

## **Crisis Management Team position paper regarding the deferral of refresher physical intervention training in Children's Residential Services**

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### **1.0 Introduction**

Work related violence diminishes the quality of working life for staff, compromises organisational effectiveness and ultimately impacts negatively on the provision of services. Children's Residential Services (CRS) is committed to creating and providing a safe environment for staff to work in. In part, this is achieved through the provision of ongoing and refresher training to staff, to ensure they deploy physical interventions safely while taking on board the inherent risks involved.

### **2.0 Challenges**

The COVID-19 pandemic continues to impact service delivery within CRS. In particular, due to the government and public health guidance around physical distancing measures, the provision of physical intervention refresher training for staff presents as a challenge.

### **3.0 Requirements for training**

Cornell University has advised that the standard set by the regulators, under the restraint reduction training standard (2019), stipulates that re-certification occurs annually. CRS has established and operates to a higher standard of refresher training which is delivered on a six monthly basis.

CRS is seeking derogation from the current established practice of delivering Therapeutic Crisis Intervention (TCI) refresher training on a six monthly basis. This is solely due to the challenges associated with the requirements for physical distancing and consequential inability to deliver effective training.

#### **4.0 Identify risks**

The risk associated with this request is considered low. The rationale for this is as follows: -

- It will affect only a small cohort of staff overall who are due to do refresher training during the current pandemic.
- To date, staff have consistently received refresher training twice a year, every year, so there is no concern regarding a loss of skill.

#### **5.0 Post COVID-19 Plan**

The staff affected by this will be prioritised for training once the pandemic is over.

#### **6.0 Recommendation**

The CMT agrees to allow for the derogation from current practice re TCI training.

**Approved by Tusla Crisis Management Team – COVID-19**