

# BOARD ROOM NEWS

Newsletter of the Board of Directors - CISSS de la Côte-Nord

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*North of all  
what we can become*

## POLICY ON THE PREVENTION AND MANAGEMENT OF VIOLENT BEHAVIOURS

The Board of Directors has adopted the Policy on the prevention and management of violent behaviours of the Centre intégré de santé et de services sociaux (CISSS) de la Côte-Nord. Its purpose is to ensure the personal safety of employees (workers, interns, subcontractors, partners and volunteers), users and visitors with respect to the risk of violent behaviours.

A behaviour is considered violent when it may cause a risk of physical or psychological harm, or when a person feels threatened and fears for their safety or that of others.

Certain legal provisions, such as the Act respecting health services and social services, the Act respecting occupational health and safety, the Act respecting labour standards, the Charter of human rights and freedoms, the Civil Code of Québec and the Canadian Criminal Code, legitimize this policy and support its application.

Various procedures will arise from the policy regarding, among other things, crisis intervention during a code white (violent user) and intervention as part of care provided in a room without the user's cooperation.

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## POLICY REGARDING DRESS AND APPEARANCE IN THE WORKPLACE

The administrators have adopted the Policy regarding dress and appearance in the workplace, which applies to everyone working within the CISSS de la Côte-Nord, paid by the establishment or not.

The policy specifies the criteria that must be used as a guide to determine the appropriate dress and appearance, based on the specificities of each department. For example, it states that:

- One's clothes must be adequate, safe and adapted to the tasks to carry out, while respecting the image of the CISSS de la Côte-Nord.
- One's clothes must be clean and free of any strong smell (e.g., perfume, cigarette).
- One's hair must be clean and away from the face to enable easy identification.
- One must wear their identification card and place it in a visible and safe way at all times.

Consultation was conducted with the Executive Committee, advisory bodies (Council of Nurses, Multidisciplinary Council) and unions of the CISSS de la Côte-Nord in order to obtain their comments and suggestions about the policy. Then, adjustments were made to the policy. The legal department of the CISSS was also consulted.

**Next meeting of the Board of Directors:**  
March 15, 2023



Québec 

## POLICY REGARDING TRAVEL AND LODGING EXPENSES FOR WORKERS OF THE CISSS DE LA CÔTE-NORD

The Board of Directors has adopted the update of the Policy regarding travel and lodging expenses for workers of the CISSS de la Côte-Nord. It is intended for all employees, volunteers, interns, physicians and members of the Board of Directors working at the CISSS de la Côte-Nord.

The following changes were made, while considering the evolution of hotel and car rental rates:

- Removal of the obligation to rent a car.
- Update of booking procedures (hotel, airplane, car).
- Enhancement of the hotel compensation.

The first version of this policy was adopted in 2018, and it was reviewed in 2020. As part of the application of this policy, the establishment must comply with various management standards and practices issued by the ministère de la Santé et des Services sociaux (MSSS).

## MODIFICATION OF THE CISSS DE LA CÔTE-NORD ORGANIZATIONAL CHART

Following the modification of the Youth Protection Act by the Government of Quebec, the Director of youth protection must now report to the President and executive director of the establishment. Therefore, the organizational chart of the CISSS de la Côte-Nord must be modified in this regard.

The Director of youth protection previously had a reporting relationship with the President and assistant executive director. This change arises from the report of the Special Commission on the Rights of the Child and Youth Protection, chaired by Ms. Régine Laurent. The work of the commission took place over a period of nearly two years, from August 2019 to May 2021.



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Centre intégré  
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et de services sociaux  
de la Côte-Nord

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*This newsletter is produced by the Centre intégré de santé et de services sociaux de la Côte-Nord. For any additional information, please contact the Communications department at 418 589-9845, ext. 252268.*