
NONVIOLENT CRISIS INTERVENTION TRAINING – AD-III-8

POLICY:

In the event of aggressive behaviour towards oneself, others or the environment, only approved techniques shall be used to prevent and reduce danger of harm to persons or property. Regulations under the Services and Supports to Promote the Social Inclusion of Persons with a Developmental Disability Act require that all staff/volunteers who directly support persons with developmental disabilities who have challenging behaviours must have successful completion of training in the use of physical restraints and alternative behaviour management interventions using a Ministry-approved program.

All designated staff/volunteers shall maintain current certification in the Nonviolent Crisis Intervention® (NCI) as set by the Crisis Prevention Institute (CPI) and OPTIONS NORTHWEST. OPTIONS NORTHWEST supports the CPI - NCI philosophy of care, welfare, safety and security for everyone affiliated with the agency.

PURPOSE:

To ensure staff, volunteers and recipients of service are supported through the use of recognized teachings/ techniques in order to prevent and reduce danger or harm to persons or property.

PROCEDURE:

All current and newly hired designated employees and volunteers of OPTIONS NORTHWEST are required to possess a valid NCI certificate in order to work, subject to any exceptions noted below and/or as approved by the Executive Director.

Participants will be required to perform Disengagement Skills and Holding Skills in accordance with the standards set by the CPI and complete a post-test at the end of each program, achieving a passing grade of seventy-five percent (75%) before NCI certification/recertification will be issued.

1. INITIAL CERTIFICATION

- a. Designated staff and volunteers without a current NCI Certification upon hire shall complete their initial training prior to working directly with vulnerable persons.

2. REFRESHER COURSES

- a. Designated staff and volunteers shall maintain the currency of their training through scheduled attendance at a refresher course at least once in every three-year period.
- b. More frequent refreshers may be imposed by the Director/ Manager / Supervisor of a specific site based on the needs of the individuals and employees/volunteers in that location.
- c. Failure to attend and successfully complete a refresher course prior to expiry shall result in the employee not being scheduled to work and being placed on a leave without pay until such time as they are able to produce a current NCI certificate. Volunteers will not work without direct supervision and may also be placed on leave, depending on the volunteer arrangements.
- d. If an employee/volunteer fails the post test, he/she will have opportunity to take a retest.
- e. Failure to produce a current NCI certificate within a reasonable length of time shall result in termination of employment or volunteer placement.

3. EMPLOYEES RETURNING FROM LEAVE OF ABSENCE

- a. Staff returning from a leave of absence, and who require refresher training, must successfully complete the refresher course prior to their return to work.
- b. Failure to successfully complete the refresher will result in the employee not being scheduled to work until they are certified. This shall be achieved through placing the employee on leave without pay until such time as they are able to produce a current NCI certificate.
- c. Failure to produce a current NCI certificate within a reasonable length of time shall result in termination of employment.

RECOMMENDED BY: Manager, Human Resources

APPENDICES: 0

OPERATIONAL ACCOUNTABILITY: Administration, Human Resources, Community Services (all)

ORIGINAL POLICY DATE: July 1996,

AUTHORIZED BY: Executive Director

SIGNATURE: _____

