

# Violence & Violence Management

Annual Review Fair  
Continuing Care

January 1, 2022 – December 31, 2022  
Saskatoon - Urban



Saskatchewan  
**Health Authority**

# Violence & Violence Management

## Violence

- Means the **attempt, threat or actual conduct** of a person(s) (**intentional or not**) that causes or is likely to cause injury.
- This may involve the application of physical force with or without weapons.
- It includes any threatening statement or behavior that gives a worker or others in the workplace reasonable cause to believe they are at risk of injury.



# Violence and Violence Management

## Workplace Violence

### Is any situation that may:

- Increase in intensity and threaten safety
- Have an impact on any worker's physical and/or psychological well-being
- Cause damage to property

### Can be caused by:

- Residents
- Friends and family of residents
- Other staff, contractors, general public, and/or unauthorized intrude

# Violence and Violence Management

## Violence will **NOT** be tolerated

- Workplace harassments can often **lead** to violence.
- Within healthcare, **violence** continues to be one of the leading causes of injuries and near misses to all employees.



# Violence and Violence Management

## Code **WHITE**

- A violent act of aggression and/or criminal activity that may or may not involve a weapon but always involves a threat of death or serious physical injury.
- Addresses situations where the highest level of response is required including notification/response from Security and/or the Police.



# Violence and Violence Management

## Training

All Long Term Care Home staff are required to participate and complete violence management training **as per OHS regulations (cS-15.1 Reg. 10 s3-26(3i))**. Most have chosen **Gentle Persuasive Approach (GPA)** which trains staff to deescalate situations before responsive behavior occurs.

- GPA was designed to help health care workers intervene in an effective manner that is non-punitive, respectful, and self protective.
- GPA offers valuable insight into the behaviors of residents with dementia; as well as self-protective techniques to get out of physical holds when protective behaviors cannot be avoided.
- **A GPA-Recharge must occur every 2 years.**



# Violence and Violence Management

## If a Violent Incident Occurs Staff Should:

- Follow their Home plan and procedures
- Call a **Code White** if necessary
- Do not take any undue risks in attempting to manage a situation
- See attached Code White violence management protocol for your home



## Calling a Code White

1. Call the emergency number for your site
2. State Code White and give location
3. Stay on the line to speak with police



# Violence and Violence Management

## All Staff Will

- Be familiar with their homes violence response procedures and Code White
- Participate in the appropriate violence management training for their home
- Continually assess their environment for risks of violence
- Not take undue risk in attempting to manage a violent situation
- Call for assistance according to Home procedures
- Report all potential or actual violent situations immediately to manager
- Seek medical attention, if required
- Report acts of violence to the police, where warranted.



# Violence and Violence Management

## References

- [Violence Management\(7311-30-007\) \(2013\)](#)
- Gentle Persuasive Approaches (2014). Gentle Persuasive Approaches in Dementia Care (3<sup>rd</sup> Edition). Advanced Gerontological Education Inc.
- [Occupational Health and Safety Regulations \(2020\).](#)

