



Australian Government

CHCDIS016 Develop and promote positive person-centred behaviour supports

Release: 1

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Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to identify behaviours of concern and to develop and promote positive behaviour supports as part of an individualised behaviour support plan for a person with disability, using a person-centred approach.

This unit applies to workers in varied disability services contexts. Work performed requires a range of well developed, person-centred skills where some discretion and judgement is required and workers will take responsibility for their own outputs.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian standards and industry codes of practice.

No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Unit Sector

Disability Support

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes

1. Identify behaviours of concern that are likely to put the person or others at risk of harm.

PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

- 1.1. Define and document behaviours of concern using objective, observable and measurable terms that all people supporting the person can understand.
- 1.2. Work with the person to identify behaviours of concern using functional or observational behaviour records.
- 1.3. Consult with the person to identify environmental and lifestyle factors that impact behaviours of concern.
- 1.4. Consult with the person to identify personal characteristics, physical and mental health, past experiences, skills and

- limitations, and interpersonal relationships that impact behaviours of concern.
- 1.5. Work with the person to identify the type, frequency and triggers of behaviours of concern.
 - 1.6. Facilitate the ongoing involvement of others identified by the person in the observation and recording of behaviours of concern and planning processes.
2. Develop positive behaviour support responses using a person-centred approach.
 - 2.1. Ensure that the person's preferences for including their family, carer or others identified by the person in the ongoing development of supports are taken into account.
 - 2.2. Use a strengths and evidence-based, best practice approach that reflects and respects the rights, personal choices, needs, abilities and goals of the person.
 - 2.3. Work with the person to develop supports to accommodate lifestyle preferences that are based on accurate records, observations and consultation with all who will use them.
 - 2.4. Work with the person to identify proactive and positive supports to promote behavioural change, including changes to the environment and communication strategies.
 - 2.5. Work with the person to develop interventions and supports that safeguard the person from increased risk of being exploited, abused, or improperly exposed to restrictive practices.
 - 2.6. Work with the person to identify interventions for critical and adverse situations and responses to reduce the risk of harm to the person or others in accordance with legal and ethical requirements and organisational policies and procedures.
 - 2.7. Work with the person to identify the timeframes and goals for implementation of responses, how success will be measured, and how implementation will be monitored and reviewed.
 - 2.8. Consult with the person to identify changes to work practices that may be implemented to reduce the behaviours of concern.
 - 2.9. Work with the person to identify the appropriate supports for the person and workers after a behaviour of concern has occurred.
 - 2.10. Ensure the necessary consents and approvals are documented prior to implementation of the plan.
 3. Monitor and review the person's individualised behaviour support plan.
 - 3.1. Monitor the person's individualised behaviour support plan in consultation with the person and internal and external support providers or groups identified by the person.
 - 3.2. Monitor the implementation of the plan in consultation with the person to measure improvements to the person's quality

of life and reductions in the risk of harm to the person and others.

- 3.3. Measure and report on the number of adverse or critical events of behaviours of concern in consultation with the person to determine the effectiveness of the behaviour support plan.
- 3.4. Coordinate informal or formal debriefing process for relevant workers when critical incidents occur according to organisational policies and procedures.
- 3.5. Implement changes to the behaviour support plan consistent with evidence collected in consultation with the person, support providers, other professionals and others identified by the person.
- 3.6. Communicate individualised behaviour support plan revisions to all of the people involved in provision of support in consultation with the client and according to organisational policies and procedures for privacy and confidentiality of personal information.
- 3.7. Complete, maintain and store documentation according to organisational policies and procedures.
- 3.8. Comply with the person's right to access their records.

Foundation Skills

Foundation skills essential to performance are explicit in the Performance Criteria of this unit of competency.

Unit Mapping Information

Supersedes and is equivalent to CHCDIS006 Develop and promote positive person-centred behaviour supports.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>

Assessment Requirements for CHCDIS016 Develop and promote positive person-centred behaviour supports

Modification History

Not applicable.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- identify behaviours of concern for at least three different people with disability and develop, implement, monitor and review positive behaviour support strategies in response to the behaviours of concern
- develop strategies and interventions that support the above people to manage their own behaviour.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- principles of positive, person-centred, strengths-based behavioural support:
 - social and emotional wellbeing frameworks
 - trauma-informed practice
- human rights framework of service
- the impact of social devaluation on an individual's quality of life
- competency and image enhancement as a means of addressing devaluation
- organisational policies and procedures relating to behaviour management:
 - critical incidents
 - accident and incident reporting
 - de-briefing processes
 - completing, maintaining and storing documentation
 - work health and safety
 - privacy and confidentiality
- restrictive practice:
 - types of regulated restrictive practices:
 - seclusion
 - chemical restraint
 - mechanical restraint
 - physical restraint
 - environmental restraint

- unregulated restrictive practices
- human rights considerations for use of restrictive practices
- principles of the National Framework for Reducing and Eliminating the Use of Restrictive Practices in the Disability Service Sector
- role of the National Disability Insurance Scheme (NDIS) Quality and Safeguards Commission in regulating use of restrictive practices
- when it is acceptable to use restrictive practices
- role of behaviour support practitioner in developing behaviour support plan that includes restrictive practices
- consequences of unauthorised use of restrictive practices
- positive proactive approaches to support that eliminate the need to use restrictive practices
- physical, psychological and emotional risks related to the use of restrictive practices
- processes for reporting changes in behaviour that may require review of the restrictive practices in the behaviour support plan
- documentation of use of restrictive practices:
 - organisational policies and procedures
 - regulatory and legislative requirements for documentation
- evidence-based behavioural intervention
- principles of effective communication and ways to implement these to minimise behaviours of concern
- indicators that a person has unmet needs
- factors that may contribute to behaviour of concern:
 - physical
 - emotional
 - environmental
 - medications
 - structural
 - systemic
- specialist services and referral options
- legal and ethical considerations for working with people with disability:
 - codes of conduct
 - dignity of risk
 - duty of care
 - human rights, including the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
 - informed consent
 - privacy, confidentiality and disclosure
 - imprisonment
 - abuse
 - work health and safety.

Assessment Conditions

Skills must be demonstrated in the workplace or a simulated environment that reflects workplace conditions.

Assessment must ensure access to:

- facilities, equipment and resources that reflect real working conditions and model industry operating conditions and contingencies
- tools for recording observed behaviour
- organisational policies and procedures relating to behaviour support
- individualised behaviour support plans and any equipment outlined in the plan
- opportunities for engagement with people with disability.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors

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