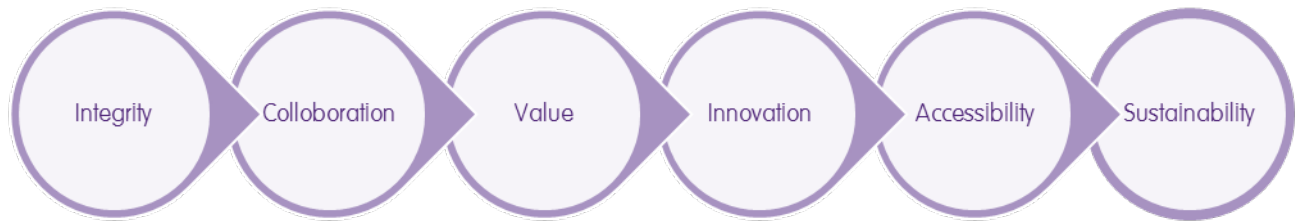


HCA Disability Services - Least Restrictive Alternative Principles



Integrity, Collaboration, Value, Innovative, Accessibility and Sustainability are the values that underpin all of our services and relationships.

Policy Statement

HCA is committed to provide support and services to people with a disability based on the principle of the Least Restrictive Alternative, which is "The limitation of special intervention in a person's life to the minimal extent required by his/her disability."

Policy Aims

- To ensure staff recognise the rights of people with a disability to support services
- Which are supportive and enable him/her to grow towards his/her fullest potential.
- To recognise that support provided will not be unduly restrictive on or intrusive into a person's lifestyle.

All employees must adhere to this policy ensuring they are fully aware of and understand their obligations in relation to this policy.

Policy Details

The Least Restrictive Alternative can be defined as:

"The limitation of special intervention in an individual's life to the minimal extent required by his/her disability."

The principle recognises the rights of people with a disability to services which are supportive and enable him/her to grow towards his/her fullest potential. It is also recognised that support provided will not be unduly restrictive on or intrusive into a person's lifestyle. In short it means that a person with a disability will be given as much or as little support necessary to achieve his / her goals and / or tasks.

All service providers have the opportunity to obtain:

- Support and supervision only to the extent that facilitates personal safety and successful learning.
- Access to his/her local community. Encourage the use of community based services.
- The opportunity to be a valued member of his/her community.
- The ongoing opportunity for skill development in various areas. The amount of assistance decreases as the skills of the customer increase.
- Maximum personal independence and control of his/her life. The amount of control may differ for different people.

The principle of Least Restrictive Alternative requires that the Direct Support Worker and the individual support plan include strategies / activities that avoid any negative thoughts or perceptions of a person's self-image in the community. The Direct Support Worker will recognise individual differences, and work towards developmental needs and the positive maximisation of an individual's potential. All staff policies and attitudes will respect the rights and dignity of people.

References and related policies

The following HCA Policies should be read in conjunction with the following customer statements, management standards or policies;

- HCA Disability Services Standard 1 - Rights