

Violence Prevention Memo to our Members

Violence prevention is a priority for VCH and for our members, and the Vancouver Physician Staff Association (VPSA) has reached out to the VCH violence prevention team to identify areas of collaboration and to provide our members with targeted supports.

The VCH violence prevention team is comprised of nine violence prevention specialists that support the communities of care. The team supports units with risk assessments and recommendations as well as training, both standardized and bespoke, with the goal of keeping staff and medical staff safe from violence in the workplace.

There are currently three opportunities for further engagement with the VCH violence prevention team.

1. Educational supports

The VCH violence prevention team is available to provide specific education and support to departments/divisions as requested. Sessions are generally 30 minutes each. The list below is a sample of common training, and requests can be made to tailor content and length based on unit needs.

- Verbal de-escalation
- Code white training
- Personal safety strategies (i.e., staying safe within the environment)
- Behavioural care planning and documentation
- Difference between emotional crisis and behavioural emergency
- Weapons management
- Managing patients/visitors who cause violence

Requests for tailored sessions can be made through the physician safety lead, [Humberto Ramirez](#).

2. Areas of ongoing VCH violence prevention work

The VCH violence prevention team has areas of ongoing work, and the team is looking for member input on an ad-hoc basis. This work includes:

- Organizational weapons policy, weapons discovery and storage response plan, weapons discovery and storage form.
- CST tiered alert system.
- Review of screening options (e.g., AI software and identification).
- Behavioural care plan standard to ensure standardized care plan form and associated resources.
- Domestic violence policy, domestic violence decision support tool and associated education.
- Mechanical restraints education and associated resources.
- Section of Emergency Medicine app to report workplace violence in the VGH Emergency Department.

Each session would require at least an hour of input and can be tailored based on availability.

To enter in your availability for a session, please contact [Humberto Ramirez](#).

3. Join a VCH violence prevention committee

- **Vancouver Acute high risk units violence prevention working group**

The goal of this working group is to address issues related to workplace violence in Vancouver Acute units. Topics will include the CST tiered violence alert roll out, creating unit specific education and simulations, violence prevention communication efforts, violence prevention train the trainer sessions, violence prevention signage, weapons policy and response plan, support program updates (e.g., relational security officers and protection services), upcoming clinical practices and procedures (e.g., smoking substances on units, substance use van, Vocera for high risk units), as well as reporting violence and safety on units.

Time commitment (one hour per month): this group meets monthly at noon on the second Wednesday of every month at 11 am.

The committee is seeking expressions of interest from: one member working in a high-risk unit, such as the emergency department, ortho-trauma unit, psychiatry, and neurosciences.

Funding: sessional funding will be provided by the medical staff association

- **Providence Health Care (PHC) and VCH workplace violence acute committee**

The goals of this committee are to discuss major projects related to PHC and VCH acute prevention work such as weapons screening, Overdose Prevention Site support and in-house security. This committee values collaboration and input from teams related to program development to ensure that all perspectives are included.

Time commitment (one hour every two months): this group meets the 3rd Thursday of every other month from 9:30 a.m. - 10:30 a.m.

The committee is seeking expressions of interest from: one VGH emergency physician

Funding: sessional funding provided by the medical staff association

Contact [Humberto Ramirez](#) if you are interested in participating in one of these committees.

Additional note on the Medical Practitioners Occupational Safety and Health program (mPOSH)

This program is available to support occupational health and safety for all medical staff. The program maintains confidentiality and provides:

Physician-to-physician support for safety needs.

- Counseling regarding incidents of concern and their impacts.
- Assistance with WPV investigations.

Please reach out to [mPOSH](#) directly for any support.