

### RECOMMENDATION #6

## HEALTH CARE SECTOR PLAN – ENHANCE WORKPLACE VIOLENCE SECTION IN SECTOR PLAN

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### OBJECTIVES:

The workplace violence section of the Ministry of Labour’s 2016 healthcare sector plan should include more details on legislative compliance and requirements.

1. Enhance workplace violence section of the HC Sector Plan to include compliance requirements and include:
  - a. Section 25, including section 25(2)(h) , 27, 28(1)(c)(d), 28(2)(b), 32, 32.0.1-32.0.5, 51 and 52 of the [Occupational Health and Safety Act](#)
  - b. Sections 8, 9 and 10 of the [Health Care and Residential Facilities Regulation](#)
2. The Ministry of Labour should announce the enhanced workplace violence section of the Health care Sector Plan as being linked to the work of the Leadership Table to improve the messaging and communication between the Ministry of Labour enforcement activities and the employers in the healthcare sector. The Ministry of Labour should:
  - a. Make particular reference to the contents of the workplace violence program required by section 32.0.2;
  - b. Make particular reference to section 32.0.5 and the provision of information that is required;
  - c. Make particular reference to Section 9 of the Regulation to require training on health and safety measures relevant to the workers’ work;
  - d. Include the Health Care Section 21 Committee Guidance Note on Workplace Violence Prevention under the “Resources/compliance support” section of the workplace violence sector plan information; and
  - e. Track uptake through web hits or downloads of the Health care Sector Plan.

Once the Health care Sector Plan has been expanded with relevant information, the Ministry of Labour should ensure communication to workplaces identifies the improvements made.

### RECOMMENDED IMPLEMENTATION

1. Ministry of Labour to draft enhanced workplace violence section for the healthcare sector plan
2. Ministry of Labour to approve expanded section and incorporate into the healthcare sector plan
3. Ministry of Labour to draft and approve messaging on the release of the healthcare sector plan
4. Track number of clicks on the Ministry of Labour and/or Public Services Health & Safety Association website; downloads of the healthcare sector plan
5. Draft additional communication as recommended above prior to the release