



## Positive Behaviour Support Policy and Procedures

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Whilst this policy provides a guide, as Cam Can provides people with disabilities and their families with personalised, tailored support that maximises their control over available resources, decision making and choice, there may be times when alternative decisions are made for the benefit of members.

### Purpose

This policy provides the guidelines for developing and using Positive Behaviour Support (PBS) plans to support members with challenging behaviours.

### Context

PBS is an approach to support behaviour changes in a person with a disability. Unlike traditional methods, the focus is not on 'fixing' the person or on the behaviour itself, and never uses punishment as a strategy.

Cam Can views behaviour as a means of a person communicating, where verbal communication is not possible. PBS is based on the principle that if you teach someone a more effective and acceptable behaviour than the challenging one, the challenging behaviour will reduce.

PBS suggests all behaviour is learned, and can therefore be changed. PBS teaches/models alternative behaviour, and changes to the environment to support the person. There is nothing wrong with wanting attention to escape from a difficult situation, wanting certain items, or displaying behaviours which just feel good. It is important that support is used to minimise any adverse impact upon others.

PBS helps people to communicate what they need by increasing the available ways to achieve the desired outcome, including by developing more effective communication skills. PBS helps people to learn new skills. For new skills to be used regularly, they have to be more effective than the challenging behaviour. We can make this happen by understanding the reasons people do what they do, and by making sure the new behaviours we want to embed are effective in getting what they need and, as such, are reinforcing.

PBS plans must be written by a PBS Practitioner authorised by the NDIS. The practitioner works alongside the member receiving supports, others in a decision-making role, Cam Can staff. The PBS plan is funded in the member's NDIS plan. Cam Can is a registered PBS plan implementer and is therefore able to support members to implement their PBS plan. PBS plans may, or may not, include reference to restrictive practices. For further information on Restrictive Practices refer to Cam Can's *Restrictive Practices Policy*.

## Policy

This policy applies to all employees including key management personnel, full-time employees, part-time employees, casual employees and staff on contract.

Cam Can is guided by the NDIS Act 2013 and the NDIS Quality and Safeguards Commission's Provider Registration and Practice Standards (Restrictive Practices and Behaviour Support) Rules 2018, NDIS (Quality Indicators) Guidelines 2018, and other relevant state and national laws.

These are also supported by the United Nations Convention on the Rights of Persons with Disabilities (2006). In particular reference is made to its general obligations (Articles 3 to 9) and the following:

- **Article 12:** Equal recognition as a person before the law where rights and choices are respected.
- **Article 13:** The right to justice.
- **Article 14:** The right to liberty and security.
- **Article 16:** Freedom from exploitation, violence and abuse.
- **Article 19:** Living independently and being included in the community.
- **Article 21:** Freedom of expression and opinion, and access to information.
- **Article 26:** Habilitation and rehabilitation - actions that make it possible for people with disability to enjoy maximum independence,

As the PBS Capability Framework is a national approach, practitioners are expected to apply all NDIS requirements. This includes meeting legal obligations to obtain consent to provide services and to use restrictive practices, and to consult with the NDIS participant, their family, carers, guardian or other relevant people, where appropriate.

Cam Can provides internal training to support the use of PBS through its 'Learning the Language of One' (LLOO) training. Training can be accessed during, or before, a PBS plan is developed. The training focusses on understanding the member's behaviour holistically, and applying person-centred strategies in everyday situations. LLOO can be sought by Service Coordinators and Operations Managers through referral to the Cam Can's Training Manager.

## Performance Standards

1. All behaviours of concern are discussed with the Service Coordinator and Operations Manager.
2. All staff are aware of behaviours supported through a PBS plan.
3. Training required to implement a PBS plan is provided by a PBS Practitioner.
4. PBS plans have review dates that are adhered to.

## Review of the Policy

This policy will be reviewed on a three-yearly basis. However, if at any time the legislative, policy or funding environment is so altered that the policy is no longer appropriate in its current form, the policy shall be reviewed immediately and amended accordingly.

## Related Documents

- Cam Can's Elements of Learning the Language of One
- Cam Can's *Managing Incidents Involving Members Policy and Procedure*
- Cam Can's *Restrictive Practices Policy and Procedure*
- Cam Can's *Risk Management Policy and Procedure*

**Authority**

This policy is issued by:



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Marc Lema  
MANAGING DIRECTOR

Date: 23 June 2021



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Anthea Lema  
DIRECTOR

Date: 23 June 2021