

## Behaviour Support Practitioner

**Our vision:** *People and communities have strong mental health and wellbeing.*

**Our purpose:** *Partnering with clients and carers to deliver mental health and wellbeing services that enhance quality of life.*

**Our values:** *Hope, Creativity and innovation, Client focus, Making a difference, Integrity.*

### Position information

<b>Purpose</b>	The Behaviour Support Practitioner will function within the Specialist Complex Care Team. The primary purpose of this role is to provide quality behaviour support services to clients with mental health related disability, dual disability and/or complex care needs. The Behaviour Support Practitioner will design, implement, monitor and evaluate behaviour support services in line with the National Disability Insurance Scheme (NDIS) Positive Behaviour Support Capability Framework.
<b>Position reports to</b>	General Manager Complex Care National Services
<b>Mind classification level</b>	Level 7
<b>Stream</b>	Innovation - Complex Care
<b>About the service</b>	<p>Mind Australia is a national and leading provider of community managed mental health services delivering a range of clinical and non-clinical services to people who experience psychosocial disability.</p> <p>Mind offers a diverse range of services and specialist services (clinical and non-clinical) for people with psychosocial disability, dual disability and complex needs. The Complex Care service delivers: assessment, intervention, therapy, training, capacity building and coordination. A whole of life and systems approach is applied, and is supported by Minds' dual disability framework, recovery oriented practice, trauma informed and neurodiversity affirming model of care.</p>
<b>Position description effective date</b>	October 2023

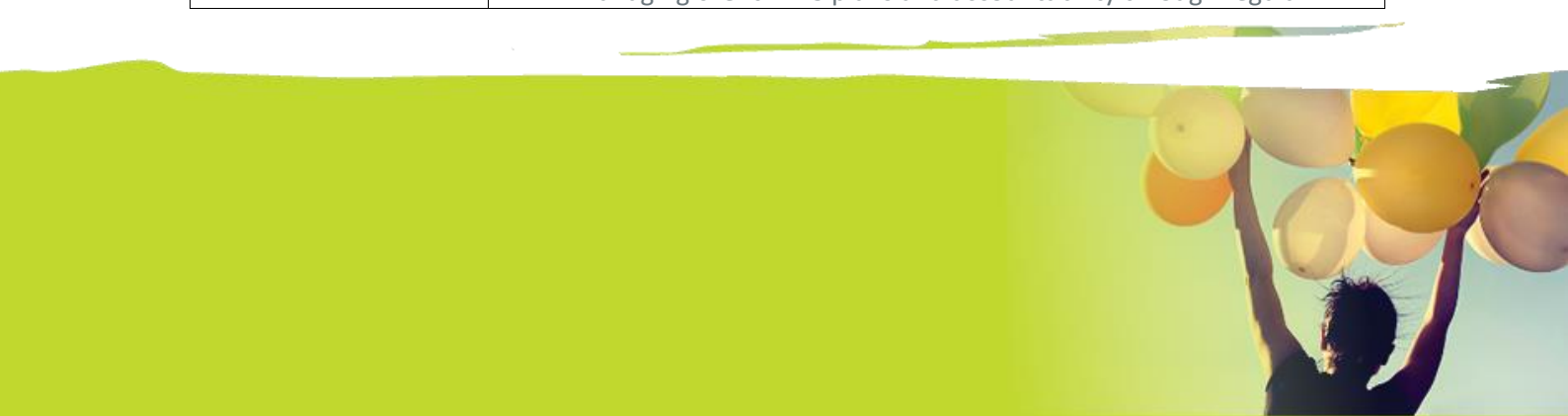
### Responsibilities

<b>Clinical Skills/knowledge</b>	<ul style="list-style-type: none"> <li>Deliver high level clinical service to clients including an advanced level of functional assessment to inform behavior support plans, monitoring and evaluation.</li> </ul>
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Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



	<ul style="list-style-type: none"> <li>• Excellent knowledge of regulation of restrictive practices.</li> <li>• Commitment to education and research in accordance with professional, ethical and National Standards.</li> <li>• Apply clinical experience in the field of Behaviour Support in accordance with the NDIS Positive Behaviour Support Capability Framework and National Practice Standards.</li> <li>• Deliver high level behavior support services to clients with mental illness and other disabilities, ensuring liaison with relevant others including families, carers and stakeholders.</li> <li>• Demonstrate clinical leadership in advocacy to meet the needs of clients with complex needs and their family/ carers with relevant government and non-government agencies ensuring the rights and safeguards of vulnerable adults are upheld.</li> <li>• Apply independent professional judgement, based on valid and reliable evidence and contribute to the development of best practice within the team.</li> <li>• Contribute to the development of clinical practice procedures and protocols, for both the discipline and the multi-disciplinary team, that support the continuum of care.</li> <li>• Possess a high standard of professional conduct, respectful communication and commitment to work collaboratively as a member of a multidisciplinary team.</li> </ul>
<p><b>Leadership and Operational Management</b></p>	<ul style="list-style-type: none"> <li>• Contribute to the Specialist Complex Care Team, reflective of the Mind strategic plan, and according to Mind’s values, relevant legislation, policies and procedures, including:             <ul style="list-style-type: none"> <li>- Ensuring that Specialist Complex Care support services and clinical practices are delivered according to evidence based practice and models approved by Mind.</li> <li>- Ensuring a climate of clinical service provision that is dedicated to high quality, individualised outcomes for clients, family, carers and stakeholders.</li> <li>- Clients served reflect the diversity of their communities.</li> <li>- Ensuring services operate in a manner that is fully inclusive and maximizes client and carer participation.</li> <li>- Ensuring that services operate within the context of the Mind Quality Framework and continuous quality improvement.</li> <li>- Ensuring that all resources in the service are managed according to the expectations established by Mind.</li> <li>- Ensuring all performance targets are met and utilise performance reports to provide advice to the Management on the performance of the service, to enable effective planning and management reviews.</li> <li>- Managing client NDIS plans and accountability through regular</li> </ul> </li> </ul>



	<p>monitoring of plan utilisation and performance.</p>
<b>Assessment and Review</b>	<ul style="list-style-type: none"> <li>• Deliver discipline expert clinical practice including the ability to assess, consult, plan, organise, deliver therapeutic interventions and review the outcomes underpinned by contemporary practice and legislation.</li> </ul>
<b>Risk Mitigation</b>	<ul style="list-style-type: none"> <li>• Develop and contribute to risk management plans ensuring all appropriate contemporary evidence base theory is being drawn from and implemented to ensure clients achieve outcomes and enhance their quality of life.</li> <li>• Collate data and enter into appropriate data system to ensure mandatory reporting is up to date as underpinned by Mind policy and relevant legislation.</li> </ul>
<b>Capacity Building</b>	<ul style="list-style-type: none"> <li>• Build capacity of the client, local practitioners, staff and family members and provide implementation and appropriate training to support staff.</li> <li>• Respectfully provide expert clinical advice and consultation to a variety of stakeholders internal and external to Mind.</li> </ul>
<b>NDIS</b>	<ul style="list-style-type: none"> <li>• Roster and bill according to service agreements/funding.</li> <li>• Implement services according to NDIS goals and needs.</li> <li>• Complete NDIS plan review reports.</li> </ul>
<b>Relationship and Contract Management</b>	<ul style="list-style-type: none"> <li>• Establish and maintain strong strategic relationships with Mind stakeholders including client and carer groups, NDIA, Queensland Health, Public Guardians and other services and organisations relevant to the area</li> <li>• Ensure that all contracts are delivered in accordance with the contract requirements and meet all contracted performance requirements</li> </ul>
<b>Financial Management and Reporting</b>	<ul style="list-style-type: none"> <li>• Contribute to ensure productivity and the performance targets of the team are met – achieving agreed sessional targets and activities are delivered optimising, funding requirements and financial targets of the service.</li> <li>• Work in consultation with management and where appropriate, with other Mind Teams and Operational Divisions to ensure accountable, effective and safe operations.</li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>• Ensure the delivery of evidenced based quality practice.</li> <li>• Ensure that risks are identified and managed according to the policy, procedure and processes of the organisation.</li> <li>• Ensure that complaints and incidents are managed in a timely manner, and escalated as required.</li> <li>• Ensure service delivery meets audit compliance and quality standards.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind.</li> </ul>



	<ul style="list-style-type: none"> <li>• Participate in reflective practice</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Use Mind resources in line with organisational policy</li> <li>• Proactively support Mind’s vision of supporting people with mental illness to live well and be socially included, in accordance with the Mind values.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>• Contribute actively to the maintenance of a safe workplace.</li> <li>• Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Diversity and inclusion</b>	<ul style="list-style-type: none"> <li>• Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, ages and backgrounds.</li> </ul>



Position requirements	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Assessed as Core Practitioner or above within NDIS Positive Behaviour Support Capability Framework.</li> <li>Minimum of 2 years' experience in behaviour support with training in functional behavioural analysis and a bachelor degree in a relevant human services field, or other health related field as designated by Mind.</li> <li>Registration with a relevant professional body, eg; AHPRA, AASW will be highly regarded.</li> </ul>
<b>Knowledge skills and experience</b>	<ul style="list-style-type: none"> <li>Working with people living with psychosocial disability and complex needs</li> <li>Strong understanding of positive behaviour support and restrictive practices</li> <li>Strong knowledge of NDIS, including compliance and billing</li> <li>Trained in functional behaviour assessment</li> <li>Knowledge of multi-disciplinary evidenced based practice that compliments behaviour support</li> <li>Demonstrated ability to write evidenced based reports and recommendations, including Positive Behaviour Support Plans</li> <li>Collaboration with families, other clinicians and support services/staff</li> <li>Demonstrates a high degree of autonomy, self-motivation and professional judgment.</li> <li>Demonstrated ability to develop and maintain successful relationships and strategic partnerships</li> <li>Demonstrated ability of professional development</li> <li>Exceptional customer service skills</li> <li>Advanced computer skills and information technology literacy</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>Right to work in Australia.</li> <li>Current valid Australian driver's licence.</li> <li>Current NDIS Worker Screening Check Clearance.</li> <li>Working with Children Check or equivalent (Blue Card - QLD).</li> <li>Able to obtain and provide evidence of vaccinations against COVID-19.</li> <li>Able and willing to travel across a designated region to fulfil the duties of the position.</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



You can also watch our Great Minds series of videos by visiting [www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

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