

## **New Frontiers: Rethinking Positive Behaviour Support in the National Disability Insurance Scheme**

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### **Aims/Objectives: What was the purpose what you did? Why is your topic important? What did you want to change? What difference did you want to make?**

People with disabilities who show challenging behaviours still face restrictive practices. There isn't much research proving that individual positive behaviour support (PBS) plans directly reduce these restrictive practices. The studies that do show effective ways to cut down on restrictive practices mainly focus on staff training and other changes within disability service provider organisations. To make long-term improvements in reducing restrictive practices, the Australian disability workforce needs to adopt a comprehensive organisational change approach that uses PBS as its foundation.

### **Methods/Process: Who was involved? What did you do? (100 words)**

We created a basic model for organisational change that uses PBS as its foundation. The logic behind this model is as follows: (1) If we train the workforce to support people with disabilities at home and in the community using practices that prevent issues and protect their rights, (2) then fewer people with disabilities will show challenging behaviours and need funding for behaviour assessments and personalised behaviour support plans, and (3) this will lead to significant reductions in the use of restrictive practices.

### **Results: What did you find? What changed? What difference did you make? What did you learn?**

We need to improve the skills of the disability workforce to use preventative practices, such as creating supportive environments, offering active assistance, enabling supported decision-making, and aiding communication. To do this, we need to change how funding is allocated. Currently, funding for behaviour support is given to individuals after they show challenging behaviors and restrictive practices are used. Instead (and in addition), funding should support organisational changes that focus on building the skills of the entire disability workforce in preventative practices and human rights.

**Conclusion: How could other people use what you found out? What would you recommend other people do based on what you did and what you found out?**

We hope this presentation sparks new ideas for enhancing the skills of disability support workers. We believe the National Disability Insurance Scheme should do more to help all disability workers use preventive practices and protect human rights. Disability workers need more time, resources, and support to build their skills. We should explore how disability service organisations can better support their workers' skill development. To achieve this, we need to stop viewing PBS as just an individual plan and start promoting a comprehensive organisational change approach that uses PBS as its foundation.

**Alignment with the Conference Theme: How does your proposal address the conference theme of 'New Frontiers'? How does your proposal showcase something new we can do to make the world a better place for people with disability? (50 words)**

This presentation aligns with the conference themes Building a Capable and Safe Workforce and Systemic Advocacy for the Future. This presentation showcases a new way of thinking about PBS that aims to build the skills of disability workers to use preventive practices and protect human rights.