



## CASS Group- Disability Services

### ELIMINATING RESTRICTIVE PRACTICES (DISABILITY) POLICY

Policy Code: 1132	ELIMINATING RESTRICTIVE PRACTICES (DISABILITY) POLICY
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#### **Policy Statement**

CASS Disability Services continually works towards the reduction and elimination of restrictive practices. However, CASS Disability Services recognises that the use of restrictive practices may be necessary under a worker's duty of care or to preserve the rights and safety of the participant and others. Any use of restrictive practices will be:

- The least restrictive option;
- Used in accordance with a participant's Behaviours Support Plan (BSP);
- Used for the least amount of time possible;
- Used only as a last resort; and
- Used only to prevent harm to the participant or others.

Restrictive practices will not be used:

- As a punishment; or
- For the convenience of the worker.

CASS Disability Services will continually evaluate and review its use of restrictive practices to inform improvement activities.

#### **Procedures**

CASS Disability Services will continually work towards the reduction and elimination of restrictive practices by only using restrictive practices as a last resort to manage behaviours of concern, after all other means have been exhausted.

Restrictive practices will only be used as a last resort and for the least amount of time possible, in accordance with a participant's approved behaviour support plan, with explicit consent attained from the participant or advocate as well as authorisation from the relevant government department. The plan will need to be developed by a registered specialist behaviour support provider. These providers must be registered and certified by NDIS Commission. They are also the only people that can review a BSP.

Where there is no BSP in place, CASS Disability Services will take reasonable steps to facilitate the development of an interim BSP. CASS Disability Services will notify the Commission within 1 month, develop an interim plan within 3 months and comprehensive plan with 6 months.



If a restrictive practice is used that is not documented in the participant's behaviour support plan, CASS Disability Services will record the use and report the incident to NDIS, as well as the participant's family or advocates.

### **Establishment of a Restrictive Practices Panel**

CASS Disability Services uses a restrictive practices panel to identify, assess, approve and evaluate the use of restrictive practices. The objective of the restrictive practices panel's assessment process is to determine whether the social, cognitive, emotional and environmental needs of the person with disability are met. The review process will include an assessment of the decision-making capacity of the person with disability, the type of Regulated Restrictive Practices (RRPs) being used, the reason for the RRP and the implications if RRP were removed.

### **Worker Training**

Workers will be provided with training in the appropriate use of restrictive practices and must be familiar with the agreed upon RRP in the participant's behaviour support plan.

Workers must understand that the use of an unplanned restrictive practice which is not documented in a participant's behaviour support plan constitutes a Reportable Incident, and will inform Unit Head within 24 hours of the incident occurring.

### **Legislative Guidelines**

CASS Disability Services will seek departmental approval for all RRP use, and will only use RRP in accordance with NSW's legislative guidelines. These RRP are strictly limited to: NSW FACS – Chemical, seclusion, mechanical, environmental, physical.

### **Recording of Restrictive Practice Use**

All RRP use will be documented and records kept for a minimum of seven years, in accordance with legislative requirements.

### **Review and Evaluation**

The restrictive practices panel will review the regulated restrictive practices and participant's behaviour support plan annually with an intention to reduce and ultimately eliminate all restrictive practices use.



## CASS Group- Disability Services

<b>Documents related to this policy</b>	
Related Policies	Behaviour Support Implementation Policy
Forms, record keeping or other organisational documents	

<b>Reviewing and approving this policy</b>		
<b>Frequency</b>	<b>Person responsible</b>	<b>Approval</b>
<b>3 years</b>	<b>Unit Head</b>	<b>HAS &amp; DS Committee</b>

<b>Policy review and version tracking</b>			
<b>Review</b>	<b>Date Approved</b>	<b>Approved by</b>	<b>Next Review due</b>
Version 1	<b>17 May 2019</b>	<b>HAS &amp; DS Committee</b>	<b>17 May 2022</b>
Version 2	<b>16 May 2022</b>	<b>HAS &amp; DS Committee</b>	<b>15 May 2025</b>