



Duty of Care and Dignity of Risk Policy

Introduction

At Launnie Care Services, we are committed to providing person-centered care that respects the unique needs, preferences, and values of each participant. Our approach focuses on empowering individuals to make informed decisions about their care and support, while promoting dignity, autonomy, and independence. This policy outlines our dedication to person-centered care and the principles that guide our interactions with participants.

Policy on Duty of Care and Dignity of Risk

Purpose

This policy outlines the organisation's commitment to providing safe and supportive services that promote the well-being and independence of participants. It aims to balance the need to protect participants from harm with their right to take risks and make choices.

Scope

This policy applies to all staff, volunteers, and contractors working for or on behalf of the organisation. It covers all interactions with participants, regardless of location or service delivery method.

Participant Rights

The organisation is committed to upholding the rights of all participants, as outlined in the NDIS Practice Standards. These rights include:

- **Choice and Control:** To make informed choices about their own lives and support.
- **Respect:** To be treated with dignity and respect.
- **Privacy:** To have their personal information protected.
- **Safety:** To be protected from harm and abuse.

Duty of Care

The organisation has a duty of care to all participants. This means that we must:

- **Take Reasonable Care:** Take all reasonable steps to protect participants from harm.
- **Risk Assessment:** Identify and assess potential risks to participants.
- **Minimise Risk:** Take steps to minimise or eliminate identified risks.
- **Monitor and Review:** Regularly monitor and review risk management strategies.



Dignity of Risk

The organisation recognises the importance of allowing participants to take risks and make choices. This means that we will:

- **Support Informed Decision-Making:** Provide participants with the information they need to make informed decisions.
- **Encourage Independence:** Encourage participants to take on challenges and develop new skills.
- **Balance Risk and Safety:** Balance the need to protect participants with their right to take risks.

Responsibilities

Employee Responsibilities:

- **Risk Awareness:** Be aware of potential risks and take steps to minimise them.
- **Informed Decision-Making:** Support participants to make informed decisions.
- **Incident Reporting:** Report any incidents or near-misses.
- **Professional Conduct:** Conduct yourself in a professional and ethical manner.

Management Responsibilities:

- **Policy Implementation:** Ensure the policy is implemented and understood by all staff.
- **Training and Education:** Provide regular training to staff on duty of care and dignity of risk.
- **Risk Management:** Implement effective risk management strategies.
- **Incident Reporting and Investigation:** Investigate all incidents and take appropriate action.
- **Support and Supervision:** Provide support and supervision to staff.

Implementation

- **Training:** All staff will undergo mandatory training on duty of care and dignity of risk.
- **Risk Assessment:** Regular risk assessments will be conducted.
- **Incident Reporting:** A system will be in place for reporting incidents and near-misses.
- **Review and Update:** The policy will be reviewed annually to ensure its effectiveness.



Compliance and Accountability

- Compliance with NDIS Standards: The organisation will ensure compliance with all relevant NDIS Practice Standards and regulations.
- Accountability: All staff are accountable for adhering to this policy and reporting any breaches.
- External Reporting: The organisation will report any serious incidents to the NDIS Commission as required.
- Internal Reporting: A confidential reporting mechanism will be established for staff to report concerns.
- Disciplinary Action: Appropriate disciplinary action will be taken against any staff member found to have breached this policy.

By adhering to this policy, the organisation aims to provide safe and supportive services that empower participants to live their lives to the fullest.

Conclusion

At Launnie Care Services, person-centered care is at the heart of everything we do. We are committed to empowering participants, honoring their choices, and promoting their well-being through individualized care and support. By embracing the principles outlined in this policy, we uphold our commitment to excellence and ensure that each participant receives the compassionate and personalized care they deserve.

For any questions or further clarification on this Duty of Care and Dignity of Risk Policy, please contact your supervisor or the Quality Assurance Manager.

Acknowledgement

I, _____, have read, understood, and agree to abide by Duty of Care and Dignity of Risk Policy.

Signature: _____

Date: _____