

## **Forensic Psychiatric Hospital**

*Progress on safety actions as of November 16, 2018*

### **Improvements to security teams**

- Forensic-security officers (FSOs) are now dedicated to the hospital's high-security (Ashworth) units.
- Foot patrols continue across the hospital.
- A targeted recruitment strategy has been implemented by PHSA Talent Acquisition, and we are interviewing five additional FSO candidates this month to further increase the security presence.
- Justice Institute of BC training for FSOs has been increased from two to four days.
- FSO job descriptions have been updated and submitted for reclassification.
- The Special Constable Status application has been submitted to the Solicitor-General.

### **Specialized clinical-security liaisons**

- We are planning the rotation for a team of liaisons.
- Job descriptions will be finalized this week and then submitted to PHSA Compensation and Classification for review.
- Positions will be posted in December.

### **Expanded staff orientation and training**

- Therapeutic and relational security (based on the [See-Think-Act program](#) in the U.K.) is being provided to all Forensic Psychiatric Hospital staff and physicians.
- We are tailoring the training for nurses, health-care workers and physicians. Seventy staff members participated in training sessions in July 2018. Currently, approximately 80 staff are registered for additional training sessions in November, including advanced training for champions who will be training others.
- At the end of November, when training sessions are complete, Elizabeth Allen, the See-Think-Act master trainer, will do ward rounds to provide unit-based education and coaching on integrating therapeutic and relational security approaches.
- We are also continuing our Provincial Violence Prevention Curriculum (PVPC) training:
  - 96 per cent of staff have completed the standard PVPC training so far
  - 82 per cent of staff have completed the additional Advanced Team Response training
  - 12 staff have completed violence-prevention coach training
  - Refresher scenario training with violence-prevention coaches will begin in late November 2018

### **Increased 24/7 supervision and leadership**

- All 11 patient-care coordinators (formerly clinical nurse leaders) will be out of the baseline unit count mid-December so that each clinical team has a leader fully dedicated to leadership, supervision, practice improvement and ongoing staff development.
- The 11 vacated general-duty nurse positions were offered to nurses on each unit in accordance with the collective agreement.
- Once the unit re-organization is complete and forwarded to Workforce Management Solutions, the remaining general-duty nurse positions will be posted.
- The evening and weekend supervisor job description has been developed, and rotations have been established.
- One full-time and two part-time evening and weekend supervisor positions have been posted and we expect to fill the positions in December.

### **Enhanced staffing support**

- Staff levels are stable, and there are weekly meetings with Workforce Central to ensure that all lines and shifts are fully staffed.
- A patient-needs assessment (PNA) will be conducted in November and December to determine staffing requirements for meeting patient needs on each unit.

### **Evaluation**

- A collaborative evaluation framework will be developed in December with input from management, staff and both union partners.
- The evaluation will include an analysis of data, trends, surveys and focus groups.