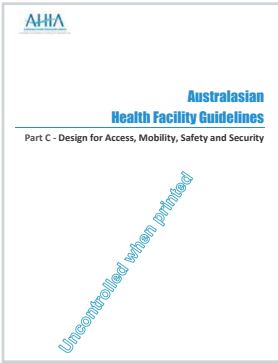
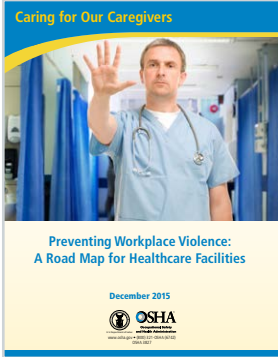
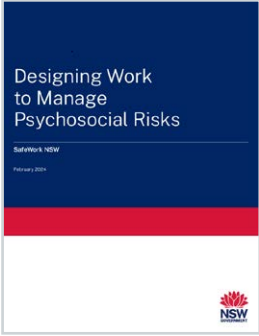
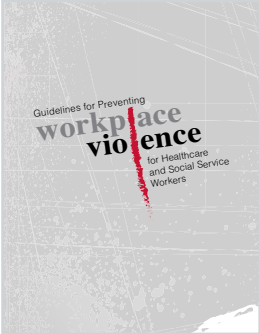
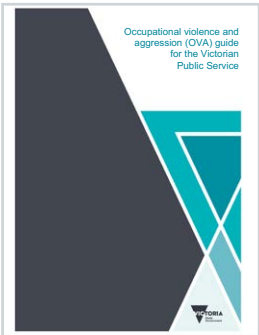
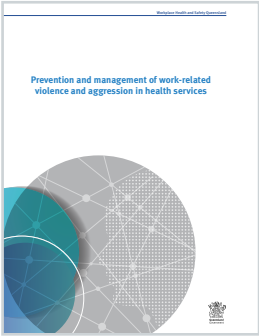


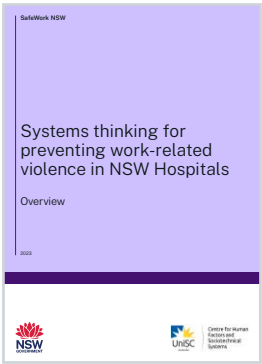
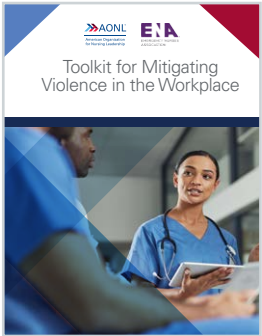
Prevention by Design (Work Environment) Resource Summary

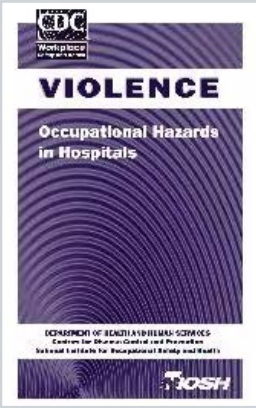
Purpose: This summary contains a catalogue of resources available to assist hospitals in managing work-related violence and aggression. Use this summary to understand what resources are available, when to use them and how to access them. This summary is not exhaustive; additional resources may be available beyond those listed here.

Disclaimer: This resource is an initiative of the Action Against Violence in NSW Hospitals working group and reflects the information available as of April 2025.

Resource	What is it?	Who would use it?	Use it when you need to
 10 point plan to end violence and aggression - A guide for health services <i>Australian Nursing and Midwifery Federation (ANMF)</i>	The ANMF (Vic Branch) 10 point plan has been developed to assist with controlling the risks associated with occupational violence and aggression perpetrated against healthcare workers from sources external to the workplace, such as patients and visitors.	All health service and hospital facilities, aged care, community care and locations external to a purpose built workplace e.g. visiting health services.	Control risks associated with occupational violence and aggression external to the workplace.
 Australian Health Facility Guidelines (AusHFG) <i>Australasian Health Infrastructure Alliance (AHIA)</i>	Part C - Design for Access, Mobility, Safety and Security The AusHFG comprise a series of documents that detail a range of information that assist project teams to plan and design healthcare facilities.	People involved in the planning, design and management of built environments.	Plan and design healthcare facilities.
 Caring for our carers - Preventing Workplace Violence: A Road Map for Healthcare Facilities <i>Occupational Safety and Health Administration (OSHA), USA</i>	The resource aims to assist healthcare employers and employees interested in establishing a workplace violence prevention program or strengthening an existing program.	Service providers and key workers.	Establish or improve a workplace violence prevention program.

Resource		What is it?	Who would use it?	Use it when you need to
	Code of practice: Managing psychosocial hazards at work <i>SafeWork NSW</i>	The Code outlines legal requirements and provides practical guidance on how to identify and manage psychosocial health and safety risks at work.	Business leaders and key workers.	Understand the Work Health and Safety Act 2011 (WHS Act) and Work Health and Safety Regulation 2017 (WHS Reg).
	Designing Work to Manage Psychosocial Risks <i>SafeWork NSW</i>	This guide provides information on how to design work and systems to eliminate and minimise psychosocial hazards and risks as set out in the WHS Regulation and the Code of Practice.	Duty holders in a business.	Implement work design principles to improve the design of the work, workplace, and systems of work to eliminate or minimise psychosocial hazards and risks in the workplace. This guidance also aligns with the NSW Code of Practice: Managing Psychosocial Hazards at Work 2021.
	Guidelines for preventing workplace violence for health care and social service workers <i>Occupational Safety and Health Administration (OSHA), USA</i>	The guidelines provide recommendations for developing policies and procedures to eliminate or reduce workplace violence in a range of healthcare and social service settings.	Service providers and key workers.	Develop appropriate workplace violence prevention programs, engaging workers to ensure their perspective is recognized and their needs are incorporated into the program.
	Occupational violence and aggression (OVA) guide for the Victorian Public Service <i>Victoria Public Service Commission</i>	This guide contains a Framework for preventing and managing occupational violence and aggression (OVA).	All staff and managers, including those responsible for security risk management.	When you want to establish an effective organisational wide response to prevent and manage OVA.
	Prevention and management of work-related violence and aggression in health services <i>Workplace Health and Safety Queensland</i>	This handbook aims to help health service employers understand their duties under the WHS Act.	Managers, supervisors, health and safety representatives (HSRs), workers and others involved in strategy development.	Seek a resource for managers, supervisors, health and safety representatives (HSRs) and develop strategies to control work-related violence.

Resource		What is it?	Who would use it?	Use it when you need to
	Preventing workplace violence and aggression - National guidance material <i>SafeWork Australia</i>	This guide provides information for businesses on how to manage the risk of violence and aggression in the workplace, including gendered violence.	Business leaders, managers, supervisors and key workers.	Understand your obligations to prevent work-related violence and aggression and for guidance on how to manage the risk. Refer to page 23 of appendix A for specific health, aged care and community services guidance.
	Protecting People and Property <i>NSW Health</i>	NSW Health Policy and Standards for Security Risk Management in NSW Health Agencies.	All staff and managers, including those responsible for security risk management.	Learn about NSW Health policies on key aspects of personal and property security that must be complied with. This resource provides the operational application of NSW Health policies and standards.
	Systems thinking toolkit for preventing work related violence in NSW hospitals <i>SafeWork NSW</i>	This toolkit introduces guidance material and a set of systems thinking tools to support work-related violence risk assessment in hospital settings.	Health care leaders and workers with responsibility for risk management and incident investigation.	Understand how systems thinking emphasises that safety is a shared responsibility that spans all levels of work systems.
	Toolkit for Mitigating Violence in the Workplace <i>Emergency Nurses Association (ENA)</i>	This toolkit provides a step-by-step approach to mitigating violence in the workplace.	Nurse leaders.	Consider principles and a process to provide a framework to systematically reduce violence in health care settings.
	Violence in the health and disability sector – WorkSafe <i>WorkSafe New Zealand</i>	These guidelines include: - an explanation of how the risk of violent behaviour fits into health and safety legislation. - a PLAN-DO-CHECK-ACT approach to worker safety in the context.	Duty holders in a business.	Understand your obligations to prevent work-related violence and aggression and for guidance on how to manage the risk.

Resource		What is it?	Who would use it?	Use it when you need to
	Violence – Occupational hazards in hospitals National Institute for Occupational Safety and Health (NIOSH), USA	The purpose of this brochure is to increase worker and employer awareness of the risk factors for violence in hospitals and to provide strategies for reducing exposure to these factors.	Service providers and key workers.	Understand risk factors and strategies to reduce occupational violence in hospitals.
	Workplace Violence Prevention and Related Goals Refer from page 4 onwards Occupational Safety and Health Administration (OSHA), USA	This document illustrates how a workplace violence prevention program can complement and enhance your organisation’s strategies for accreditation, and quality of care.	Service providers and key workers.	Look at guidance from other WHS jurisdictions to enhance your workplace violence prevention goals and practices.
	Work-related violence risk control measures selection tool WorkSafe Victoria	A tool to help employers control the risks of work-related violence in different workplace scenarios.	Business leaders and key workers	Control the risks of work-related violence in difference workplace scenarios. The tool is for situations when elimination of the risk is not reasonably practicable or successful, and further measures are required to control or reduce the risk to an acceptable level.