![camh — mental health is health]

Centre for Addiction and Mental Health

TEACHING SELF-PROTECTION & RESTRAINT SKILLS TO STAFF: A PRAGMATIC RCT PROTOCOL

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THE PROBLEM

- Workplace violence is an increasingly significant topic, particularly for staff working in mental health settings.
- The Centre for Addiction and Mental Health, Canada's largest mental health hospital, has made workplace safety a high priority and has mandated clinical staff safety training for over 20 years.
- Recent staff reports identify issues with their retention of these skills and, especially their confidence in using these skills.
- The training-as-usual (TAU) is based on a 3-D approach (description, demonstration, and doing) but does not include any competency-based assessment.
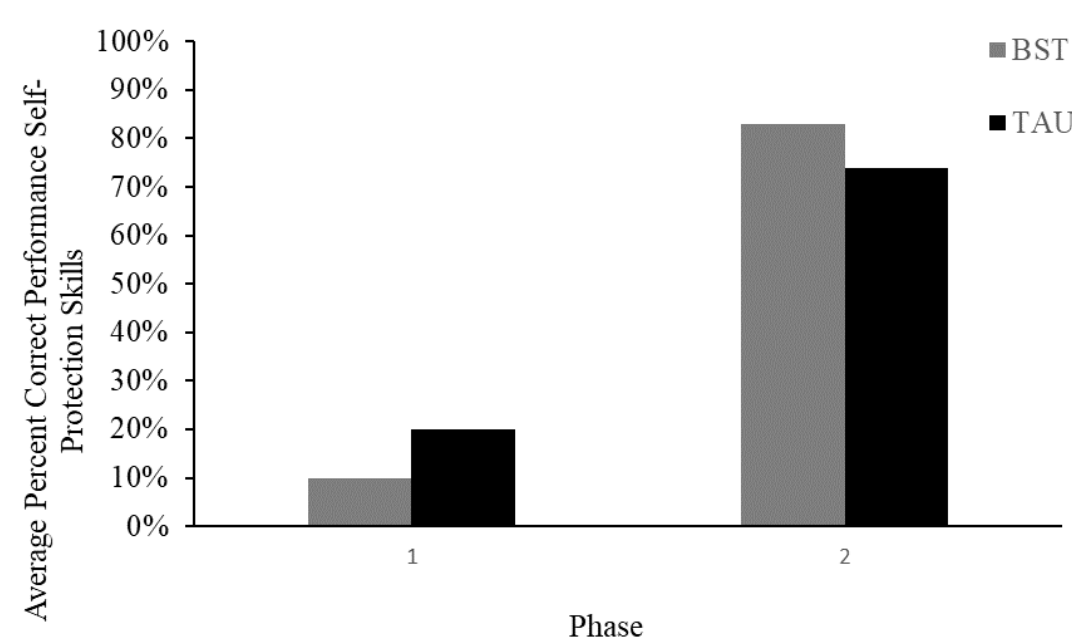

EXAMPLE OF TEAM CONTROL SAFETY SKILLS

EXAMPLE OF A SELF DEFENCE SAFETY SKILL

PLANNED ANALYSES

- Descriptive frequencies
- Repeated measures ANOVA for outcome measures

PILOT RESULTS

THE STUDY

Goal:

Compare current training to a behaviourally-anchored competency-based method (Behavioural Skills Training - Parsons, Rolyson & Reid, 2012)

Design:

- *Pragmatic randomized control trial*
- *Participants*
  - *newly hired, consenting, direct care staff*
  - *randomized to TAU or BST*
- *Target sample = n 80 (40 per group)*
- *Outcome measures (pre, post, and 1-month follow-up):*
  -
    - ***Skill competence***
    - ***Skill mastery***
    - ***Confidence***

![TIDES — Collaborating in Care]