

POLICY NUMBER: NDIS SER DEL 33

INTENT

The intent of this policy is to ensure that Real Living Options Association Inc. is implementing Behaviour Support Plans in a manner that meets the Participant's goals, needs and aspirations.

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 or 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

- Real Living Options Association Inc. will collaborate with a Behaviour Support Practitioner to implement the Behaviour Support Plan. The Behaviour Support Plan must be developed before authorising a regulated restrictive practice, and it must meet the requirements of the NDIS Commission.
- As an implementing provider, Real Living Options Association Inc. will use the NDIS Commission's C-BAS Portal to activate a Behaviour Support Plan and undertake monthly recording.
- Relevant employees will be supported and trained to consistently develop and maintain their skills to implement the behaviour support skills descriptor strategies. Training includes the use of restrictive practices.

PROCEDURES

- Real Living Options Association Inc. will work with a Specialist Behaviour Support Provider to:
 - Implement strategies as per the Behaviour Support Plan.
 - Determine the best means of gathering evidence-based practice information.
 - Collect evidence-based practice information.
 - Provide positive behaviour supports to the Participant.
 - Assist employees in gaining the required skills to implement practices consistently.
 - Allow employees time for training and monitoring of positive behaviour support strategies in the plan.
- When collaborating with other providers, Real Living Options Association Inc will:
 - Identify all other providers who may be working with the Participant.
 - Contact all other providers to arrange a meeting or consultation.
 - Share information with the other providers (with the Participant's consent) to determine best supports and care for the Participant.

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- Record shared information to advise the specialist behaviour support provider, as necessary.
- Real Living Options Association Inc. undertakes employee induction training that includes all requirements of the NDIS Quality and Safeguards Commission. Appropriate employees are trained in the safe use of restrictive practice strategies as per the Behaviour Support Plan.

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:

- 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.
- A registered Behaviour Support Practitioner has been engaged to work with a Participant to develop a Behaviour Support Plan.
- Relevant employees are provided with training specific to a Participants Behaviour Support Plan.
- 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 is 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.

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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 Logs

Individual Risk Profile Assessment Form

Behaviour Support Plan and Functional Behaviour Assessment
Support Plan

Medical Reports (from health practitioners)

NDIS Comprehensive Behaviour Support Plan

NDIS Interim Support Plan

REFERENCES

Disability Services Act 2006 (QLD)

NDIS Positive Behaviour Support Capability Framework

NDIS (Restrictive Practices and Behaviour Support) Rules 2018

NDIS Practice Standards and Quality Indicators

AMENDMENTS/REVIEWS

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