Appendix A:
Violence Prevention Education and Training

Training	Description	Audience (required as mandatory)	Most Responsible Dept. to Deliver and Track the Training
General Orientation	Specific Respectful Workplace and Violence Prevention training to all new hires	All Healthcare Workers, Volunteers and Physicians	Occupational Health, Safety and Wellness
Annual Violence Prevention Training (as determined by the Provincial Violence Prevention Steering Committee)	A Violence Prevention Training E-Module highlights important components of our comprehensive Violence Prevention Program. This training is reviewed and updated on a regular basis to ensure all new trends, programs and resources available are incorporated.	All Health care Workers	Occupational Health, Safety and Wellness
Respectful Workplace Training	Respectful Workplace Training reviews our Respectful Workplace Relations and Behaviour Policy and Procedure and how we work together to create a mutually respectful workplace for all.	All Healthcare Workers, as needed/requested	Occupational Health, Safety and Wellness
Gentle Persuasive Approach Training	GPA is an innovative dementia care education curriculum based on a person-centered care approach. Designed for interdisciplinary point of care Healthcare Workers across healthcare sectors. The session is evidence-based, interactive and practical.	Mandatory for all Code White Teams, Acute care where patients are awaiting LTC placement, Long Term Care, Home Care and Community Mental Health Seniors Teams	Certified Trainers Occupational Health, Safety and Wellness to track trainers, input into PeopleSoft
Non-Violent Crisis Intervention Training	This program is designed to address various levels of risks within agencies/organizations among diverse population groups. Developed by a team of psychologists, behaviour analysts/therapists and martial arts experts the programs use evidence-based practices and techniques. Mission is guided by our core principle, caring for your safety through dignity and respect.	Recommended mandatory for all Healthcare Workers providing direct patient care and as needed in LTC.	Certified Trainers Occupational Health, Safety and Wellness to track trainers, input into PeopleSoft

Advanced Code White Training	Advanced Code White is a one-day scenario-based training providing individuals working and intervening with resistive or actively aggressive acting out persons. The course provides a framework to guide the code white team`s immediate response to a crisis situation which may impact the safety and well-being of patients, public and Healthcare Workers in the acute mental health care setting. Learning Objectives: Identify and describe criteria that require activation of Code White Team response. Be knowledgeable of the authorities, protections and limitations that guide Code White Response Team interventions as outlined in legislation and established by the organization. Recognize when the situation is escalating beyond the scope of the Code White Response Team and when to involve the police or call 911. Identify the core roles and responsibilities of Code White Response Team members and Healthcare Workers that support them. How to appropriately apply direct contact techniques and skills required for self-defense and control when necessary to ensure continued patient, public and Healthcare Workers safety.	Mandatory for Healthcare Workers working in the Emergency Departments, Mental and Health Addictions, Porters, Security, all Supervisors and Bed Flow Coordinators. All staff at community Hospitals without security support Community Mental Health	Mental Health and Addictions
Dementia 101/102	Description of Training A few different training programs – content developed from several certified programs.	Not yet Mandatory for Long Term Care, Home Care	Alzheimer's Society program. We are looking at train the trainer for Positive Approach to Care –

	• U-First • Positive Approch to Care • P.I.E.C.E.S	Recommended training and not mandatory	more proactive than reactive.
In-Services, Healthcare Workers Huddles, Workshops	Customized In-Services, huddles and workshops are available at the request of Healthcare Workers or leadership and are regularly scheduled as a proactive violence prevention strategy.	All Healthcare Workers, as needed/requested at Healthcare Workers safety huddles	Occupational Health, Safety and Wellness, Quality and Risk, Prov. VP Steering Committee, Individual Program/Service Area Managers
Debriefing Training for Managers	Managers/Supervisors to lead 24-48 hour informal debrief session and to schedule official Critical Incident Stress Management (CISM) debrief, where applicable	All Managers and Supervisors	Occupational Health, Safety and Wellness CISM Trained Health PEI Healthcare Workers Spiritual Care Team