

# Behaviour Support Practitioner

## Position

This position is within Disability Services. It is part of various team/s.

This position reports to the Manager Disability Services

Reporting line may vary depending on location and service size

This position does not have any direct reports  This position may have direct reports, positions vary

This position has the following direct reports:

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

This position is a budget holder  This position has designated revenue targets

This position is an Aboriginal & Torres Strait Islander identified position

This position does require a working with children related clearance.

## Purpose

To design, deliver, monitor and evaluate behaviour support services to children, young people and adults with an intellectual disability in line with the goals of the National Disability Insurance Scheme (NDIS) plan or individual goals.

## Focus

### To achieve this purpose, the position holder would typically

- Provide high quality, culturally appropriate behaviour support services to people with an intellectual disability who have a specific support need.
- Work as part of a multidisciplinary team to provide effective and efficient services to clients with an intellectual disability in line with their goals.
- Implement appropriate evidence based behavioural support services that meet the needs of clients according to the goals and within the allocated hours of their NDIS plan.
- Participate in support planning processes for clients to deliver coordinated, effective, service provision that meets the goals of the client's NDIS plan.
- Liaise with relevant persons in client's environment e.g. family members, carers etc. regarding client needs as appropriate.
- Provide staff and carer training required to meet the client's goals.
- Keep up to date records and necessary reports e.g. support plans, assessment reports, intervention summaries.
- Consult with supervisors, other professional disciplines, and other team members regarding clinical issues.
- Attend and participate in team meetings and supervision.
- Report resource needs and clinical issues to the manager.
- Use available technology, resources, systems and processes to ensure an efficient service for clients.
- Follow all policies and procedures outlined for disability services.
- This position operates within the context of a billable hours' framework within the NDIS.
- There is a requirement for mobile working in this position as per client need and the operation of The Benevolent Society.

### This position may be offered as a specialisation:

- For example, Behaviour Support Specialist

### Where the role is offered as a specialisation the position holder would typically:

1. Support clients with more complex needs
2. Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate behavioural support interventions.

3. Promote evidence based support practices and provide coaching, mentoring and supervision to other behaviour support staff.
- Work in collaboration with other senior clinicians to monitor, develop and improve clinical service provision.

**When things are going well we would expect to see these outcomes:**

- Outcomes**
- The team works collaboratively to ensure services are coordinated efficiently and effectively to meet the client’s goals and outcomes as identified in their NDIS plan.
  - Behaviour Support services are timely, efficient and effective. They meet the goals identified by the client and their families/carers within available resources.
  - Services for clients with complex needs are well coordinated, efficient, effective and goal-focussed.
  - Services provided are clearly understood by the client their family/carers and the multidisciplinary team.

**We work collaboratively with others, however this position works close closely with:**

- Relationships**
- |   |  |
|---|--|
| <p>Within The Benevolent Society:</p> <ul style="list-style-type: none"> <li>• Managers</li> <li>• Team Leaders</li> <li>• Senior Clinicians</li> <li>• Client Support Partners</li> <li>• Other multidisciplinary team members</li> <li>• Support Workers</li> </ul> | <p>Outside The Benevolent Society:</p> <ul style="list-style-type: none"> <li>• Clients</li> <li>• Families</li> <li>• Carers</li> <li>• Local schools</li> <li>• Staff from other disability organisations</li> <li>• Other health practitioners</li> </ul> |
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**To achieve the position purpose and outcomes the position holder will need to have:**

- Individual**
- Qualifications in Psychology, Occupational Therapy, Speech Pathology, Nursing, Social or Health Sciences, Developmental Education or equivalent.
  - 2 years’ demonstrated experience in the delivery of positive behaviour support services to children, young people and people with intellectual disabilities or in the case of a Specialist, 5 years’ experience.
  - Ability to communicate effectively with clients, their families, carers and other staff
  - Ability to apply evidence informed practice to optimise outcomes
  - Ability to translate complex information relating to the discipline in an easily understood, practical way
  - Strong analytical and report writing skills.
  - Ability to provide a service based on a client’s NDIS goals and funding allocation.
  - Ability to work flexible hours.
  - Drivers Licence
  - Ability to travel is a necessary requirement of the position as is the ability to work across different working environments such as client homes, schools, day programs and in the community.
  - Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others

**This position may require some flexibility in terms of travel or hours of work:**

- Travel**
- Overnight travel/stays may be required
  - Some weekend work may be required
  - Some evening work may be required
  - Travel between office locations/regions may be required
  - Travel to consumers (varied locations) is required
  - Use of own registered, insured motor vehicle for business purposes may be required
  - Use of TBS pool cars may be required
- All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.

**Context**

**Those with knowledge of this position say the things that might make your day are:**

- Being able to advocate for the needs of a person with an intellectual disability
- Working with the team to get a comprehensive view and reach better outcomes
- Giving back to the profession through communities of practice
- Being able to positively influence an approach and thus the outcome

**Those with knowledge of this position say some key challenges you might experience are:**

- Working within a benchmarked allocation of hours based on a client’s NDIS plan
- The potentially serious consequences of advice and its impact on clients
- Managing time to complete non client related work requirements
- Ensuring self-care to prevent burn out

**Approvals**

**Approver** Director, Human Resources      **Date:** 11 April 2019      **Position Code:** DS007

**Review history**      V2.0 Release

**Advertising**

This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.