



Incident Management and Procedures Policy

Fit Kidz Foundation is committed to ensuring that incidents which occur in relation to the provision of services are managed consistently and effectively, and that workers can identify, manage, report and resolve incidents.

The organisation collects and reviews data on incidents in order to inform improvement activities.

Fit Kidz Foundation regularly reviews its incident management system and processes to ensure that they are:

- Appropriate to the size of the organisation and the classes of supports it provides
- Well documented
- Readily accessible to all workers employed or engaged by the organisation
- Reflective and adaptive, with an intent to prevent incidents

Record of policy development

Version	Date approved	Date for review
3	October 2019	Sept 2025

Responsibilities and delegations

This policy applies to	All Staff
Specific responsibilities	
Policy approval	Senior Management

Policy context – this policy relates to:

Standards	
Legislation	National Disability Insurance Scheme Act 2013 National Disability Insurance Scheme (Incident Management and Reportable Incidents) Rules 2018
Contractual obligations	
Organisation policies	Open Disclosure Policy Critical Incidents Policy Work Health and Safety Policy Risk Management Policy
Forms, record keeping, other documents	Risk and Incident Register Incident Report Template Incident Investigation

Definitions

Incidents: are acts, omissions, events or circumstances that occur or could occur during or in relation to

the provision of supports, or the alteration or withdrawal of supports, that cause harm, either physically or emotionally, to a worker, client, or other stakeholder. Incidents also include acts, omissions, events or circumstances that have caused or could cause damage to property, the environment, material or cause public alarm.

Reportable Incidents: refer to incidents, or alleged incidents, of severity that must be reported to an external agency. This includes but is not limited to:

- The death of a client
- Serious injury
- Abuse or neglect
- Sexual misconduct
- Unauthorised restrictive practices

Workers are staff, contractors and volunteers employed or engaged by Fit Kidz Foundation.

Procedures

Induction and staff training

All workers must be familiar with the organisation's incident management system, understand the organisation's definition of a Reportable Incident, and understand the procedures they must follow for reporting all incidents to the organisation and an external body (if required).

Fit Kidz Foundation promotes a culture of open reporting and ensures that all workers understand that they are supported to report any incident or alleged incident, and that there will be no negative consequences for doing so.

Incident identification

If a worker observes an incident, or a client or member of the public notifies a worker about an incident that does or could cause permanent or temporary detriment to a client, worker or other stakeholder, then the worker must report the incident to Leadership Team / their nominated supervisor and complete an Incident Report.

Workers and clients will be protected against any adverse actions as a result of reporting or alleging that an incident has occurred.

Immediate response

Where possible, an incident will first be addressed by the organisation's personnel responsible and qualified to effectively manage the incident as it takes place. First respondents understand that they must contact emergency services if the situation warrants.

Notification procedures

Staff must report incidents to various agencies and persons based on the following priority system:

- For serious incidents workers must first contact emergency services
- Workers must report all incidents internally to their supervisor / Leadership Team and complete an Incident Report.
- Appropriate staff member is responsible for notifying families, guardians and advocates of the client.
- If an incident is a Reportable Incident, the Senior Manager will notify the relevant external body within the expected timeframe of the external body.

Supporting clients

Throughout the incident management process, from initial response through to review, clients will be

supported by the organisation through means of:

- Reassurance if the client reported the incident;
- Trauma and counselling services where required;
- Changes to regular supports if necessary;
- Clear, ongoing communication regarding the progress and outcomes of the investigation.

Clients will be involved in the management and resolution of the incident where appropriate.

Assessment and investigation

Leadership Team is responsible for creating an initial assessment of any incident, to determine the severity of an incident and to establish the need for, and scope of, an investigation. If an incident is a Reportable Incident, an internal investigation will take place. All investigations will be undertaken and conducted in accordance with principles of natural justice and procedural fairness.

Incidents involving criminal allegations will be reported to law enforcement, who will receive full support of the organisation in their investigations.

Whenever an investigation into an incident is conducted, it should establish:

- The cause of an incident
- The effect of an incident
- Any organisational processes that contributed to or did not function in preventing an incident
- Changes the organisation can make in order to prevent further incidents from occurring

Information related to incident investigations, including records of phone conversations, emails, documents and, where possible, records of face to face interviews will be recorded and kept in strict confidence.

Incident resolution

Based on Leadership Team's assessment, the organisation may undertake remedial action proportionate to the severity of the incident, including but not limited to:

- Providing an apology
- Disciplinary action
- Financial compensation

The organisation will inform and involve clients, family and advocates in the process of incident management and resolution.

Incident register and review

The organisation keeps an accurate register of all incidents that occur in relation to the provision of services. Each entry in the register contains:

- A description of the incident
- A determination of whether or not the incident is a Reportable Incident
- Where possible, time, date and location
- Names of all the people involved, including witnesses
- Details of the incident assessment
- Actions taken in regard to the incident

The organisation will review this information annually to understand trends, address systemic issues and inform improvement activities.

Records will be kept for a minimum of seven years.

Assessment, investigation and Action plans for ongoing Behaviours of Concern during Group Programs

- The leadership team monthly reviews the register of incidents.
- If a child has 5 or more incidents which relate to behaviour of concern, then a meeting with the family to discuss how to support the child will take place. Outcomes may include:
 - Internal referral for additional support relating to the behaviour of concern.
 - External referral for additional support relating to the behaviour of concern.
 - Monitoring, with a follow up meeting date set.
- All action plans will be reviewed formally with the family with 5 weeks.

Reviewing and Approving this Policy		
Frequency	Person Responsible	Approval
Every two years	Senior Manager	Board

Policy Review and Version Tracking			
Review	Date Approved	Approved By	Next Review
1	October 2018	Senior Manager	October 2020
2	October 2020	Senior Manager	October 2022
3	September 2023	Senior Manager	September 2025

End of document
