

COMMUNITY LIVING DURHAM NORTH

EMERGENCY RESPONSE AND REPORTING SYSTEMS

Policy No: B-15 (Service Delivery)

Effective Date: July 17, 2008

Last Revision:

Last Review: July 14, 2023

Rationale:

To provide the support of managerial staff in the event of an emergency while at the same time ensuring effective and timely communication.

Policy Statement:

Community Living Durham North will have systems in place to ensure that staff can access managerial assistance in case of emergency. It will also communicate to staff what constitutes an emergency or an unusual circumstance that ought to be reported, and the means by which they can report.

CLDN will also detail for employees those more routine situations where they are required to notify a manager, or secure authorization from a manager, and the means by which this kind of communication should flow.

Approved by: Jamie Ross
for the Board of Directors

Date: July 17, 2008

COMMUNITY LIVING DURHAM NORTH

EMERGENCY RESPONSE AND REPORTING SYSTEMS

Procedure No: B-15-1
Emergency Response

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- Staff must contact managerial personnel as quickly as possible in any emergency situation. An Emergency is defined as any situation that presents an immediate risk to the health, safety or well-being of a supported person, staff member, or the public.
- Emergencies include but are not limited to the following:
 - Anytime emergency services have been called including: fire, ambulance or police
 - Medical emergencies (e.g., An injury to a supported person, the onset of illness, or the death of a person).
 - The alleged abuse or mistreatment of a person.
 - A missing person.
 - A disaster on premises such as a fire or flood, or a significant plumbing or electrical problem.
 - A problem with water quality.
 - Significant concerns or complaints about the quality of service being provided.
 - Similar concerns expressed by a supported person or a family member.
 - Behavioural crisis posing immediate health and safety of people.
 - Any use of physical restraint.
 - Any use of Confinement Time-Out (CTO)
 - Any other incident or issue that staff deem to be of a serious nature.
- Our funder, the Ministry of Children Community and Social Services, has its own requirements and definitions with respect to ***Serious Occurrences*** - see Policy B-21.

Procedures for Emergency Response:

Ensure Immediate Safety

- Assess the situation quickly
- Remove people from danger if safe to do so
- Provide first aid within scope of training

Contact Emergency Services

- Call 9-1-1 immediately for any life-threatening situation
- Follow instructions from emergency responders

Notify Management

- Contact your direct supervisor immediately

- If unavailable, use the Emergency Phone List Monday – Friday from 0700 – 1600 hours.
- Outside of normal business hours (Monday through Friday from 1600 - 0700 hours or anytime on the weekends or stat holidays), contact the on-call manager.

Procedure No: B-15-2

Reporting and Authorization Procedures

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- In many situations that cannot be defined as emergencies it is nevertheless required that staff contact:

Management:

- Medication errors. Example-medication given to the wrong person, medication given at the wrong time. Notification is not required for signing errors.
- A staff person sustains a work-related injury or becomes ill at work.
- Other significant events that require managerial assistance.

Scheduling :

- A staff person is obliged to leave work before the end of their shift.
- A staff person is unable to be at work, for whatever reason, at the appointed time.

Outside scheduling hours, all matters listed above must be reported to Management.

Procedure No: B-15-3

Emergency Phone Lists

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- An Emergency Phone List must be posted in the immediate vicinity of the main telephone in every program site and will include the following information:
 - The site's own address and phone number.
 - The emergency cell phone numbers for all Managers and Directors.
 - The On Call Cell Phone number (operating after 4pm during the week, 24 hours on weekends and Stat holidays).
 - The Scheduling Officer's phone number. If our Scheduler is working remotely, you may notice that you are being transferred to another number. Do not hang up at the dial tone.

Procedure No: B-15-4
Day Time (Mon. to Fri.) Contact Procedures

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- All direct support staff report to a manager, and every manager has a “home base” or office telephone. During “normal work hours,” and in non-emergency situations, staff who wish to contact their manager should begin with this number. If this fails, see below, *Back-up and Emergency Contact Procedures*.

Procedure No: B-15-5
Contact Procedures for Evenings,

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- On week-day nights, on weekends and stat holidays one Manager assumes “on-call” responsibility for the entire agency.
- The managers performing this duty will carry a cell phone that is in “on” mode from 4:00 p.m. until 7:00 a.m. the following day, Monday through Friday. “Weekend” on call emergency duty begins at 4:00 p.m. on Friday through to 7:00 a.m. Monday morning (or Tuesday morning, in the case of long weekends).

The phone number: **905-242-3752**

- You may get a busy signal or no answer if the on-call manager is dealing with another situation. If this is the case, please **do not** leave a voice message; wait 10 minutes and place your call again.
- If your second call is not answered follow *Back-up and Emergency Contact Procedures*, below.
- Once contacted, the on-call manager will provide assistance and direction as appropriate, but staff should not necessarily expect them to attend on site, or to join them in hospital waiting rooms. To do this might compromise their ability to respond to subsequent calls.
- On the following business day, all calls are documented (i.e. the issues and outcomes) on an “on call” database by the manager who carried the emergency cell phone, and this information is thereby made available to all managers and directors for response and follow-

up. Where necessary, the “on call” manager will make themselves available to debrief direct support staff.

Procedure No: B-15-6

Back-up and Emergency Contact Procedures

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- All managers and directors have cell phones that are kept continuously in “on” mode unless they are on scheduled vacation or are off sick.
- Their cell phone numbers appear on the Emergency Phone List in the following sequence:
 - The Manager of the particular location;
 - All other managerial personnel;
 - Directors.
- If, during normal business hours, you cannot reach your manager at their office, and it is an emergency, you should call their cell phone number and then continue down the Emergency Phone List. In similar fashion, during the evening , on a weekend or a Stat holiday, if the on-call Manager does not respond to a call, begin at the top of the Emergency Phone List and proceed until someone is contacted.
- Do not leave your message on voice mail - anyone’s voice mail. Staff’s obligation to report, or to notify, is not discharged until actual contact has been made.

Procedure No: B-15-7

Contacting the Scheduling Officer re Sickness

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- The Scheduling Officer’s hours are 7:00 am to 4:00 pm Monday to Friday and 7:00 am until 2:45 pm on Saturday and Sunday. If staff need to call in sick during this time frame it is the Scheduling Officer that they should call.
- The Scheduling Officer’s number: **(905) 985-8511 x 226**
- As mentioned above, the Scheduler may be working remotely, in which case you may detect a dial tone as you are being transferred to a different number. Do not hang up.

- At any other time, the call would be made to the On-Call Manager, in accordance with the above procedures. Remember that a voice message is not acceptable. If it is missed, it could lead to vulnerable people not receiving the support they need. Also, remember that the Overnight shift is frequently a challenge to fill; staff should make a special effort to provide timely notice if they will not be able to report for an overnight shift.

Approved by: Christine Robinson
Executive Director

Date: July 22, 2026