



The Beacon

The news update from Crimson Hill Support

Number 63, January 2017

Happy New Year everyone!

In this edition there is an article summary about Positive Behaviour Support by Chris Stirling the Vice President of the Crisis Prevention Institute which create the MAPA courses.

There are also amendments to the Lift Policy and a reminder about the Training Policy, so make sure you read them and understand the new changes. All new policy and procedure CD's will have the updated Lift Policy on them. If you have any questions please get in contact.

Thanks

Fliss & Steve

Lift Policy

Amendment

Currently Lifts are charged at £5.00 per lift and the policy states that they should be booked with at least 48 hours notice, except when the shift has been changed by the office.

From the 1st February 2017 if a lift is booked with less than 48 hours notice, and this is not due to a late change created by the office then the lift will be charged at £7.50.

Training Policy

It is a joint responsibility for employers and staff to arrange and attend training, whether this is induction, new, or refresher training. Recently we have had very low attendance for a variety of courses, I would like to draw your attention to the following part of the the Training Policy, which states:

“All employees will be offered two attempts of attendance and completion of the same course ; if absent for a further third session then a meeting will be held to discuss the employees reasons why? The outcome may see either the extension of probationary periods, commencement of Performance Management or a possible termination of employment. ”

Important Dates

Pay day for January - Tuesday 31st 2017. Expenses claims to office by Friday 3rd February 2017, If mileage claims are later than this, there may well be delay in paying. So please make sure you send the expense sheets in with your time sheet. Thanks.

Positive Behaviour Support

PBS is a multi-component framework for understanding an individual's challenging behaviour based upon assessing the social and physical environment in which the behaviour occurs.

It is aimed at helping staff to understand what maintains an individual's challenging behaviour based on an assumption that all behaviour has a purpose or "function". It helps determine the context of the behaviour, and thus better understand when and where it may occur and what maintains the behaviour in terms of reinforcement and consequences.

PBS is value based and its aim is prevention and reduction. It is evidence based and creates interventions which generate long term lifestyle changes to gradually enhance the person's life.

MAPA links directly to PBS and follows the four stage framework to help staff think about how best to implement approaches that prevent, minimise or de-escalate behaviours. The four stages are Primary Prevention, Secondary Prevention, Crisis Intervention, and Post Crisis Support and Learning.

(Taken from article by Chris Stirling in Instructors Forum vol4, no4.)

Important Information about Oncall

Please can all of you remember that oncalle in the evenings and at weekends is for urgent situations only.

We have had several situations in the past few months where the oncalle person has been contacted by people regarding non urgent issues. Some examples (but not all of them); "who am I on shift with" "Can I book a lift for three days time", and "has my AL been approved for next month" or "I have a dentist apt in three weeks time..." Whilst their time has been taken up with this, staff and service users who needed support, issues, and situations resolved due to incidents and emergencies, have not been able to get through or get a response as quickly as they need.

In future if you contact the oncalle manager with questions, comments or issues which are not urgent they will ask you to contact your Team Leader or the office on the next working day. Thanks Fliss