

## POSITION DESCRIPTION

<b>Role:</b>	<b>Behaviour Support Practitioner</b>
<b>Banding:</b>	AHP 1-6
<b>Department</b>	Clinical Services
<b>Business Unit:</b>	Therapy Services
<b>Reporting To:</b>	Behaviour Support Team Leader
<b>Position(s) Under Direct Supervision:</b>	Nil

### PURPOSE

Creating inclusive communities for people of all abilities

### VISION

To understand connect, and partner with the community to enable customers to achieve their aspirations.

### VALUES

**Providing excellent customer service**

We aspire to being the best and want customers to feel satisfied they are receiving the highest quality support to meet their individual needs.

**Looking for better ways**

We review our performance and look for ways to improve.

**Working together**

We understand that underpinning our success is our ability and willingness to work together.

**Being professional & accountable**

We model professional standards appropriate to our role, whilst demonstrating respect and courtesy in our treatment of others.

### 1. PURPOSE

The Positive Behaviour Support Practitioner is responsible for implementing evidence based, high quality positive behaviour support assessment, intervention, and consultation services as part of a comprehensive individualised support model.

The role involves working with families/caregivers to develop a shared understanding of the individual's needs and to ensure an effective implementation of the positive behaviour

support processes, to enhance the quality of life of the individual and their families / caregivers.

The practitioner contributes broad professional skills and knowledge in positive behaviour support, along with discipline specific expertise to encourage positive outcomes for individuals and families / caregivers.

## **2. EXPERIENCE & SKILLS**

- Knowledge and experience working with people who have behaviours of concern that families, carers and / or members of the community find challenging.
- Understanding of the principles and evidence-based practice regarding the delivery of positive behaviour support approaches within diverse environments, including their home and community supports.
- Experience in developing and implementing training, coaching, and providing support to non-clinical staff, service providers, families, and caregivers.
- Experience in engaging with a range of stakeholders to develop a shared understanding of the customer's needs and the influencing factors to the behaviours of concern.
- Experience in working with interdisciplinary assessments as a professional practitioner working in an associated sector or industry, with participation in collaboration and the implementation of reflective practice.
- Meets or can meet the requirements of the NDIS Positive Behaviour Support Capability Framework to qualify as a behaviour support practitioner.

### **Desirable**

- Experience in a wide range of assessments that explore the needs of the customer and the function of the behaviour, including functional behaviour assessments and experience in developing behaviour support plans that may contain the use of restrictive practices.
- Eligibility for Medicare Provider Number

## **3. QUALIFICATIONS & CERTIFICATIONS**

- Recognised professional qualification in a related discipline, including current registration or eligibility for membership with professional body
- NDIS Workers Screening
- Department of Education Clearance (no older than 3 months)
- Current WA Working with Children Check or willingness to obtain
- Proof of current influenza vaccine or willingness to obtain
- Proof of minimum three COVID-19 vaccinations or willingness to obtain
- Current WA Driver's licence

## **4. KEY RESULT AREAS**

### **Clinical Practice**

- Delivers billable services to customers, meeting utilisation KPIs as determined by the Behaviour Support Team Leader

- Maintains own skills, knowledge, and competencies within discipline area to ensure delivery of contemporary clinical practice
- Develop behaviour support documents, including functional behaviour assessments and developing behaviour support plans that may contain the use of restrictive practices.
- Ensures that the NDIS guidelines are followed in relation to restrictive practice and the processes behind them
- Uses a range of approaches, resources, tools, and assessments to provide expert opinion and be responsive to unique situations to inform problem solving and creative solutions to address individual needs.
- Contributes to organisational positive behaviour support approaches focusing on environments which meet the underlying needs of the individuals.
- Supports families / caregivers and other key stakeholders to gain a shared understanding of a customer's needs and issues that affect the individuals' quality of life, personal and life-skills development.
- Participates in team meetings and reflective peer supervision.

### **Service Development, Improvement & Evaluation**

- Maintains links with and contributes to organizational wide developments in positive behaviour support.
- Evaluates the quality of behaviour support plans, using NDIS approved assessment

### **Customer Service**

- Effective relationships are developed with peers and colleagues, including relevant external agencies.
- All communications with stakeholders are appropriate by also being culturally respectful and linguistically diverse.

### **Administration**

- Ensure all relevant administration tasks relating to the role are completed in a timely, proficient, and accurate manner, including any employee self service administration.

### **Teamwork and Contribution**

- Function as a role model by consistently following Rocky Bay values and professional behaviour.
- Contribute to positive team culture by actively engaging with team members.
- Identify ways to improve administrative processes and tasks to improve efficiencies and reduce administrative burden.
- Work constructively and cooperatively with managers, peers, and colleagues.
- Attend and participate in staff/team meetings and workshops as required.

- Engage and participate in opportunities to enhance personal growth, team cohesion and development.

### **Financial Management**

- Maintain operations by supporting growth.
- Ensure accurate records are kept.

### **Governance**

- Ensure compliance with all relevant legislation, standards, and regulations to minimise risk and enhance Rocky Bay brand reputation.
- Ensure compliance with organisational data management requirements so that security and integrity of all customer data is upheld.
- Ensure the delegation of authority matrix is always followed.
- The use of restrictive practices with people with a disability accessing the implementing providers' services is regulated and authorized, within the state and federal policy frameworks and confined to the least restrictive option necessary.
- Provides and maintains accurate reports, notes, and records to meet organisational, contractual, and legislative requirements.
- Ensure compliance with organisational data management requirements so that security and integrity of all customer data is upheld

### **Work, Health & Safety & Risk Management**

- Create a safe work environment for self and colleagues by reporting any concerns that may compromise Rocky Bay's duty of care.
- Perform duties in accordance with WHS policies, procedures, and guidelines.
- Follow safe and appropriate operation of equipment and vehicles.
- Report any concerns that may compromise Rocky Bay's duty of care.

## **4. AGILITY STATEMENT**

The information contained herein is not intended to be an all-inclusive list of the duties and responsibilities of the job and may be subject to change. Management may, at its discretion, assign or reassign duties and responsibilities to this job at any time as necessitated by business needs.