

GENERAL MANUAL POLICY

APPROVED BY: 
Executive Director

CATEGORY: Supports and Services

TOPIC: Physical Restraints

INTENT

To ensure the care, welfare, safety and security of all employees and Person Supported.

POLICY

In general, it is the rule at Community Living Thunder Bay (CLTB) that physical restraint(s) is forbidden. An employee may not use force in the performance of his/her duties.

It is recognized, however, that under certain conditions, physical intervention may be necessary to save life, prevent injury and/or to protect oneself or others. It is further recognized that carefully controlled use of force may be the least intrusive option available for some individuals during episodes of violent behaviour.

The following apply to specific conditions only and then only after less intrusive options have been exhausted:

1. Physical restraint may be used to prevent very serious or life-threatening injury when there are reasonable grounds to expect that failure to intervene would result in such injury being caused: and/or
2. Physical restraint may be used as prescribed by a structured behaviour shaping program, under controlled conditions, under the supervision of a professional who is competent to administer such treatment or programs, for which the Supported Person's consent has been given, and with prior approval of the executive director or designate.

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1. Definitions

Support Worker, in relation to CLTB:

An employee of CLTB who provides direct support to Person Supported at a specific location.

Physical Restraint in relation to a Supported Person:

Means using a holding technique to restrict the Supported Person's ability to move freely, and

"Physically restrain" has a corresponding meaning.

For greater clarity, physical restraint does not include:

- Restriction of movement, physical redirection or physical prompting if the restriction of movement, physical redirection or physical promoting is brief, gentle and part of a behaviour support program; or
- The use of helmets, protective mitts or other equipment to prevent a Supported Person from physically injuring or further physically injuring himself/herself.

This must be written up in their Behaviour Support Plan and their Person Centre Plan and the Supported Person must sign/agree.

CLTB shall establish,

- a) If a Supported Person has a history of acting out behaviour and intervention is required, use the Crisis Prevention Institute (CPI) model.
- b) This must be included in the Person Centre Plan and Behaviour Support Plan. The Supported Person must sign/agree to the consent form. Where possible the signed consent form, for the procedure/intervention, is to be used.

Physical restraint may be carried out only by CLTB's support workers who have received the training and education (C.P.I) and only after the restraint is prescribed by a medical professional.

During physical restraint of a resident, the Supported Person's condition must be continually monitored and assessed.

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2. Procedure for Employees to Evacuate when Dealing with a Violent Situation

When dealing with a person displaying aggressive/violent behaviour and all other non-violent crisis intervention (other than physical restraints) have been tried with no results, implement the following procedure:

These steps are not necessarily in chronological order.

- Remove any other person(s) and (this includes the employee dealing with the situation) to a safe location,
- Call 911,
- Call appropriate manager,
- Access availability of another employee,
- Return to and monitor situation from a safe distance,
- Report as Serious Occurrence.

3. Rules Governing the Use of Physical Restraints

Once prescribed by a medical professional, the executive director shall ensure that physical restraints of CLTB are carried out in accordance with the following rules:

- a. Physical restraint may be carried out only for the purpose of preventing the person from physically injuring or further physically injuring himself/herself or others.
- b. Physical restraint of a Supported Person may never be carried out for the purpose of punishing the Supported Person.
- c. Physical restraint of a Supported Person may be carried out only if there is a clear and imminent risk that the Supported Person will physically injure himself/herself or others.
- d. Physical restraint of a Supported Person may be carried out only after it is determined that less intrusive interventions are or would be ineffective in preventing the Supported Person from physically injuring him/herself or others.
- e. Physical restraint of a Supported Person may be carried out only by a CLTB support worker who has received the training and education (CPI).

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- f. A particular holding technique may be used only by a CLTB support worker who has received specific training in that technique in a training program approved by the Ministry (CPI).
- g. When physical restraint of a Supported Person is carried out, it must be carried out using the least amount of force that is necessary to restrict the Supported Person's ability to move freely.
- h. During physical restraint of a Supported Person, the Supported Person's condition must be continually monitored and assessed.
- i. Physical restraint of a Supported Person must be stopped upon the earlier of the following:
 - i. When there is no longer a clear and imminent risk that the Supported Person will physically injure him/herself or others.
 - ii. When there is a risk that the physical restraint itself will endanger the health or safety of the Supported Person.
 - iii. When the Supported Person goes down to the floor or any object (ex. chair, bed), leave him/her alone.

4. Training

CLTB will ensure that all employees receive training in the approved package.

New employees will be signed up for training within thirty (30) days of hire. An employee that does not receive training in the approved package will not be permitted to work as a support worker.

CLTB ensures that refresher courses will be provided to an employee as necessary to maintain his/her certification.

Documentation of training received by each employee will be maintained in the employee's file.

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All new employees must be signed up for CPI training. Training for all new employees and re-certification will be done for all employees as designated by CLTB.

Roster sheets will be kept by the managers. Records of CPI training and re-certification dates are filed at admin.

5. Education

CLTB will educate all employees in the Physical Restraint Regulation (as appropriate), the Ministry policies regarding Restraints and CLTB's policies regarding physical restraint.

This process includes the documentation of the education requirements.

Report use of physical restraint to the manager and executive director for follow-up.

All incidents that involve the use of physical force must be documented using the serious incident/serious occurrence reporting procedure.

When a Serious Occurrence Report is completed as a result of the use of physical restraint, the Supported Person's view must be contained in the serious occurrence report, taking into consideration the Supported Person's capacity to communicate his/her views.

6. Monitoring

CPI training and re-certification has been added to CLTB's annual compliance review checklist.

Employee training (re-certification) dates will be added to the roster and sent out annually.

