SafeCare BC

BUILDING CAPACITY: THE PEER RESOURCE NETWORK (PRN)

INTRODUCTION:

As part of its mandate, SafeCare BC has identified "building capacity" with regards to workplace safety in the long term care sector as a key component of reducing workplace injuries. To support the development of this component, SafeCare BC intends to create a Peer Resource Network (PRN) as a part of its Workplan (submitted to WorkSafeBC).

The purpose of the PRN would be two-fold: provide leadership teams with a peer support forum to share and learn about safety best-practices, and provide SafeCare BC and external partners with the opportunity to regularly engage facility decision-makers in conversations on workplace health and safety.

PILOT OVERVIEW:

The PRN will use a mixed regional model. Members of the leadership team from a diverse selection of employers within a defined geographic region will be invited to participate in a small-group setting (5 – 7 employers).

Figure 1: Program Goals

Awareness	Committment	Action
• LTC leadership teams are aware of safety best-practices	• LTC leadership teams demonstrate a committment to adopting best-practices	• LTC leadership teams engage with SafeCare BC and external organization resources to implement change

The PRN pilot has three primary goals: increase awareness of workplace safety best-practices as they specifically relate to safety leadership and return-to-work; obtain commitment from leadership teams to address workplace safety deficiencies and adopt best-practices; and provide additional follow-up support to facilitate change either directly through SafeCare BC programs, or indirectly through

external organization programs. The pilot will also endeavour to build capacity within the region by promoting peer safety leadership and peer-to-peer support.

Each regional PRN group will meet regularly in-person (three to five times), for at least 4 hours each session (approximately once a month). The meetings will have a workshop training component, followed by group problem-solving and structured networking. The meeting series will address the following topic areas:

- Module #1: Creating a Culture of Safety: Introduction to Safety Leadership
- Module #2: Occupational Health and Safety Program requirements
- Module #3: Return-to-Work 101: Defining and Understanding RTW
- Module #4: Designing and Implementing an Effective RTW System
- Module #5: Open Feedback Session: RTW Review and Renewal

Each session will be facilitated by a subject matter expert. SafeCare BC will be responsible for identifying and coordinating with the appropriate facilitator for each session.
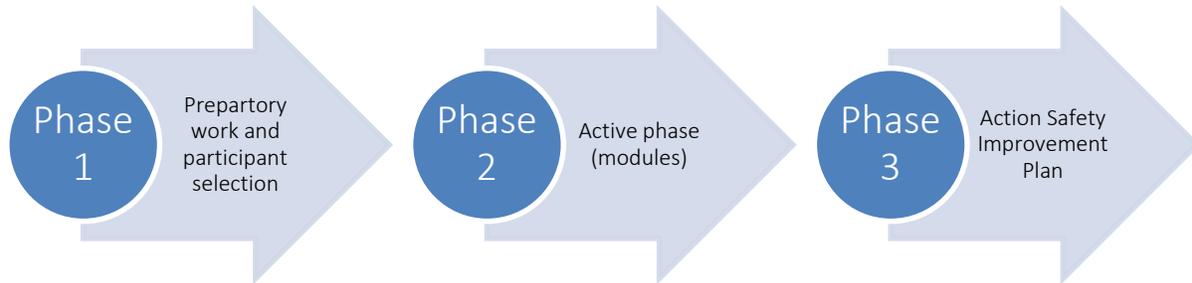
Figure 2: Relationship Model
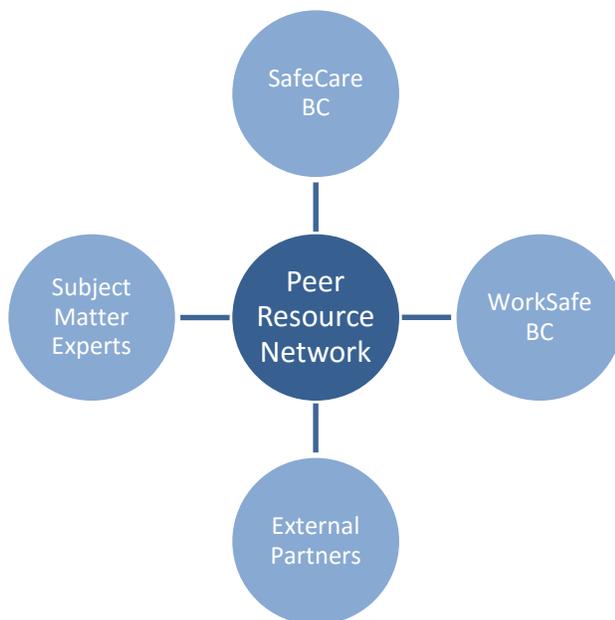
In this initiative, the PRN group is the primary contact point for participating long term care organizations and supporting external partners.

SafeCare BC will act as the primary coordinating and support body to the group, facilitating PRN set-up, meeting times, and discussion topics. The PRN will have access to external resources such as subject matter experts on occupational health and safety topics, WorkSafeBC, and other relevant organizations (e.g. HEABC). Participating long term care organizations will be encouraged to leverage their peers (e.g. the High-Performers group) and these external resources (e.g. WorkSafeBC, SafeCare BC, etc.)

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Figure 3: Program Timeline

Phase 1	Prepartory work and participant selection
Phase 2	Active phase (modules)
Phase 3	Action Safety Improvement Plan

ANTICIPATED OUTCOMES:

At the conclusion of this pilot, it is anticipated that SafeCare BC will have a model upon which to build regional peer networks across the province. In its current form, each PRN would be centred upon in-person meetings, supplemented with peer-to-peer contact outside of dedicated meeting times. The PRN meetings would connect leadership teams to training and resources, both through their peers and through external providers (e.g. SafeCare BC, WorkSafeBC). Future iterations of the PRN may also be supported via a dedicated online forum or resource-sharing platform.

Participant Outcomes:

By participating, employers can expect the following:

- Baseline metrics on their organization's workplace injury statistics, including position relative to peer organizations (cross-organizational comparison)
- Access to external occupational health and safety resources / expertise
- Education, training, and support on:
  - Developing a culture of safety
  - Understanding the organizational components of robust occupational health and safety programs
  - Designing and implementing effective return-to-work programs
- Structured networking and information-sharing opportunities to learn from peer organizations regarding organizational safety best-practices
- Development of an actionable Safety Improvement Plan

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