

DUTY OF CARE POLICY

Community Living-Central Huron believes the health and safety of its Staff, Volunteers and the people who access Agency services is a priority. To this end, CL-CH is responsible for the development of policies, procedures, guidelines and practices to establish a standard of reasonable care while Staff and Volunteers perform their duties. Staff and Volunteers share in the responsibility of Duty of Care by following all Agency policies, procedures, guidelines, reading all information that is provided to them, obeying laws and working within 'industry' standards.

Definitions:

Duty of Care:

Is a requirement to act toward others in a prudent and cautious manner to avoid the risk of reasonably foreseeable harm to oneself and others. Employers are expected to take practical steps to safeguard their employees and volunteers against any foreseeable dangers.

Reasonable Care:

Is the standard of care a reasonable service provider would practice in a similar situation. More specifically, what is expected of any reasonable person who performs the same duties. Factors considered for reasonable care include:

- Agency policies, procedures and guidelines;
- Job requirements and job description;
- Preventative Measures, such as information, relevant equipment;
- Training of Staff and Volunteers;
- Laws and regulations;
- Practicalities relating to the situation;
- Needs of others in the situation;
- Current trends in the field; and
- Community values and attitudes.

Breach of Duty of Care:

When the Agency, Staff or Volunteer have not taken reasonable steps to prevent harm; risk and liability can be increased by virtue of something done or omitted to be done that was not reasonable in the situation.

Related policies, procedures:

Behavioural Support (C-002)

Abuse (C-004)

Use of Physical Restraints (C-005)

Serious Occurrence)C-006)

Communication Book (C-007)

Finances of People Supported (C-008)

Medical Care for Persons Supported (C-012)

Missing Person/Unknown Whereabouts (C-016)

Bathing and Showering Supervision of Persons Supported (C-014)

Related policies, procedures (cont'd):

Health and Safety Policy Statement (D-001)

Medication Policy (D-002)

Emergency (D-003)

Dangerous Weapons and Fire Arms (D-005)

Critical Injury (D-006)

Bullying, Harassment and Workplace Violence (D-007)

Pandemic (D-008)

Annual Workplace Maintenance (D-009)

Musculoskeletal Disorders Awareness (D-010)

First Aid Policy and Procedures (D-011)

Working Alone (D-012)

Infection Control (D-013)

Hazard/Risk (D-014)

Police Record Check (E-003)

Employee and Volunteer Orientation (E-005)

Professional Development/Training (E-006)

Individual Consultation (E-007)

Vehicle Use (E-009)

Employee Performance Standards (E-011)

Disciplinary (E-012)

Sexual Harassment (E-013)

Early and Safe Return to Work (E-016)

Occupational Health and Safety Document