

# VARB Tools Resources Summary

## **A Workplace Violence Risk Assessment**

(WPVRA) should be completed at least annually. Generally speaking, revisions are needed when there is a change in the nature of the workplace, type of work, or conditions of work. Changes could include increased or decreased staffing levels, increased resident acuity and increased resident population.

**A Flagging-Alert Program** is for communicating violence-related risks to healthcare teams. By taking this kind of proactive approach to managing violent, aggressive and responsive behaviors, we can reduce the risk of harm to workers while providing patients with the best possible care.

The **Security Toolkit** is designed to help community and healthcare organizations, with or without designated security personnel, establish an effective security program. It aims to increase awareness and understanding of security program functions, program elements, and training requirements, many of which are based on best practices and industry-accepted standards.

## **Incident Reporting and Investigations -**

Consistent reporting to help employers create violence-free workplaces where workers receive the protection they deserve. Employers must investigate and address workplace violence incidents and complaints. These incidents not only harm workers but also result in significant costs for employers and the healthcare system.

Effective investigations present a valuable opportunity to learn, make improvements and create a healthier and safer workplace for all.

The **Personal Safety Response System (PSRS)** toolkit is designed to help establish an effective PSRS that can effectively summon immediate assistance for impending workplace violence situations or an incident in progress.

## **The Violence Assessment Tool (VAT)**

provides a snapshot of a client's immediate risk of violence by identifying behaviors associated with increased risk. With this insight, healthcare teams can efficiently assess the degree of risk, apply control interventions if needed, and improve worker safety while helping to increase quality of care.

**Work Refusals** - Workers have the legal right to refuse work or refuse to do particular work that they believe endangers them, such as situations of workplace violence. This legal right ensures that workers have a voice in situations of real or perceived danger.

**Code White** is used in many healthcare settings to alert workers to a real or perceived threat of violence, which includes aggressive or responsive behaviors. Code White procedures also ensure that there is standardization and consistency in the response to workplace violence. Everyone in the workplace needs to know how to respond to workplace violence.

**Care transition** involves moving care recipients between sectors, locations and care providers. Moving locations can be a stressful time for care recipients and a vulnerable time for workers. Fear, uncertainty and loss of control can quickly lead care recipients to act violently towards healthcare workers which may result in physical and/or psychological injuries. Violence during care transition can be prevented by planning, proactively sharing information and having the right resources.