



Incident Management Policy and Procedure

Purpose and Scope

Network Rehabilitation Group, as a NDIS provider, through Rehabilitation Support Services and Network Rehabilitation Support Services is committed to taking all reasonable steps to prevent all forms of harms to our participants and our employees. We abide by our legislative requirements to record, respond to, and manage incidents in accordance with the NDIS Quality and Safeguards Commission incident management system and procedures, including notifying the Commission of all reportable incidents. In supporting our employees, we abide by the latest Western Australian Work Health and Safety Act and strive for a 100% incident and accident-free workplace safety record. This Incident Management Policy and Procedure applies to all participants, employees, contractors, and reference group members.

1.0 Definitions

Participant: A person who receives supports through either Rehabilitation Support Services or Network Case Management Services.

Employee: Includes all people engaged by a NDIS provider, including casual, part time and fulltime employees as well as contractors.

Near miss: unplanned event that has the potential to cause harm but didn't at the time.

Incident: Acts, omissions, events, or circumstances that occur in connection with providing NDIS supports or services to a person with disability and have, or could have, caused harm to the person with disability

Harm: physical or psychological damage hurt, injury or damage.

Minor injury: Assessed by the level of harm caused to the Participant, first aid skills would suffice and it would not require hospitalisation

Serious harm/injury: Assessed by the level of harm caused to the Participant, examples include fractures, burns, deep cuts, extensive bruising, concussion, any other injury requiring hospitalisation

Reportable incident: Reportable incidents are serious incidents or alleged incidents which result in harm to a NDIS participant and occur in connection with NDIS supports and services.

2.0 Policy

Whilst we have a low-risk appetite and control measures in place to mitigate incidents we acknowledge that at times they occur and we will follow all legislative guidelines, the NDIS (Incident Management and Reportable Incident) Rules and abide by our organisational values to support, respond, manage, and resolve any incidents in a person centred, trauma informed way. We will utilise our Incident Management System to learn and continuously improve to prevent harm, abuse, and neglect of people with disability.

If an incident occurs with a participant in connection with the provision of NDIS supports or services that results in a near miss, minor injury, or harm, we will follow our incident management procedure. Examples of near miss, minor injury or harm include:

- a. Participant falls off any of their equipment (wheelchair, shower chair, commode etc)
- b. Any type of minor injury to the participant, ie cuts themselves with a knife, crushes finger in car door
- c. Participant is verbally abused by someone.
- d. Participant faints/falls/seizures
- e. Medication mismanagement – the participant accidentally takes two days' worth of medication in one day; the participant drops the medication under the fridge so can't take it for that day etc.
- f. Changes in mood or behaviour that is not the Participant's normal behaviour, ie very low mood, suicidal thoughts, anxiousness, delusions or hallucinations.
- g. Noticeable changes in financial situation, ie suddenly can't afford their normal living expenses, asking for money, items missing from their home.

Please refer to your handbook for more examples of incidents that require the Participant Incident form to be completed.

If an incident results in serious harm and is categorised within Subsection 73Z(4) of the NDIS Act and the incident occurred or is alleged to have occurred in connection with the provision of supports or services we provide, we shall report the incident to the NDIS Safety and Quality Commission. A **reportable incident** as per Subsection 73Z(4) is:

- a. the death of a person with disability; or
- b. serious injury of a person with disability; or
- c. abuse or neglect of a person with disability; or
- d. unlawful sexual or physical contact with, or assault of, a person with disability; or
- e. sexual misconduct committed against, or in the presence of, a person with disability, including grooming of the person for sexual activity; or
- f. the use of a restrictive practice in relation to a person with disability, other than where the use is in accordance with an authorisation (however described) of a State or Territory in relation to the person.

3.0 Procedure

We require all NRG employees to have a *NDIS Worker Screening check*, undertaken their online *induction training*, read and understand our *policies and procedures* and refer to their *handbook* for examples of incidents that require a **Participant Incident Report Form** to be completed (please note this is not an exhaustive list, if you have any queries about an incident please phone the office, 08 9387 6881).

As a **Support Worker**, we require you to:

1. Check for danger, assess the situation, and call 000 if required
2. Ensure the health, safety, and wellbeing of the Participant prior to doing anything else, apply basic first aid if required and mitigate any immediate risks
3. Check the Participants Support Plan for how to deal with known incidents, if you're unsure of what to do with common incidents check your Support Worker Handbook
4. Once the Participant is safe and their immediate medical needs and wellbeing cared for, please advise the participant that you need to use your phone to let the office know of the incident
5. Add a note onto the When I Work chat
6. Complete the Participant Incident form which you'll find in your When I Work app under Documents, follow the instructions on the form and email through to incidents@networkcms.com.au this needs to be done during the shift the incident occurred
7. If you require emotional support after the incident, please call the office on 9387 6881 or if you'd prefer you'd prefer a confidential conversation with a trained counsellor please utilise our Employee Assistance Program (EAP) by calling 1300 667 700, further information regarding the EAP is available in the documents section of your WIW app.

As a **Coordinator**, we require you to:

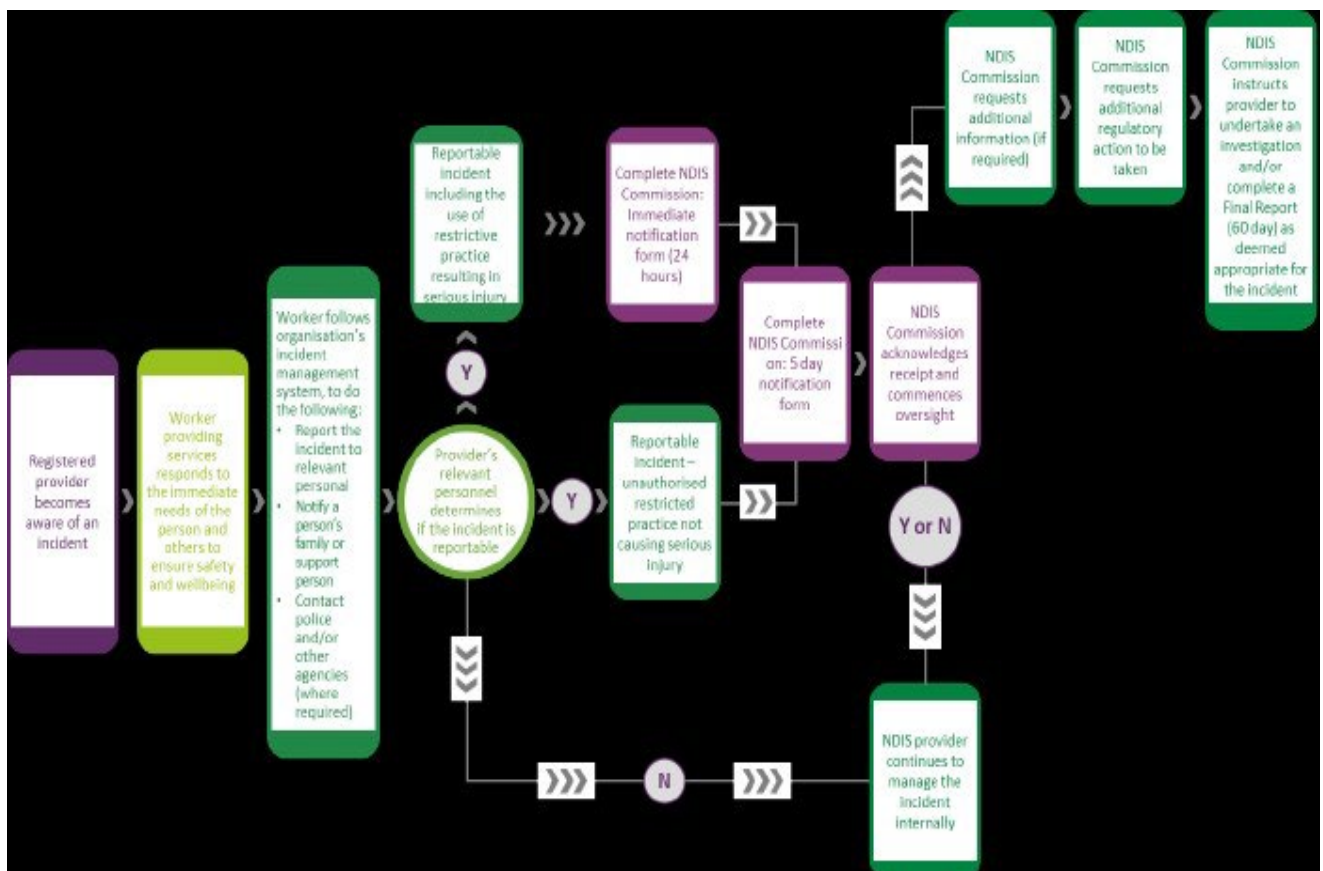
1. Report to the **implementing provider** any incidents you become aware of
2. If the incident is a NDIS reportable incident, you are to follow the reporting timeframes when reporting to the implementing provider
3. Work with the implementing provider to action any changes the Participant may need to ensure the incident doesn't occur again.
4. Lodge a change of situation if required.
5. Notify the NDIS Service Manager within five days via email or phone call and add all emails, documents, and a file note to Lumary outlining the incident and the actions you have taken.

If the incident relates to an Unauthorised Restrictive Practice, please refer to the *Restrictive Practices Policy and Procedure*.

Members of the **NRG Leadership Team**, will:

1. **General Manager** will review the Participant Incident form on the day it is received and liaise with the relevant service Manager as required. If the incident falls within any of the below Reportable Incident categories, the General Manager will report to the **NDIS Quality and Safeguards Commission** within the reporting timeframes by submitting an Immediate Notification Form via the Portal and follow the reportable incidents process.

What to report	Reporting Timeframe
death of a person with disability	24 hours
serious injury of a person with disability	24 hours
abuse or neglect of a person with disability	24 hours
unlawful sexual or physical contact with, or assault of, a person with disability	24 hours
sexual misconduct committed against, or in the presence of, a person with disability, including grooming of the person for sexual activity	24 hours
the use of a restrictive practice in relation to a person with disability if the use is not in accordance with a required state or territory authorisation and/or not in accordance with a behaviour support plan.	Five business days



The **General Manager** and relevant Service Manager will investigate the incident by consulting with the Participant, Support Workers, the Participant's family, and friends (if they were present) and other key stakeholders involved in the incident.

The investigation will provide the mandatory information required by the NDIS Commission:

- **Description of the incident** – including the impact on, harm caused to, the person with disability (exception for death)
- **Details of the incident** – time, date, and place
- **Contact details** – names and contact details of the provider, person making the notification, and any people involved in the incident (including witnesses)
- **Response** – immediate actions taken in response to the incident, including risk assessments, actions to ensure the health, safety, and wellbeing of people with disability affected by the incident, and whether it has been reported to police or another body.
- **Support given** – how you have supported, assisted, and involved the affected person to ensure their health, safety, and wellbeing
- **Outcomes from the investigation**
 - decisions made (rationale why it's a reportable incident or not)
 - continuous improvement (do internal processes need to be updated?)
 - training (is additional training required?)
 - risk assessment (what have we done to reduce the risk or prevent similar incidents from occurring?)
 - consult with Participant's family, Coordinator, and allied health team

Once the investigation is complete the **General Manager** will update the Participant's Lumary file by attaching the Participant Incident form and a case note outlining the investigation and outcome. The General Manager will update the **Safety and Quality Committee** meeting with all Participant Incident forms so they may be reviewed, and continuous improvement discussed at the monthly meeting. Recommendations for Continuous Improvement will be communicated to relevant stakeholders and the responsibility of the relevant Manager to implement.

4.0 Related internal documents

Participant Incident Form
 Restrictive Practices Policy and Procedure
 NRG Risk Management Framework
 NRG Risk Management Policy and Procedure
 NRG Safety and Quality Committee Terms of Reference

5.0 Supporting legislation and standards

UN Convention on the Rights of Persons with Disabilities
 National Disability Insurance Scheme Act 2013 (the Act)
 NDIS Code of Conduct
 NDIS Practice Standards
 NDIS (Incident Management and Reportable Incident) Rules

Authorised

Brett Costello

Brett Costello, Managing Director

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