

CHATHAM KENT HOSPICE FOUNDATION

Section	Policies and Procedures	Governance	
Title	Complaints		
Manual	Board of Directors		
Policy Number CKHF 17	Date of Issue January 27, 2021	Revised	Reviewed February 28, 2023

Purpose:

This policy and procedure applies to complaints received by C-K Hospice Foundation (Foundation) about our activities, programs, services, staff or volunteers.

Policy:

It is in the interest of all parties that complaints are dealt with promptly and resolved as quickly as possible. Review of complaints is fair, impartial and respectful to all parties. Complainants are advised of their options to escalate their complaint to a more senior staff person if they are dissatisfied with treatment or outcome.

Complainants are provided clear and understandable reasons for decisions relating to complaints. Updates are provided to complainants during review processes. Complaints are used to assist in improving services, policies and procedures.

Definition: A complaint is an expression of dissatisfaction about the service, actions, or lack of action by the Foundation as an organization or a staff member or volunteer acting on behalf of the Foundation.

Examples include but are not limited to:

- perceived failure to do something agreed upon;
- failure to observe policy or procedures;
- error made by a staff member/volunteer; or
- unfair or discourteous actions/statements by staff member/volunteer;

Anyone personally affected can complain and their complaint will be reviewed in accordance with this procedure.

Process:

A complaint may be received verbally (by phone or in person) or in writing (by mail, fax, email). An employee or volunteer who receives a complaint should first determine the proper person to handle it. This will generally be the person who has the primary relationship with the complainant or has the specific knowledge that is needed to resolve the problem. It is the responsibility of the person who receives the complaint to either resolve it or transfer it to another person who can resolve it. If the complaint is transferred, the recipient must acknowledge to the transferor that he/she has received it and will act on it.

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The person who initially receives the complaint should acknowledge to the complainant that the complaint has been received and will be acted on. The complaint will be recorded in the complaint log. If a timeframe for action can be determined, that should be included in the acknowledgement. Basic contact information including name, phone number, email address and mailing address should immediately be recorded.

Every effort should be made to resolve complaints received in a timely fashion. When receiving a verbal complaint, staff or volunteer should listen and seek to understand the complaint, and may attempt to resolve it immediately. Complaints received in writing should be acknowledged within 2 business days and staff or volunteer should attempt to resolve the matter within 10 business days.

Where a complaint cannot be easily resolved, it should be escalated to the Executive Director and Board Chair. Complainants should be kept informed of the status of their complaint. Every attempt should be made to resolve escalated complaints within an additional 10 business days so that all complaints are resolved within a month of having been received.

It is necessary to keep a record of any complaint that involves a dispute over money as well as any complaint that cannot be resolved immediate (on the same day it is received). Information about such complaints must be recorded on the complaints tracking worksheet (See appendix A). Information recorded on the worksheet includes a description of the complaint, who handled it, what was done to resolve the complaint, timeframe, and a description of the resolution.

A summary of the complaints received including number and type will be reported to the Foundation Board of Directors annually or as needed.



Complaints Tracking

DATE RECEIVED	COMPLAINT MADE BY	DETAILS OF COMPLAINT	INVESTIGATOR	ACTION TAKEN	DATE CLOSED