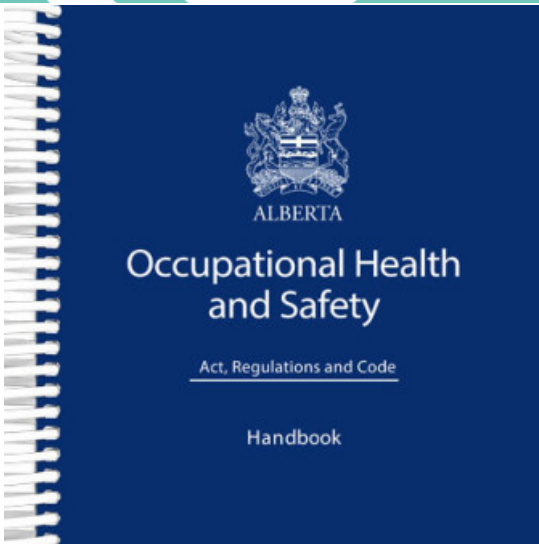


VOLUNTEER SAFETY & APPRECIATION

APRIL SAFETY SEGMENT



As per the Alberta Occupational Health and Safety Code, a volunteer is a worker. As a worker, you come in for your scheduled shift and do the duties that are assigned to you or that shift. A volunteer is no different, essentially, a volunteer is an unpaid worker. Volunteers are performing tasks that provide benefit to the employer and therefore according to Alberta OHS are considered a worker under the Act. As a worker they are afforded the same rights, the 3 essential rights of workers, as paid workers, they need to be trained, made aware of all the hazards for the work that they will be doing.

VOLUNTEERS ARE WORKERS!

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Print out or show an electronic copy of the [Are students and volunteers' workers?](#) poster. After everyone is done, use the guiding questions below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- What tasks can volunteers do?
- If they are not trained, can they do the work?
- What are the 3 rights of works?
- What hazards do Volunteers need to be aware of?
- What is the main difference between a worker and a volunteer?

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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VOLUNTEER SAFETY & APPRECIATION APRIL SAFETY SEGMENT



Volunteers are the lifeblood of many organizations, including healthcare institutions. Their selfless contributions help bridge gaps, provide support, and enhance the overall well-being of patients and communities. But how are volunteers selected? What is the organization doing to not only keep you safe, but residents safe when bringing on a new volunteer? The process is not much different than when you were hired. Let's talk about some of the ways a volunteer is chosen to work in the organization.

THE SCREENING PROCESS

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Have the group watch this short video on [The Three Keys of Screening – Key 2](#). After watching the video use the guiding questions below to facilitate a group discussion.

Guiding Questions:

- What is the most common way of screening a volunteer?
- What are some of things you are looking for when screening a volunteer?
- What are some strategies you can use to reduce your risk when starting a new volunteer?

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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VOLUNTEER SAFETY & APPRECIATION APRIL SAFETY SEGMENT



The first step in volunteer safety is an orientation complemented with safety training. Remember a volunteer is a worker as well. To determine what training should be done, we need to look at the risks and the tasks that are to be completed. Are they going to be working with wheelchairs, chemicals, or responsive behaviours. We must also train volunteers in emergency response – what if the alarm goes off, and what to do if there is an incident – who are they reporting to. Training plays a key role in not only looking out for volunteer safety but for everyone’s safety.

TRAINING VOLUNTEERS

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone’s feedback. Print out or show an electronic copy of the [Volunteer Training](#) poster. After everyone is done, use the guiding questions below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- What are some of the different training courses volunteers should do?
- Would you ask a volunteer if they had training before you asked them to help you with a task?
- What would you do if you saw a volunteer doing something they were not trained to do?

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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VOLUNTEER SAFETY & APPRECIATION APRIL SAFETY SEGMENT



Every day, people choose to dedicate their time and skills to help your organization. While volunteer appreciation is about showing your volunteers you care about them, volunteer recognition is about acknowledging and acknowledging their achievements and the impact on your organization. Recognizing each volunteer's contributions is more involved than thanking them for their time; it requires you and your team to understand who your volunteers are and how their actions support the collective movement.

THE POWER OF THANK-YOU

DIRECTIONS

Start out the discussion by setting the expectations for creating a safe space and being respectful of everyone's feedback. Watch the video [Volunteer Appreciation](#) and use the guiding questions to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- What are some of the ways anyone can show appreciation to a volunteer?
- Do we have to wait for a special day to appreciate a volunteer?
- How would you want to be appreciated if you were a volunteer?

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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CODE OF THE MONTH

APRIL SAFETY SEGMENT



The term Code Silver is used to designate a specific emergency situation: when an individual is in possession of a weapon. The choice of the word “silver” likely stems from its association with security, as silver has been historically linked to protection and warding off harm. When a Code Silver is activated, it triggers an enhanced police response, emphasizing safety protocols such as run, hide, or fight in the face of an active attacker.

CODE SILVER

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone’s feedback. Print out or show an electronic copy of [Code Silver](#) poster by the Continuing Care Safety Association.

After everyone is done, use the guiding questions below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- When is Code Silver called for?
- What can you do as a staff member when this code is called?
- Who would you call first?
- Use the Code Silver Scenarios and discuss responses.

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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