendercare</p>
<p><b>County of Frontenac</b></p>	<p><i>Assessment and Intervention of Escalating Behaviour</i></p> <p>Purpose: To develop a pocket risk assessment tool for identifying signs of escalating behaviour and strategies to diffuse this behaviour. This quick reference card could be carried by health care workers and is applicable to all settings. Through this project its use would be tested with long-term care workers and paramedics.</p> <p>Partners: None</p>
<p><b>McMaster Academic Family Health Team</b></p>	<p><i>Encouraging Family Practices to Care for Hard-to-Serve Patient Populations: An Interactive Web-based Program Addressing Safety in Facility Design and Interpersonal Responses to Identify and Diffuse Potentially Violent Situations</i></p> <p>Purpose: To create safe environments in family practices and to provide the knowledge and skills that encourage practitioner to roster hard-to-serve patients (e.g. those that require mental health or addiction services) through the development of a comprehensive education program on workplace violence prevention</p>

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	<p>for primary care practices. The educational program will include curriculum on facility design review identifying and defusing potentially violent situations and will be delivered through small group workshops and interactive web-based modules.</p> <p>Partners: Ontario College of Family Physicians, McMaster University Division of e-Learning, and University Health Network/Centre of Research Expertise in Improved Disability Outcomes</p>
<p><b>Misiway Community Health Centre</b></p>	<p><i>Understanding Our Past to Better Our Future: An Aboriginal Guidebook for Healthcare Providers and Patients</i></p> <p>Purpose: To create a handbook that will provide staff with an insight into the Aboriginal history and culture to help staff identify and develop a plan of care that will be both effective and culturally relevant in order to avoid negative and violent situations. The handbook would be made available to the local hospital, long-term care homes, and other health service centres that are accessed by the Aboriginal population.</p> <p>Partners: None</p>
<b>WORKPLACE VIOLENCE &amp; RESPECT IN THE WORKPLACE</b>	
<p><b>University Health Network</b></p>	<p><i>Workbooks to Virtual Worlds: Developing and Comparing Educational Tools to Foster a Culture of Safety &amp; Respect in Ontario</i></p> <p>Purpose: To develop, implement and evaluate an educational program that creates a Healthy Work Environments (HWE) Virtual Nursing Unit in Second Life. Second Life is a 3D virtual world that provides opportunities for sensory immersive experiences, authentic contexts and activities for experiential learning, simulation and role-play. The HWE Virtual Nursing Unit will enable learners to repeatedly practice strategies for addressing horizontal violence and verbal abuse, reflect upon their actions, receive feedback and try new strategies in a safe and risk-free environment.</p> <p>Partners: Loyalist College (created a Second Life scenario simulating a border-crossing environment to train border service officers)</p>
<b>RESPECT IN THE WORKPLACE</b>	
<p><b>Kingston General Hospital</b></p>	<p><i>Respect, Equality, Accountability, Leadership (REAL): Enabling and Living the Code of Behaviour, an Accessible Toolkit for Managers</i></p> <p>Purpose: To enhance the Be 'REAL' Code of Behaviour program to make it more accessible to front line staff (e.g. through developing online learning) and give managers greater support and accountability for the adoption of its principles (e.g. through developing a manager's toolkit).</p> <p>Partners: None</p>

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<p><b>Markham Stouffville Hospital</b></p>	<p><i>Expect Respect: Going Beyond the Basics - Creating and Sustaining an Organizational Culture of Safety and Respect</i></p> <p>Purpose: To develop a comprehensive, but practical, feasible and flexible education/training and communications program that will ensure all staff, physicians, patients and partners are reached and understand their right to 'expect respect' in the health care environment. The program will include an e-learning component, bill of rights, etc.</p> <p>Partners: None</p>
<p><b>Champlain Community Care Access Centre</b></p>	<p><i>Connecting You With Care: Healthy Conversations</i></p> <p>Purpose: To foster respectful and healthy conversations between the Community Care Access Centre and its service providers through establishing champions within each participating organization, host workshops for staff in participating organizations, and ongoing communication with staff in participating organizations through lunch 'n learn sessions, cheat sheets, newsletters, etc.</p> <p>Partners: Access Health Care Services Inc., Bayshore Home Health, Canadian Red Cross, Carefor, ComCare, Communicare Therapy, ParaMed, VHA Rehab Solutions, WeCare Home Health Services</p>
<p><b>HWE LEADERSHIP DEVELOPMENT</b></p>	
<p><b>Centre for Addiction and Mental Health</b></p>	<p><i>Fostering Healthy Work Environments Through Strong Leadership – Tools for Senior Leaders in Healthcare</i></p> <p>Purpose: To develop tools for enhancing Directors' leadership in promoting worker psychological safety, including a framework for leading on safety, assessment and evaluation tools (to determine staff levels of psychological safety), strategies for creating safe environments, and leadership development workshops on psychological safety.</p> <p>Partners: None</p>