

New Brunswick Nursing Home Violence Prevention Toolkit

How to use this kit

The materials included in this kit have been developed by the Nursing Home Workplace Violence Prevention Working Group, a collaboration between the New Brunswick Association of Nursing Homes (NBANH), the New Brunswick Nurses Union (NBNU), WorkSafeNB and the New Brunswick Continuing Care Safety Association (NBCCSA). In addition to the materials in your kit, tools can be found online at www.worksafenb.ca/nursing-homes. There you will find videos that have been adapted with permission from WorkSafeBC and electronic versions of everything in your kit in case you need refills, and some information about what violence prevention initiatives are underway. Over time, new and updated tools will be added to the website, so please check back periodically. Going forward, violence prevention training will be included in training offered by NBANH and NBCCSA. Beyond making use of the tools in this kit, please take advantage of all training opportunities and encourage/enable your co-workers and staff to do the same.

In this kit, you will find:

- Roles and Responsibilities documents for boards of directors, management, workers and residents and their sponsors.
- Conduct agreements, attached to each Roles and Responsibilities document, to be signed by the respective parties.
- Posters to place in your nursing home.
- Pamphlets promoting the first phase of this project, which is to raise awareness about violence in nursing homes and promote the message that “Violence is NOT part of the job” of health-care workers.
- “Safety Talks” cards with scenarios, discussion points and questions to consider around various topics relating to violence prevention in nursing homes.
- A flow chart with steps to follow in the event of a violence incident.
- PSHSA Risk assessment tools (e-tool only available in English).

Three copies of this kit are being given to each home: one to directors, one to local union leaders and one to wellness champions. Between these three individuals in your home, you are tasked with putting the tools included into use. Please read and sign the Roles and Responsibilities document included in your kit. Make copies for others in your home to read and sign. The Workers' Roles and Responsibilities document should be reviewed with and signed by all new hires/volunteers and at annual performance reviews with existing staff. Residents and/or their sponsors should sign at intake and at earliest opportunities for current residents.

The kit includes 12 “Safety Talks” cards. They are to be used each month at team huddles or staff meetings. Next year, new “Safety Talks” cards will be available, however, you can always reuse the existing cards.

Questions or feedback can be directed to the Nursing Home Violence Prevention Working Group through NBANH, NBNU or the NBCCSA.