


Violence Prevention Program for Healthcare Workers OP-Appendix G	 Winnipeg Regional Health Authority <i>Caring for Health</i>		Office régional de la santé de Winnipeg <i>À l'écoute de notre santé</i>	
	Violence Prevention Training Matrix		Page 1 of 1	
			Policy Number:	
Date: March 2026		Supersedes: October 2025		

1. Workplace Violence Prevention Program Minimum Required Training is delivered as follows:

- ♦ Regional Orientation
- ♦ On-line Modules through Staff Learning Management System (LMS).

VPP Units:

Unit 1 – Orientation	30 Min.
Unit 2 – Relationship Building	45 Min.
Unit 3 – WRHA/Shared Health Patient Screening & Alert Systems	20 Min.
Unit 4 – Managing Violent, Aggressive & Responsive Behaviors	40 Min.
Unit 5 - Core Training for Managers/Supervisors	30 Min.
Unit 6 – Conducting a Workplace Violence Risk Assessment - For managers, supervisors and persons that will participate in or conduct workplace assessments.	

2. Staff are required to complete online modules by logging into their [LMS account](#).
3. Tracking of staff Violence education is available to Managers through SAP.

CATEGORY	EXPOSURE	MINIMUM TRAINING REQUIRED	POSITION EXAMPLES (not all inclusive)
1	Contact with staff and/ or minimal contact with non-staff	VPP Modules 1 & 2	All Staff
2	Minimal to regular contact with staff and non-staff, with expectations of verbal intervention (de-escalation) to be initiated	VPP Modules 1, 2, 3, 4	Supervisors (HCA/Nursing), ER/Registration/ Business Office Clerks, OH Nurse, Dietary Aide, Activities, Housekeeping
3	Direct hands-on care with potential physical intervention required	VPP Modules 1, 2, 3, 4	HCA, LPN, General Duty Nurse, CRN, Nurse IV, Community Support Worker, Diagnostics, RT-PT
4	Direct hands-on care with a greater probability of physical intervention required	VPP Modules 1, 2, 3, 4	Crisis Worker, MH Nurse
5	Responsible for incident management	VPP Modules 1, 2, 3, 4, 5	Managers, HR Consultants, Clinical Resource Nurses, Resource Coordinators