



**POSITIVE BEHAVIOUR**

**SUPPORT PRACTITIONER**

**Use your skills and experience from the disability sector to build a productive career and make a real difference in the lives of people living with disability.**

Apply to join the Able Australia team today and let's make a difference together!



**POSITION  
DESCRIPTION**

July 2021  
Full-Time

Core-level PBS Practitioner  
Able National Office, Surrey Hills



## About Able Australia

**Do you want to work for a leading and established service provider that delivers innovative and diverse support services that lead the way in best practice?**

**Does the idea of a personalised career pathways and professional development opportunities excite you?**

Able Australia is a leading disability service provider, working across Tasmania, Victoria, the ACT and South East Queensland. For over 50 years we have been delivering quality support services to people with disability, proudly supporting our clients to reach their full potential.

We are driven by the values of Trust, Respect, Excellence and Kindness, which underpins the care we give. We lead the way in providing supports that reflect evidence-based best practice, working in long term partnership with our clients and their loved ones.

As a registered provider under the National Disability Insurance Scheme (NDIS), our vision is to enable the people we support to live the life they choose





## Is this role for you?

**This role offers you the opportunity to use your skills and experience in disability or allied health within the growing and diverse field of positive behaviour support.**

This role is suitable for a **caring professional** who takes a **person-centred approach** in providing supports. You will be **empathetic**, patient and **passionate about supporting teams and clients to achieve their goals**.

In this role, you will have the opportunity to use and **develop your leadership, management and training development skills**.

You will develop and implement behaviour support plans in line with **best practice** and within a **positive behaviour support** framework, ensuring **better outcomes** for clients and their support teams.

You will need a **willingness to learn** and work within and across teams, developing **meaningful supports**

for our clients and their stakeholders.

The PBS Practitioner will contribute broad professional skills and knowledge in the area of **positive behaviour support** to encourage **positive outcomes** for individuals and families.

Your **professional behaviour** and alignment with a **values-driven, human rights based approach** will make you a great fit for this role.

The PBS Practitioner will implement **evidence-based** high quality positive behaviour support and intervention services to Able users as part of our comprehensive **individualised support model**.

The role involves **partnering** with a diverse range of stakeholders, including: health services staff; accommodation staff; and families. This ensures effective implementation of Able's positive behaviour support framework to enhance the **quality of life** for people with a disability and their families.





# Skills and experience required to be successful in this role

## Essential

- Commitment to high quality person-centred service, individual rights and diversity, interests and aspirations
- Experience using person-centred approaches and positive behaviour support, and understanding how they relate to challenging behaviour
- Professional practice and understanding of confidentiality and professional boundaries
- High level of interpersonal and communication skills to develop relationships with team members, participants, stakeholders and manage sensitive or emotionally charged situations
- Excellent written and verbal communication skills to ensure clear and concise information is presented to individuals, colleagues, teams, and other stakeholders
- Evidenced problem solving skills to identify problems, develop solutions and create change using a logical and systematic approach

## Desirable

- Complimentary qualifications in disability, behaviour support, education or another relevant field
- Experience and knowledge tracking time and developing systems in Carelink or similar CMS
- Knowledge of the State Disability Services Acts and National Quality and Safeguards Framework as they apply to restrictive practices and behaviour support
- Demonstrated experience in utilising positive behaviour support to develop and implement behaviour support plans
- Experience providing training, supervision and support to diverse stakeholders
- Experience coordinating supports for persons living with a disability, their families and support networks

**Your NDIS Worker Screening Check will be required before start date**







## Primary Duties & Responsibilities

To support the delivery of effective behaviour support services through the assessment, development and coaching of staff in the implementation of Behaviour Support Plans (BSP). Role requirements may include, but not limited to those detailed here.

### ***Ensure practices align to legislative, regulatory requirements and best practice***

- Contribute to the system to track legislative and regulatory compliance related to restrictive practice and quality services
- Ensure roles and responsibilities are clearly aligned with structure and delegation.
- Receive and provide supervision aimed at improving understanding and application of best practice behaviour support plans and services.
- Ensure strong governance, and manage any conflicts of interest.

### ***Implement, capture and analyse data in order to monitor BSP and strategy effectiveness.***

- Develop and provide assessment and record keeping mechanisms alongside behaviour support implementing staff and organisations.
- Review behaviour support strategies and make any changes where required.

### ***Undertake relevant assessments to identify causal factors of challenging behaviour to establish effective strategies and plans that address the behaviour and enhance the quality of life for the individual.***

- Plan and undertake observations and complete Functional Behaviour Assessments to better understand the person's needs, in conjunction with the implementing provider and supervised by a senior practitioner.

### ***Coach, model and support stakeholders including families, support workers, and managers to ensure***

***they are competent in the implementation of behaviour support strategies, aware of their responsibilities, and know how to effectively implement the plan.***

- Ensure current understanding of best-practice approaches to providing and delivering behaviour support services.
- Provide high quality training, and work alongside implementing providers to better understand strategies to best support a person with disability, appreciating the risks associated with strategies and support.

### ***Meet operational, clinical, legal and financial performance targets.***

- Recognise risks associated with the use of implementing and recommending restrictive practices for people with disability, and when to involve senior practitioner.
- Ensure that behaviour support plans are developed in line with all state and territory legislation.
- Support implementing providers to have a good understanding of their legislative and reporting responsibilities when implementing behaviour support plans.
- Ensure appropriate billing and scheduling of services and support.
- Manage client billable time to achieve financial performance targets.
- Support internal learning and development for Able Australia staff.
- Support the development of Able Australia's Behaviour Support Team.

***Attend all relevant reviews/meetings in order to meet legislative requirements, incorporate outcomes into plans, and present any risks and/or benefits associated with Able or the relevant implementing agency providing support.***



## Benefits of joining Able Australia

1



Opportunity to work for a growing organisation that demonstrates industry leadership.

2



Flexible starting times and working from home options offering a better work/life balance.

3



Ongoing training and professional development opportunities to enhance your knowledge and skills.

4



Warm, caring and genuinely supportive team environment including a 24/7 Employee Assistance Program.

5



Attractive salary packaging benefits

6



Continuous support and supervision to enable you to develop and progress as a behaviour support practitioner.





## How to apply

### To apply for this job, simply follow these steps:

1. Click on the **APPLY NOW** button.
2. Complete the **online application form**.
3. You will need to **upload your resume, a cover letter, and a response to each of the skills and experience required for the role** (pg 4), demonstrating why you are interested in this job along with your skills and experience.
4. You will be requested to **upload a copy of your NDIS Worker Screening Check and Australian driver's licence**.

**Please note:** You must be eligible to work in Australia to be considered for this position. Employment is conditional upon screening checks throughout employment.



#### People and Culture

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