

POLICY NUMBER: NDIS SER DEL 30

INTENT

Real Living Options Association Inc. will provide its Participants access to behaviour supports that meet their requirements and/or improve their quality of life outcomes. The Organisation aims to reduce or eliminate any restrictive practices that may be in place for Participants.

The National Disability Insurance Scheme (NDIS), NDIS Quality and Safeguards Commission Framework and the United Nations Convention on the Rights of Persons with Disabilities support and encourage reducing and fading out of restrictive practice. To this end, Real Living Options Association Inc. will work with the NDIS Quality and Safeguards Commission Behaviour Support Team and Behaviour Support Practitioners to implement Behaviour Support Plans designed to meet a Participant's individual needs.

Real Living Options Association Inc. understands how behaviours of concern can negatively impact a Participant, their family, their support services, and the community. The role of the Organisation is to ensure that its Participants' behaviour support needs are appropriately managed and supported.

DEFINITION

Behaviour Support - Behaviour support is about creating individualised strategies for people with a disability that are responsive to the person's needs, in a way that reduces and eliminates the need for the use of regulated restrictive practices.

Restrictive Practices - are defined in the NDIS Act 2013 as 'any practice or intervention that has the effect of restricting the rights of freedom of movement of a person with a disability'.

POLICY STATEMENTS

- As an implementing provider, Real Living Options Association Inc. is responsible for identifying and seeking authorisation for any restrictive practices required to ensure a Participants' safety, including chemical, physical and mechanical restraints, containment, seclusion and restricting access. The Disability Services Act 2006 and the Guardianship and Administration Act 2000 are the relevant pieces of Queensland State Government legislation that oversee the authorisation of restrictive practices.
- Real Living Options Association Inc will register with the NDIS Quality and Safeguards Commission and work as required under the NDIS (Restrictive Practices and Behaviour Support) Rules 2018, the Disability Services Act 2006, and the Guardianship and Administration Act 2000.
- Real Living Options Association Inc. will ensure as far as practicable that its practices meet and comply with all relevant legislation and policy frameworks, including suitable delivery of specialised positive behaviour support, assessment, development and ongoing professional development for all relevant support workers.
- Real Living Options Association Inc. will work with Specialist Behaviour Support Plan Providers approved by the NDIS Commission to meet the supplementary requirements of the NDIS Practice Standards and Quality Indicators.

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- Real Living Options Association Inc is committed to ensuring that participants with an intellectual or cognitive disability who exhibit behaviour that causes harm, are supported appropriately in safe environments, and their rights and needs are recognised.
- Real Living Options Association Inc. is committed to providing services in a way that:
 - Ensures transparency and accountability in the use of any restrictive practices.
 - Recognises that restrictive practices should never be used to punish a Participant.
 - Understands that restrictive practices should not be used in response to behaviour that does not cause harm to the Participant or others.
 - Aims to reduce the intensity, frequency and duration of a Participant's behaviour that causes harm to themselves or others.
 - Aims to reduce or eliminate the need for restrictive practices.

PROCEDURES

- To deliver behaviour support, Real Living Options Association Inc. will be registered with the NDIS as an implementing behaviour support provider.
- Real Living Options Association Inc. will seek relevant Queensland State Government authorisation for the use of restrictive practices via the Online Data Collection (ODC) Approval System and, if necessary, also seek Short Term Approval (STA).
- As an implementing provider, Real Living Options Association Inc. will undertake monthly reporting via the NDIS Quality and Safeguard Commission Portal, even if there has been no use of restrictive practices.
- Whilst guided and trained by Specialist Behaviour Support Providers, the Support team will implement an evidence-based practice approach. The practice may include, but is not limited to:
 - Using the best available scientific evidence available.
 - Individualising evidence for the unique needs and preferences of the Participant.
 - Committing to the ongoing expansion of evidence and clinical expertise.
- Employees are required to undertake all reasonable steps to support Participants, including:
 - Working with the Participant to engage an NDIS Behaviour Support Practitioner.
 - Contributing to the development of Behaviour Support Plans and assessments
 - Assisting the Behaviour Support Practitioner to gather information and data for assessments.
 - Collaborating with the Behaviour Support Practitioner to develop or review the Behaviour Support Plan.
 - Enabling contributions from mainstream service providers in the development of an Interim Behaviour Support Plan.

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- All Real Living Options Association Inc. employees will follow the strategies determined in a Participant's Behaviour Support Plan developed by the Behaviour Support Provider.
- Real Living Options Association Inc. will train and guide employees on appropriate plan strategies that eliminate or reduce restrictive practices. Relevant employees must follow these strategies and consult with the Support Team and the Participant to determine the best method to reduce or eliminate the use of any restrictive practices.
- Other aspects of the role include:
 - Obtaining consent for the use of restrictive practices.
 - Complying with the Office of The Public Guardian's restrictive practices decision making framework 2020.
 - Training all employees developing and delivering behaviour support so that they are appropriately qualified to support Participants.
 - Monitoring and encouraging the professional development of employees so that they maintain an understanding of restrictive practices and their associated risks.
 - Working with the specialist behaviour support clinical supervisor to provide clinical supervision of each work practice.
 - Maintaining all quality and compliance aspects associated with the online data collection system.
 - Monitoring the use of restrictive practices and providing a monthly report to the NDIS Quality and Safeguards Commission.
 - Reporting any unauthorised use of restrictive practices to the NDIS Quality and Safeguards Commission.
 - Assisting Participants in making and resolving complaints.
 - Supporting other providers to implement a behaviour support plan by:
 - Delivering services.
 - Implementing plan strategies.
 - Evaluating the effectiveness of current approaches used to reduce or eliminate restrictive practices.
 - Notifying the specialist behaviour support provider if the behaviour support plan needs to be reviewed due to changes in a Participant's circumstances.
 - Monitoring the use of restrictive practices, including regular reporting of the use of the restrictive practice.
 - Recording all use of restrictive practices.
 - Demonstrating a commitment to reducing and eliminating restrictive practices through the Organisations policies, procedures and practices.

Specialist Behaviour Support Providers

- The role of a Specialist Behaviour Support Provider is to:
 - Engage Behaviour Support Practitioners deemed suitable by the NDIS Quality and Safeguards Commission.
 - Implement the following timeframes relating to plans:

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- one month – interim plan
- six months – a comprehensive plan
- 12 months – review plan
- Support practitioners to develop plans that meet the NDIS Quality and Safeguards Commission's requirements.
- Support practitioners to work collaboratively to develop plans with Participants, their support networks and implementing providers.
- Support practitioners to ensure the plans are based on a comprehensive biopsychosocial assessment, including functional behavioural assessments.
- Support practitioners to outline contemporary, evidence-based, behavioural strategies in the plan, including environmental adjustments to constructively reduce the Participant's behaviours of concern.
- Support practitioners to work towards reducing or eliminating restrictive practices.
- Support practitioners to develop documents in a form approved by the NDIS Commissioner.
- Support practitioners who have lodged forms with the NDIS Quality and Safeguards Commission.
- Train and support Real Living Options Association Inc. employees.

DELEGATIONS

Management Committee

The Management Committee are responsible for ensuring as far as practicable that:

- The Organisation adheres to all relevant legislation.
- The Organisation has the resources to meet its legislative requirements in relation to Regulated Restrictive Practices.

General Manager

The General Manager is responsible for ensuring as far as practicable that:

- The Organisation adheres to all reporting requirements in relation to the use of restrictive practices.
- All employees have training to understand what restrictive practices are.
- Relevant employees are provided with training specific to a Participants Behaviour Support Plan.
- The use of any restrictive practices are reported to the NDIS Quality and Safeguards Commission and the Department of Communities, Disability Services and Seniors.
- The use of any restrictive practices is reported to the Management Committee.

Support Manager

The Support Manager is responsible for ensuring as far as practicable that:

- All employees are provided training to understand what restrictive practices are.
- Relevant employees are provided with training specific to a Participants Behaviour Support Plan.

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- The use of any restrictive practices has been reported to the NDIS Quality and Safeguards Commission and the Department of Communities, Disability Services and Seniors.
- The use of any restrictive practices is reported to the General Manager.

Senior Support Facilitator

The Senior Support Facilitator is responsible for ensuring as far as practicable that:

- A registered Behaviour Support Practitioner has been engaged to work with a Participant to develop a Behaviour Support Plan.
- The Lifestyle Assistants who support the Participants are engaged in the process of data collection as required by the Behaviour Support Practitioner.
- Team meetings and training is provided to the relevant Lifestyle Assistants.
- Information and feedback is provided to the Positive Behaviour Support Practitioner as requested.
- The use of any restrictive practice is reported to the NDIS Quality and Safeguards Commission and the Department of Communities, Disability Services and Seniors.

Relevant Employees

- Attend training and team meetings as required.
- Report the use of any restrictive practices to the Senior Support Facilitator or Support Manager.
- Follow the Participants Behaviour Support Plan when providing support and assistance.

RELATED DOCUMENTATION

Behaviour Log
Behaviour Support Plan
NDIS plan (provided by Participant)
NDIS Interim Support Plan
NDIS Comprehensive Behaviour Support Plan

REFERENCES

Office of the Public Guardian's Restrictive Practices Decision Making Framework 2020
Disability Services Act 2006 (QLD)
Guardianship and Administration Act 2000 (QLD)
NDIS Practice Standards and Quality Indicators
NDIS (Restrictive Practices and Behaviour Support) Rules 2018

AMENDMENTS/REVIEWS

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