

SAFETY TALK



Just Culture at Health PEI

JUST CULTURE AT HEALTH PEI

In healthcare, Just Culture supports patient safety by promoting an environment where staff feel safe to report incidents. It focuses on learning from mistakes to improve system processes rather than assigning blame.

By promoting a balanced approach to responsibility, Just Culture aims to differentiate between human errors, risky behaviours, and reckless actions, ensuring that the responses to incidents are fair and constructive. Just Culture aims to enhance safety, promote transparency, and improve overall care quality by encouraging open communication and continuous learning.

JUST CULTURE AND YOU

Learn more about Just Culture and your role at Health PEI

All employees start by taking 20 minutes to watch the introductory video and complete the online module.

Access the introductory video here:

[Health PEI - Just Culture Video](#)

Password : Pvt-HPEI-111



BENEFITS OF JUST CULTURE

- **Enhanced Safety:** Encourages reporting of errors and near misses, leading to better risk management and prevention of future incidents.
- **Fair Treatment:** Distinguishes between different types of mistakes, ensuring individuals are treated justly based on the nature of their actions.
- **Organizational Learning:** Promotes analysis of mistakes to improve systems rather than focus on punishment, driving continuous improvement.
- **Increased Trust:** Builds confidence among employees by ensuring fairness and fostering an open environment, leading to better engagement and morale.

JUST CULTURE TRAINING OVERVIEW

1. **All Employees:** Introductory Video 20-minute online module
2. **Managers and Leaders of Others:** 4-hour self-directed online training
3. **Champion Training:** 15-hour training completed in cohorts; option for virtual or in-person sessions.

To access training or learn more, contact
Christine Handrahan
christinehandrahan@ihis.org



Safety is everyone's responsibility!

DATE: _____
FACILITY: _____

SAFETY TALK LEAD BY: _____
DEPARTMENT: _____

DISCUSSION QUESTIONS:

WHO DO I CONTACT FOR JUST CULTURE TRAINING?

WHO ARE THE JUST CULTURE CHAMPIONS IN OUR AREA?

WHAT IS THE PROCESS FOR REPORTING INCIDENTS?

EMPLOYEE CONCERNS & IDEAS FOR IMPROVEMENT:

EMPLOYEES PRESENT:

FOLLOW UP ON CONCERNS:

If you have any feedback on the Safety Talks program or a suggestion for a Safety Talk, please contact a member of the Wellness & Safety Team or email healthpeihr@ihis.org.

Safety Talks can be found on the Staff Resource Centre at: <https://src.healthpei.ca/safety-talks>