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Understanding abuse is about recognising abuse as a violation of a person's human rights. A focus on what makes life good for each person is the best way to enable rights and minimise the risk of abuse. It is also about knowing what signs to be aware of that abuse is happening or has taken place. Online Human Rights Training Human Rights and You Human Rights and You is a national video-based e-learning program for disability support workers, families and practitioners about why human rights matter when supporting people with disability. This short and interactive program takes around 30-minutes to complete. Human Rights and You explores values, strategies and examples relating to the four modules: What are human rights? Rights and responsibilities When rights go wrong Asking for help There are two options for accessing the Human Rights and You e-learning program Individual access: Free via registration on the Learner Management System which includes a Completion Certificate Organisation access: \$760 plus GST to purchase the NDS Zero Tolerance suite of tools and resources to host on your own Learner Management System Watch this short animation to learn more about Human Rights. Understanding abuse is about recognising abuse as a violation of a person's human rights. A focus on what makes life good for each person is the best way to enable rights and minimise risk of abuse. It is also about knowing what signs to be aware of that abuse is happening or has taken place. 'Understanding Abuse' is a free, 30-minute video-based e-learning program for disability support workers. There are two options for accessing the Understanding Abuse e-learning modules Individual access: Free via registration on the Learner Management System which includes a Completion Certificate Organisation access: \$760 plus GST to purchase the NDS Zero Tolerance suite of tools and resources to host on your own Learner Management System The 'Understanding Abuse' Learning Bites are 3-5 minute videos addressing eight life areas. They can be used to promote discussion and personal reflection by support workers. Each Learning Bite has a printable worksheet to be completed and signed off by the supervisor. "I really benefited from the videos, and being able to hear what others saw in the scenarios." Access the Learning Bites here: These easy-to-use worksheets promote reflection, team discussion and action through simple personal and team exercises. Includes checklists to help support workers to recognise instances of good, poor and abusive practice, and to take action. Download the Learning Bite worksheets here (PDF 1.72MB, WORD 135KB) Provides useful information for supervisors to use 'Understanding Abuse' with staff. Offers additional training information, scenarios and links to other relevant training and resources. Download the Guide for Supervisors here (PDF 1.20MB, WORD 4.20MB) The Empowerment Circle can be used to help you think about how people can be more empowered in all areas of their lives, and to recognise poor or neglectful practice, abuse and crime. Download Empowerment Circle (PDF 200KB, WORD 42KB) National Disability Services would like to acknowledge the funding from the Victorian Government which allowed these resources to be developed. © National Disability Services (NDS) 2017 applies to NDS Zero Tolerance logo, Zero Tolerance Framework and The Empowerment Circle.Copyright permissionsNDS grants permission for users to copy, distribute, display, download and otherwise freely deal with Zero Tolerance resources for any personal or organisational purpose, on condition that proper acknowledgment is included on all uses. Any use of zero Tolerance resources for commercial gain is strictly prohibited. A gemba walk checklist is a tool used by management leaders to capture first-hand observations of what is exactly going on at the actual place where work happens. It helps document insights from discussions with employees and serves as a reference tool on how to improve processes and reduce existing waste. The main goal of Gemba walks, which derived from the Japanese word "Gembutsu" (meaning "the actual place"), is to observe, listen, learn, and help. It is an efficient method that enables leaders to know what is and is not working by being with the workers right on the floor, delving into how they approach problem-solving and continuous improvement in everyday work. Gemba walks are structured and performed according to a particular intention (e.g. customer service, standard work, safety, cost efficiency, productivity, creativity, and workspace efficiency). Further, Gemba walks are also done with the aim to: identify issues and gain valuable insights on how to improve them; reduce existing waste (redundancies, bottlenecks, non-value added steps, safety hazards, etc.) and discover where continuous improvement opportunities exist; discuss goals and objectives with employees; and build stable relationships with those who actually do the work and create value. 3 Elements of an Effective Gemba Walk As Gemba walks take leaders directly where actual work happens, they become an integral part of continuous improvement initiatives, such as Kaizen events and layered process audits (LPA). It helps them to see and understand processes through the employees that are directly involved in the work. To achieve an insightful Gemba walk, walkers can follow these three fundamental elements: 1. Go See Walk around the workplace and observe if processes are done according to standards and if they produce intended results. Participants of the walkthrough can use a Gemba walk checklist to take note of their observations and use it as a reference document during discussions of the Gemba Kaizen circle. 2. Ask Why Gemba walkers need to probe the value stream thoroughly and identify opportunities for improvement through active communication and listening. Leaders should be sincere and curious on how employees think about their work and solicit recommendations on how to improve it. Techniques such as 5 Why's can be used to identify problematic areas of a process and ensure that they address root causes of systemic issues. 3. Show Respect Collaborate with the workers in understanding the challenges and determining how they could be addressed. A gemba walk should focus on the challenges and not on workers' performance. Equip Gemba walk participants with a Gemba Walk App Improve your Gemba walks by using iAuditor by SafetyCulture, the world's #1 inspection app, to streamline data collection and productivity reporting. The Auditor Gemba Walk App enables lead walkers to use Gemba walk checklist templates to have more focused and targeted Gemba walks. The inspection tool also assists participants to easily document their observations and generates comprehensive reports right after Gemba walks. Further, the iAuditor Gemba walk app allows you to: Digitize Gemba Walk attendance tracking and feedback to ensure continuous improvement compliance Customize Gemba walk checklist templates and add interview questions according to your specific theme Annotate captured photos of your Gemba walk observations Have offline data capture even in remote locations Sign-off Gemba walk checklists with digital signatures Use all the data that you collected as part of your continuous improvement process Get started with these free Gemba walk checklist templates you can download and customize for free. SafetyCulture Marketplace: Your One-Stop Work Gear & Equipment Shop Improve safety in your workplace with SafetyCulture Marketplace as your one-stop shop for all work gear and equipment needs. Get on-demand access to top quality and specialized work gear from trusted equipment brands in the industry—all in one centralized location. Raise the bar of safety and efficiency by empowering employees to request what they need with just a few taps, anytime and anywhere! Sr. No. Advertisement Corri-gendum Last Date Result 1 Recruitment of Multi Task Workers in HPPWD - 4th Circle Shimla (Size: 2.7 MB, Format: PDF, Language: English) 4th Circle Shimla 09-06-2022 Rural Division Dhامي Theog Division 2 Recruitment of Multi Task Workers in HPPWD - 1st Circle Mandi (Size: 1.9 MB, Format: PDF, Language: English) 1st Circle Mandi 06-06-2022 3 Recruitment of Multi Task Workers in HPPWD -Joginder Nagar Circle (Size: 1.7 MB, Format: PDF, Language: English) 31-05-2022 4 Recruitment of Multi Task Workers in HPPWD - 9th Circle Nurpur (Size: 4.8 MB, Format: PDF, Language: English) 9th Circle Nurpur 03-06-2022 5 Recruitment of Multi Task Workers in HPPWD - 5th Circle Palampur (Size: 3.8 MB, Format: PDF, Language: English) 5th Circle Palampur 06-06-2022 6. 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