

Melior Positive Behaviour Support

Positive Behaviour Support (PBS) and funding FAQs

Frequently asked questions



View the full PBS journey with Melior.

Learn more about positive behaviour support.



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What is PBS?

Positive Behaviour Support (PBS) is a comprehensive person-centred approach that focuses on understanding a person's needs, their environment, and the factors that influence their overall quality of life.

PBS doesn't work like counselling or therapy sessions. Instead, it looks at the person's whole environment and the people supporting them. The aim is to understand why behaviours of concern may occur, teach skills that enhance a person's quality of life, create more capable environments that work for them, and support people to participate more fully in their relationships, school, work, leisure activities, and community.

The journey to get to know the client, understand the environment, complete the Functional Behaviour Assessment and develop the Positive Behaviour Support Plan takes a minimum of 6 months, which is then followed by the implementation, training, collaboration, monitoring and review, and ongoing support.

The ongoing support and review are to ensure the PBS plan remains effective and relevant, and can be used to support an NDIS plan reassessment.

When the time is right, you will be supported to transition out of PBS services. With person-centred care, people can engage in life with greater confidence and capacity, becoming the best versions of themselves.

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Do I need to understand PBS before we start?

No, it's very normal not to fully understand PBS at the beginning. Many families, especially those new to the NDIS, are unsure how PBS works. Your practitioner will explain things along the way and answer any questions, as well as share resources with you. You will find out more about PBS and funding in this document.

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Is PBS the same as therapy?

No. Therapy (like psychology or counselling) often predominately involves one-on-one sessions.

It might help to prepare any questions you may have, so you can talk them through with your practitioner. PBS is different. PBS primarily focuses on systems, environments, and stakeholders rather than direct one-on-one therapy, and has a different timeline and outcomes than therapy.

A summarised PBS timeline looks like:

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| 1. Introduction and Initial Interim Plan if required (first 4 weeks) | 3. Implementation period (training, collaboration, monitoring and review) |
| 2. Functional Behaviour Assessment and completion of Behaviour Support Plan (first 6 months) | 4. Yearly review of Comprehensive Behaviour Support Plan (estimated 10-15 hours) |

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How is PBS funding used?

It's common to wonder how PBS funding is being used, especially early on as funding is used for much more than just the face-to-face sessions that you have with your practitioner.

This usually happens before the Positive Behaviour Support Plan is complete, when a lot of work is happening in the background to understand the person, the environment, and why behaviours of concern may occur. Once the plan is shared, it will demonstrate the value and scope of the work undertaken.

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What does PBS funding pay for?

PBS funding covers a range of work, not just time spent directly with the client. Some of this work happens behind the scenes, which is why it may not always be visible.

The time and funding used for PBS include:

- Meetings with key stakeholders to build rapport and gain an understanding of the person (historical, biological, social, psychological, sensory)
- Identifying risk requiring safeguarding or if there are restrictive practices being used and understanding why behaviours happen through gathering information and data
- Developing an initial Safety Plan or Interim Plan in case of suspected restrictive practices or restrictive practices already in use
- Complete a Functional Behaviour Assessment through interviews observations, recording charts, document review or other identified tools
- Data collection and analysis to identify the triggers and functions of behaviours of concern to try and better understand what is happening and why
- Developing personalised strategies and techniques designed to reduce the need for behaviours of concern which are tailored to the client
- Performing a Quality of Life Assessment
- Converting all data into a Comprehensive PBS Plan
- Collaborating and training the person's network to implement the PBS Plan (family, staff, support workers, teachers)
- Regular meetings to coach strategies, discuss implementation, discuss incidents, and problem solve issues that might arise
- Providing clear, evidence-based reports to support requests for fair and adequate funding so each person can receive the support they require
- Monitoring and reviewing the PBS plan, data and progress
- Meeting legislative and NDIS reporting requirements
- Updating and improving the plan when required while providing ongoing support for continued success.

You can read the full list in more detail in the PBS Process to see what else is involved and what PBS funding pays for.



View the full PBS Process on our website.

Read the full list in more detail, see what else is involved and what PBS funding pays for.



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Why does it take time to see results?

Before changes can happen, the practitioner needs to understand the behaviour and develop a clear plan. Once the plan is developed and implemented, it becomes much easier to see what has been done and what will happen next.

The plan takes time because it involves:

- Gathering an extensive amount of information
- Intensive stakeholder involvement
- Making sure the plan is safe and meets legislative and reporting requirements
- Developing a comprehensive tailored plan
- Implementing the PBS plan and training stakeholders to have confidence to implement the PBS plan.

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What do people often find confusing about PBS?

Common areas of confusion include:

- Thinking PBS is the same as therapy
- Not realising that assessments and planning take around 6 months to be completed, and then it will be implemented
- Not knowing about reporting and legal requirements in PBS
- Underestimating how many people need to be involved
- Not recognising restrictive practices until they are explained.

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Who is involved in PBS?

PBS is a team approach and aims to involve everyone important in that person's life. It may involve:

- The client
- Family or guardians
- Support workers
- Teachers or other professionals such as speech pathologists, occupation therapists or nurses

Everyone works together to support the person.

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How will I understand what is happening in the PBS journey?

Your practitioner will explain things clearly and more than once. Helpful ways this may be done include:

- Simple explanations in conversations
- Written summaries
- Visuals like timelines or diagrams
- Clear examples of how funding is used

You can always ask questions at any time.

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What should I remember about PBS?

- PBS is about long-term, meaningful change
- Early work happens behind the scenes
- Good communication is key
- The Positive Behaviour Support Plan will bring everything together.



Contact us today

Discuss how we can support you or make a referral.

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