



Positive Behaviour Support Practitioner - Core

Apply to join the Able Australia
team today!



About the role

Able's Positive Behaviour Support Practitioners contribute broad professional skills and knowledge to increase an individual's quality of life and reduce challenging behaviours. This role will plan and implement evidence-based, high-quality positive behaviour support, assess the influences on a person's behaviour, and provide intervention services for participants with a disability and their team.

Position Title	Positive Behaviour Support Practitioner - Core
Reports to	National Head of Behaviour Support & Allied Health
Employment	Full time/Ongoing
Work Location	National Office, Surrey Hills
Updated	November 2023



Benefits of joining Able Australia as a Behaviour Support Practitioner

1



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

2



Flexible Able Australia office location and working from home options available

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, to potentially pay less tax and have more money to spend

6



Opportunity to work for a growing organisation that demonstrates industry leadership

Primary duties and responsibilities

Capability Requirements

Key Performance Measures

Practice Excellence

Ensure practices align to legislative, regulatory requirements and best practice

- 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
- Track and follow legislative and regulatory compliance related to restrictive practice and quality services
- Ensure roles and responsibilities are clearly aligned with structure and delegation.
- Ensure strong governance in practice in line with Able Australia's Trust, Respect, Excellence and Kindness values
- Ensure practice and professional development is in line with the Core Capability - Behaviour Support Practitioner as outlined in the National Disability Insurance Scheme Quality and Safeguards Commission – Positive Behaviour Support Capability Framework
- Ensure that behaviour support plans are developed in line with all Federal, State and Territory legislation

Evidence-based clinical practice

Develop person centered and comprehensive behaviour supports, that align with and meet the needs of participant's' and their teams.

- Undertake relevant assessments to identify causal factors of challenging behaviour
- Establish effective strategies and plans that address the behaviour, enhancing the quality of life for the individual
- Ensuring individual plans reflect NDIS participants' goals, passions and strengths
- Develop meaningful goals and practical strategies utilising a positive behaviour support framework, with a commitment to eliminate restrictive practices, in the home and community
- Develop and provide assessment and record-keeping mechanisms alongside behaviour support implementing staff and organisations. Analyse and review data (qualitative and quantitative)
- Review behaviour support strategies and make any adjustments as required

Stakeholder Engagement

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

- Work collaboratively with participants, their families and others to enhance participants' lives
- Ensure stakeholders (including families, support workers, and support teams) have a contemporary understanding of best-practice approaches in providing and delivering behaviour support services
- Provide high-quality training, working alongside implementing providers to better understand behaviour support strategies, appreciating the risks associated with strategies and support
- Consult with, observe and support all stakeholders to engage in strategy development, implementation and assessment
- Support implementing providers to have a good understanding of their legislative and reporting responsibilities when implementing behaviour support plans

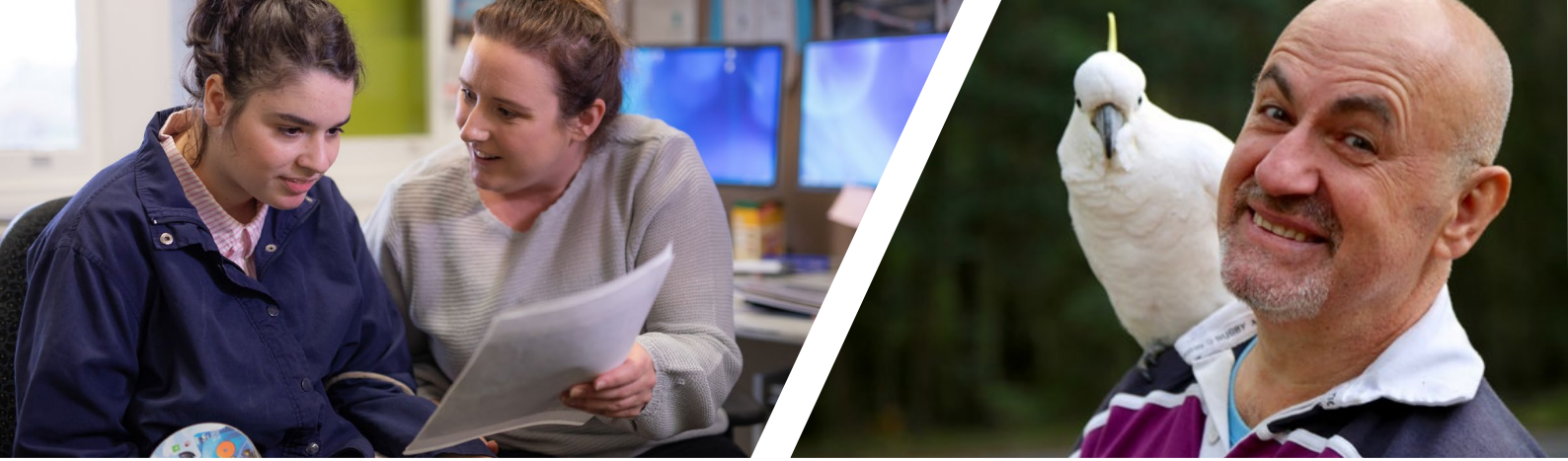
Operational Objectives

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 know when to involve senior practitioner
- Ensure appropriate billing and scheduling of services and support
- Manage client billable time to achieve financial performance targets
- Balance priorities and maintain an active clinical caseload in consultation with your supervisor
- Support internal learning and development for Able Australia staff
- Support the development of Able Australia's Behaviour Support Team

Primary duties and responsibilities continued

Key Area	Responsibilities
Risks and Workplace Health & Safety	<ul style="list-style-type: none"> • Take reasonable care of their own health and safety • Take reasonable care for the health and safety of others who may be affected by their acts or omissions • Demonstrate an understanding of and commitment to Workplace Health and Safety policy and procedures • Understand and adhere to emergency policies and procedures • Demonstrate behaviours which reflect your commitment to the Able Health and Safety Management System • Cooperate with instruction from Able to meet WHS requirements • Must not intentionally or recklessly interfere with or misuse anything provided at the workplace for OH&S performance indicators • Identifies potential risks and hazards in the working environment and responds to them appropriately • Reports all emergencies, hazards, incidents and near misses within defined timelines and following correct processes using the relevant reporting systems.
Quality & Continuous Improvement	<ul style="list-style-type: none"> • Compliance with organisational policies, procedures and relevant work instructions • Promotes a culture of continuous improvement as an integral part of core practice • Completes all necessary training within defined timeframes • Identifies appropriate opportunities for professional development and seeks authorisation to participate • Attends and participates in planned development activities • Actively participates in supervision and performance development • Attend prearranged dates scheduled for organisational wide training and on-line induction and be actively involved in performance development with the relevant Manager
Diversity & Equity	<ul style="list-style-type: none"> • Demonstrates an understanding of and commitment to legislation and Able Australia policy and procedure in relation to workplace equity and diversity • Treats all colleagues and clients with dignity and respect • Contributes to ensuring that the workplace is free from bullying and harassment • Ensures own practice prevents and eliminates unlawful discrimination
Organisational expectations and directives	<ul style="list-style-type: none"> • Familiarise and adhere to Able Australia's Policies and Procedures, including Code of Conduct, policies and guidelines including Work Health and Safety obligations • Demonstrate dedication and commitment to work in accordance with Able Australia's values and behaviours • Develops and maintains positive working relationships with colleagues and clients • Works collaboratively to achieve shared goals and targets • Represents Able in a positive and professional manner • Undertakes other duties commensurate with the position as reasonably directed • All duties to be approached and undertaken with eagerness and a positive attitude • Personal work practices promote teamwork and unify and encourage positive staff morale



Key selection criteria

- Relevant qualifications in either; Behaviour Support, Education, Psychology, Social Work, Allied Health, Disability or other relevant field
- Registered with relevant professional body (eg AHPRA/AASW etc)
- Demonstrated skills and experience to meet the Core Capability - Behaviour Support Practitioner as outlined in the [National Disability Insurance Scheme Quality and Safeguards Commission – Positive Behaviour Support Capability Framework](#) and maintain suitability to deliver Behaviour Support under the NDIS
- Have experience, or a thorough understanding of the concepts and principles of Positive Behaviour Support including functional behaviour assessments, strategies for managing challenging behaviours, behaviour support plans, and behaviour support services
- Experience using person-centred approaches and positive behaviour support and an understanding how they relate to challenging behaviour
- Excellent written and verbal communication skills to ensure clear and concise information is presented to individuals, colleagues, teams, and other stakeholders
- Demonstrated problem solving skills to identify problems, develop solutions and create change using a logical and systematic approach
- Professional practice with an understanding of confidentiality and professional boundaries
- High level of interpersonal skills to develop relationships with team members, participants, stakeholders and manage sensitive or emotionally charged situation

Desirable:

- Experience using 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
- Experience providing training, supervision and support to diverse stakeholders
- Experience coordinating supports for persons living with a disability, their families and support networks

Screening Criteria

- NDIS Workers Screening Check (VIC), Yellow Card with NDIS registration (QLD), Working with Vulnerable People Check (TAS)
- Current full Australian Driver's License
- Right to Work in Australia



About Able Australia

Able Australia is a leading provider of disability services, and community supports.

Established over 50 years ago, Able Australia is a not-for-profit organisation that provides personalised support for our clients through Day Services, Deafblind Services, Supported Independent Living, Specialist Disability Accommodation, Allied Health and Positive Behaviour Support Services, Community Support and Transport Services for seniors.

Able has grown from providing support to the deafblind community into an innovative and diverse organisation with varied services offerings. Able's mission is to build on our heritage and support our clients to reach their potential. Our passionate and dedicated staff and volunteers proudly support our clients, guided by our values of trust, respect, excellence and kindness.





Required Performance

This position description broadly outlines the requirements of the role. All Able Australia positions must also demonstrate an understanding and adherence to all relevant Able Australia policies and procedures and must successfully complete Able Australia's pre-employment online training program. All Able Australia staff also require a specific performance agreement – a set of key result area (KRA) related performance goals, but grounded on site specific/local needs, with measures for a specific period (typically 12 months). Progress of that agreement is reviewed regularly with the employee's manager.

I, _____ have read, understood and agree to comply with this position description.

Signature: _____

Date: _____



People and Culture

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