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M E M O R A N D U M

TO: All Health PEI Staff

FROM: Kari Barnes, Director, HR Analytics, Systems, Payroll, Learning & Development
 Allison Wyatt, Director, Occupational Health, Safety & Wellness

DATE: May 9, 2024

SUBJECT: Just Culture Week, June 3-8, 2024

We are excited to hold our first **Just Culture Week** - running from **June 3-8, 2024**.

Just Culture refers to a system of shared accountability in which Health PEI is accountable for the system designed, and for responding to the behaviors of all healthcare workers in a fair and just manner. Healthcare workers are accountable for their choices, and for reporting system errors. At Health PEI, we are committed to fostering a Just Culture where staff and patient safety are valued. The goal is to create a safe and transparent environment that encourages the reporting of hazards to improve the system and the environment in which we work every day.

During this week, staff will have an opportunity to drop in and watch a 20-minute, all-staff training video provided by The Just Culture Company. There will also be an opportunity for staff who drop in to win door prizes. A schedule for sites holding the drop in sessions is below. Staff can attend any location and session.

Monday June 3	Tuesday June 4	Wednesday June 5	Thursday June 6	Friday June 7
QEH ACC Boardroom , 9:30-4:30	PCH Boardroom by Cafeteria , 9:30-4:30	Souris Hospital Boardroom , 9:30-1:00	CHO Boardroom , 9:30-1:00	Colville Manor Boardroom , 9:30-1:00
Riverview Manor Boardroom , 9:30-12:00	Beach Grove Home Boardroom , 1:00-4:00	Wedgewood Manor Boardroom , 9:30-1:00	Summerset Manor Boardroom , 9:30-1:00	MSEH Boardroom , 1:00-4:00
Prince Edward Home Boardroom , 1:00-4:00	Hillsborough Hospital Meeting Room #4 , 1:00-4:00	KCMH Boardroom , 1:00-5:00	Western Hospital Classroom , 1:00-5:00	

Just Culture promotes a learning and open reporting culture throughout the organization, which has been shown to identify system improvements leading to reductions in organizational risk. In the Employee Engagement Survey, culture was identified as an engagement driver that needed to change. The Just Culture program will be a key tool to guide us through this paradigm culture shift within Health PEI.

As we work to embed Just Culture in Health PEI, we continue to develop Just Culture Champions from various levels within the organization – you will meet several of them during the Just Culture Week!

Thank you for your ongoing participation and support in fostering a Just Culture within Health PEI.