Beyond best practice: How government and disability services can collaborate to provide high quality human services without restraint and seclusion

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Our research in Victoria shows

PBS put in place in Victoria in 2008 is making a difference to the quality of behaviour support plans (McVilly, Webber, Paris & Sharpe, 2011)

Relationship between quality of plans and restrictive interventions show support workers act on BSPs (Webber, McVilly, Fester & Chan, 2011)

Use of PBS components associated with reductions in the use of restrictive interventions (Webber, Richardson, Lambrick & Fester, 2012)
Best practice in writing behaviour support plans

Behaviour Support Plan-Quality Evaluation II (Browning Wright, Saren & Mayer, 2003) 12 components:

1. Behaviour/s of concern
2. Function/s of all behaviour/s of concern
3. Triggers the behaviour
4. Setting factors that support the behaviour/s
5. Environmental changes
6. Reactive strategies
Quality components

7. Replacement behaviour that meets the same function as behaviour
8. Strategies, tools or materials used to teach the replacement behaviour/s
9. Goals and Objectives
10. Reinforcement to use replacement behaviours
11. Team co-ordination
12. Communication & review
We know cut-off for good enough plans

BSP-QE II:

- Total scores range 0-24
- Reasonable quality appears to be at least total =13 points (>50%)
- Good quality plans (13+) associated with less restraint and seclusion use
- Poor quality plans (<13) associated with no change or more restraint and seclusion use
But services still not achieving minimum standard
Results of BSP-QE II in 2011-12
Implementation of BSP

1. We know:
   • BSP more likely to be implemented if the support team believes it will work (McClean & Grey, 2012)
   • Leadership is important (Williams and Grossett, 2011)

2. Workforce strategies:
   • During planning behaviour support--involve as many of support team that is possible
   • Make sure leaders are involved who can support the support team
What the Senior Practitioner in Victoria is doing to support services

1. System response: Electronic behaviour support plan:
   - seeks responses to all quality components
   - final BSP is easy to understand by casual workers

2. Workshops:
   - How to complete a quality plan (how to use the electronic BSP, brief ½ day program to all staff)
   - Intensive four day program to teams (how to develop high quality BSPs) Currently being piloted
Government’s role is to create shared value:

• Set vision for restraint reduction re policies and measureable goals
• Collect data and measure changes over time
• Support services to support disability support workers to do the work
Importance of policies and goals to reduce restraint and seclusion

Williams and Grossett (2011) found that organisational policies and measurable goals of restraint reduction were important to achieving an overall decrease of 80% in mechanical restraint.

If restraints were to be used:

1. A BSP must be developed and implemented
2. The BSP must have the goal of reducing the restraint
Findings from our most recent work

Services need help:

• To develop a policy regarding restraint reduction/elimination
• Set measurable goals
• Measure the achievement of goals over time

To do this work government needs to work with the people in organisations who can make decisions
Assistance from government

• Summary reports regarding use of restraint and seclusion over time
  ▪ How many people?
  ▪ How much?

• Reports regarding BSPs scores - was minimum standard reached?
  ▪ Which BSPs need to be reviewed?
  ▪ What missing in the BSPs?
Moving beyond knowledge of best practice

Governments need to help set shared values:

• Standards to be reached (increase only)
• Useful data to measure whether standards are achieved and what else needs to be done

Imperative to do this:

• Safer work places for disability support workers
• Increase in human rights