



Saint John of God Kerry Service

Hospitality - Compassion - Respect

Positive Behaviour Support Policy and Procedure

No. 32

Saint John of God Kerry Services

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1. Introduction:

Saint John of God Kerry Services is committed to providing positive approaches within a Positive Behaviour Support Framework and Human Rights based approach to individuals with intellectual disability and behaviours of concern using non-aversive and non-restrictive strategies.

2. Purpose:

It is the purpose of this policy to ensure a collaborative and consistent approach in supporting individuals with behaviours of concern within Saint John of God Kerry Services.

2.1 The policy and procedure is based on the following three premises:

- Behaviours of concern can arise when a need is unmet. It is expected that a person-centred planning process is based on the five pillars which is the starting point on the Wheel of Optimal Living for any individual. If this is inadequate or unresponsive, behaviour of concern may arise.
- Positive Behaviour Support practices and principles are the foundation for interventions and supports and are always informed by a clinically valid assessment and are evidence based.
- Evaluation considers optimal functioning in that an individual's desired lifestyle is achieved where practical and where possible.

3. Scope:

This policy and procedure applies to children and adults who receive residential, respite or day services from SJOGCS. It applies to all staff working in Saint John of God Kerry Services.

4. Roles and Responsibilities:

- Regional Director of Services, Senior Management, Unit Heads and Co-Ordinators will ensure that all staff are aware of this policy and procedure and that it is implemented in all areas of the service.



- It is the responsibility of all staff to ensure this policy and procedure is adhered to at all times.

5. Procedure

- When a behaviour of concern presents, staff supporting the individual will select a non-restrictive, non-aversive response to the behaviour.
- In relation to children who avail of the service the organisation will ensure the involvement of parents/guardians at all stages e.g., referral and information gathering.
- If this is a sudden or once off occurrence, staff will complete a Behaviour Incident Report Form (providing as much detail as possible) which will be reviewed by the Supervisor, Person in Charge, Behaviour Support Co-ordinator and relevant MDT.
- Staff have access to on-going training in positive behaviour support and debrief sessions following incidents of distressed behaviours.
- If the individual has on-going problem with behaviours of concern, a referral will be made through the Behaviour Support Co-ordinator to the Positive Behaviour Support Clinics or directly to the Behaviour and Risk Co-ordinator.
- The referral will be completed by staff supporting the individual in writing.
- A copy of all referral forms completed are kept in the individual's file;
- Staff will be invited to attend the Positive Behaviour Support Clinic where they will discuss the issue of concern with the clinic practitioners. Following this consultation recommendations will be issued and should be held for reference and implementation in the individuals IPP.
- The strategies recommended by the Positive Behaviour Support Clinics are implemented with the appropriate supervision of the Positive Behaviour Co-ordinator. If MDT intervention is required, this will be raised by the Behaviour and Risk Co-ordinator directly with the relevant

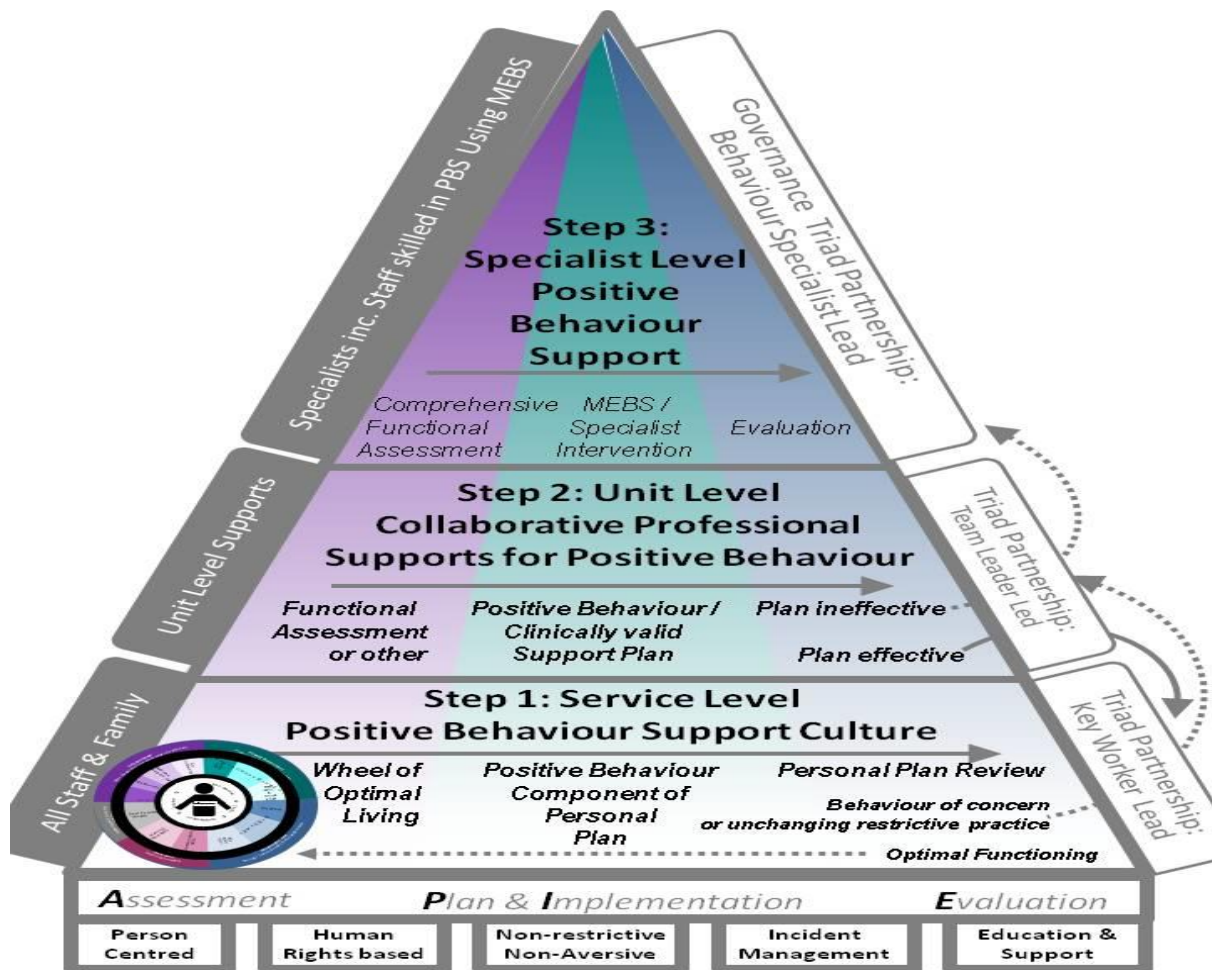


MDT member(s). This is in line with Step 1 of the SJOG Policy on PBS 2018.

- If behaviours do not improve, along with other outcomes not being achieved, for example, the reduction or elimination of restrictive practices a further referral is made to the Positive Behaviour Support Clinic or Behaviour and Risk Co-Ordinator for a Brief Background Assessment using the Multi Element Behaviour Support Model at Step 2 (see SJOGCS Policy on PBS 2018). Consultation with relevant MDT members will be initiated by the Behaviour and Risk Co-Ordinator, if required.
- If, following the implementation of a Step 2 MEBS plan, there are still behaviours of concern, the Behaviour and Risk Co-ordinator will initiate a Step 3 MEBS plan. This is referred to as the Practice Certificate in MEBS plan. The Step 3 MEBS can be completed as part of Callan Institute Practice Certificate in MEBS courses or directly by the Behaviour and Risk Co-ordinator. In addition to this, people who are already trained in MEBS at Step 3 level, can be supported through the clinical supervision of the Behaviour and Risk Co-ordinator, with support from Callan Institute to carry an additional case.
- Multi-Element Behaviour Support, once identified is required needs to be implemented, monitored and reviewed on a daily, weekly and monthly basis for efficacy and outcomes. The PSR needs to be scored weekly/monthly (or as determined by Behaviour Support Coordinator) to measure the level of implementation, etc. This is done via a collaborative effort from Keyworkers, Co-ordinators, Line Managers, Behaviour Support Co-ordinator and where relevant, MDT.
- If an emergency restrictive reactive strategy is used on more than one occasion, a case review is required and a post incident review will be completed which the Behaviour and Risk Co-ordinators will co-ordinate within 72 hours or as soon as practicable.
- If there are more than 3 incidents requiring an emergency restrictive reactive strategy within a 6 month period, and a Step 1 MEBS plan is in place, the Step 2 MEBS process should be initiated. If following the implementation and monitoring of the Step 2 MEBS plan, the behaviour of concern is still present, a Step 3 MEBS should be initiated through the Behaviour and Risk Co-ordinator.



- All Staff Supporting individuals with behaviours of concern must read and sign off on having read the Saint John of God Policy on Positive Behaviour Support 2018.

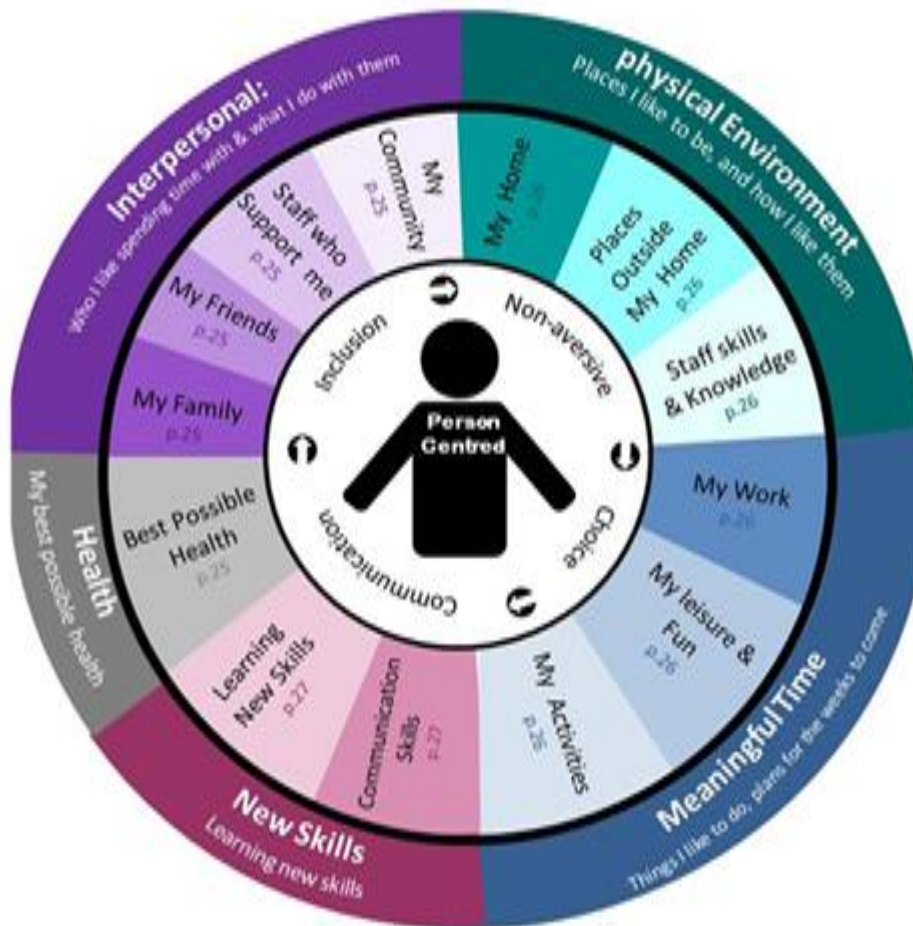


Graphic from SJOGCS Policy on Positive Behaviour Support 2018 indicating the Steps of MEBS and what is required at each Step.



Wheel of Optimal Living:

What makes life good?
& where to look if there is a behaviour of concern



Completing the Wheel of Optimal Living is Step 1 MEBS (SJOGCS policy 2018)

