

**VIOLENCE IN THE WORKPLACE  
AND  
HEALTH AND SAFETY FUNDING**

# WORKSAFE BC & VIOLENCE PREVENTION PROTOCOL

## **Duty to Report**

To keep school communities safe and caring, staff members have a duty to report all violent behaviours to the school and/or applicable law enforcement. No action will be taken against a person who makes a report unless the report is made maliciously and without reasonable grounds.

# **WORKSAFE BC & VIOLENCE PREVENTION PROTOCOL**

## **Definition of Violence**

**According to WorkSafeBC, violence is defined as, “the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.” (WorkSafeBC, 2014).**

Verbal threats

THROWING OBJECTS

Hitting

BITING

Violence

Hair-pulling

Kicking

Scratching

Spitting

slapping

grabbing

choking

**Violence is *NOT* part of the job**

**WORK SAFE BC**

# WORKER REPORTED INCIDENTS

<b>2015-16</b>	<b>947</b>	<b>947</b>	<b>GVTA</b>	<b>GVTA</b>	<b>P/VP</b>	<b>P/VP</b>	<b>Other</b>	<b>Other</b>	<b>Total</b>
<b>Sept-June</b>	<b>total</b>	<b>%</b>	<b>total</b>	<b>%</b>	<b>total</b>	<b>%</b>	<b>total</b>	<b>%</b>	<b>Incidents</b>
	<b>149</b>	<b>69%</b>	<b>57</b>	<b>27%</b>	<b>8</b>	<b>4%</b>	<b>1</b>	<b>.004</b>	<b>215</b>

Note this chart represents a 10 month tally of incidents reported.

<b>2016-17</b>	<b>947</b>	<b>947</b>	<b>GVTA</b>	<b>GVTA</b>	<b>P/VP</b>	<b>P/VP</b>	<b>Other</b>	<b>Other</b>	<b>Total</b>
<b>Sept-Dec</b>	<b>total</b>	<b>%</b>	<b>total</b>	<b>%</b>	<b>total</b>	<b>%</b>	<b>total</b>	<b>%</b>	<b>Incidents</b>
	<b>103</b>	<b>64%</b>	<b>45</b>	<b>28%</b>	<b>12</b>	<b>8%</b>	<b>-</b>	<b>-</b>	<b>160</b>

Note this chart represents a 4 month tally of incidents reported.



# UNSAFE WORK

## Right to Refuse Unsafe Work

Every worker has the right to refuse unsafe work if they believe that to continue to work would create an undue risk to oneself or to others. An employee who refuses to work is not subject to reprimand from the employer.

## Teachers and Unsafe Work

YEAR	ACTUAL	REPORTED INTENT
2015-16	3	2
2016-17	3	6

# UNDERSTANDINGS

- We should not over-react to the numbers.
- Increase most likely due to increased knowledge and understanding of when to report and the right to report.
- Provides an opportunity for DOHS to see trends.
- It does give a concern for the number of incidents and types of behaviours District staff are subjected to on a monthly basis.

# CONCERNS

- ❖ Incidents are reported because they meet the WCB definition of violence
- ❖ Increase in physical aggression, and intense and sexually aggressive language towards women.
- ❖ CUPE 947 workers receive the vast majority of behaviours reported.
- ❖ Number of incidents are underreported.



# HEALTH AND SAFETY FUNDING

- **Right to a healthy and safe workplace**
- **Right to safety training and orientation**
- **Right to refuse unsafe work**
- **Right to be informed**

## *135 Educational leave*

(1) Each member of a joint committee is entitled to an annual educational leave totalling 8 hours, or a longer period if prescribed by regulation, for the purposes of attending occupational health and safety training courses conducted by or with the approval of the Board.

# HEALTH AND SAFETY FUNDING

## *135 Educational leave*

(3) The employer must provide the educational leave under this section without loss of pay or other benefits and must pay for, or reimburse the worker for, the costs of the training course and the reasonable costs of attending the course.

- Currently, funding is provided on an as needed basis.
- Not all JOH&S committees members attend training sessions.
- New WorkSafe BC Regulations are calling for increased training for new JOH&S committee members.

# RECOMMENDATIONS

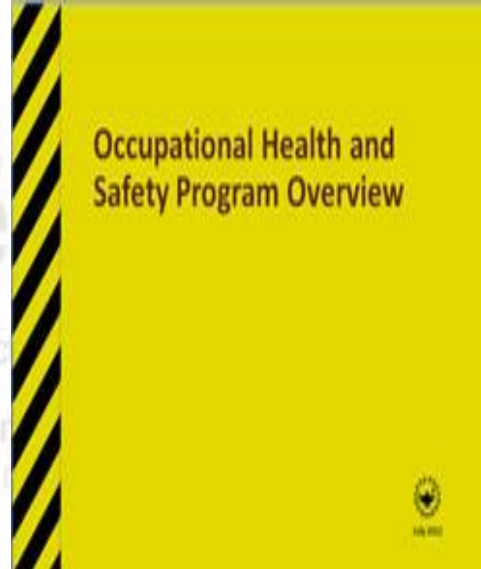
- 1) The District budget should include a line item for OH&S training under the HR/OH&S department.
- 2) The HR/OH&S department should plan and create a budget for the training needs for all employee groups.
- 3) The OH&S department should assess the training needs of each employee group. Wherever possible, such training needs should be provided by the employer to minimize costs.
- 4) Wherever possible training should be in a classroom setting depending on the topic.
- 5) DOH&S should provide a list of appropriate courses for committee members to attend.

# Workshops

## Incident Investigations and Reports



## Occupational Health and Safety Program Overview



## Joint Health and Safety Committees/Worker Representatives



## BC Teachers' Federation

### An In-depth Look at the Role of Joint Health and Safety Committees



## Safety Inspections



## REFUSAL OF UNSAFE WORK





# Workshop Costs

**Price:** \$1000 full day    \$500 half day

(Some workshops are 5 hours and some 3 hours)

## **Additional:**

- The school district is responsible for any reasonable travel, meal, and room costs of participants.
- In addition, the school board is expected to pay for the photocopying of all workshop materials.