



ROLE DESCRIPTION

Role Title:	Senior Behaviour Support Practitioner		
Classification Code:	AHP3	Position Number	
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (LHN)		
Hospital/ Service/ Cluster:	All hospitals		
Division:	Allied Health		
Department/Section / Unit/ Ward:			
Role reports to:	Operationally to NDIS Assessment Team Clinical Lead Professionally to Senior Manager/Director of the relevant AH discipline		
Role Created/ Reviewed Date:	5 September 2024		
Criminal and Relevant History Screening:	<input type="checkbox"/>	Aged (NPC or DHS)	
	<input type="checkbox"/>	Working With Children's Check (DHS)	
	<input checked="" type="checkbox"/>	National Police Check (NPC)	
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/>	Category A (direct contact with blood or body substances)	
	<input type="checkbox"/>	Category B (indirect contact with blood or body substances)	
	<input type="checkbox"/>	Category C (minimal patient contact)	

ROLE CONTEXT

Primary Objective(s) of role:

The Senior Behaviour Support Practitioner is an experienced clinician who provides Positive Behaviour Support Plans across CALHN hospitals as a member of the NDIS Assessment Team. They are accountable for the planning, development, implementation and evaluation of patient-centred, goal-based services for patients with complex presentations, particularly those presenting with challenging and complex behaviours, for NDIS-related purposes. They also provide consultation on matters such as NDIS, models of care, patient pathways and implementation of CALHN and SA Health initiatives.

Key Relationships/ Interactions:

Internal

Close working relationships with:

- members of the NDIS Assessment Team
- interdisciplinary team responsible for overseeing management of patients with complex/challenging behaviours
- members of the relevant Allied Health department.

External

- Maintains close liaison with staff from NDIA and other government and non-government agencies that provide services to our patients
- Liaison with family members and significant others of CALHN patients

Direct Reports:

- Supervision of AHP1/2 clinicians and Allied Health Assistants if required

Challenges associated with Role:

Major challenges currently associated with the role include:

- Management of patients with complex health, cognitive, behavioural and psychosocial presentations.
- Working within a large hospital network and dynamic health environment.
- Working autonomously without direct professional supervision.

Delegations:

Nil

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Service delivery – provision of high-quality care	<ul style="list-style-type: none"> • Provides patient-centred, goal-directed and innovative services that are evidence-based and evaluated as part of an interdisciplinary team. • Identifies high risk behaviour and evaluates the risk posed by that behaviour to the person and others. • Uses information gathered from observations/assessments to identify the setting events and antecedents that contribute to behaviours of concern and develops hypotheses about the functions of those behaviours. • Communicates effectively with relevant parties to gather information and provide direction. • Interprets information, observation and assessment findings to formulate and implement positive behaviour support interventions in collaboration with patients, families/carers and other clinicians. • Works with the clinical team in the interdisciplinary planning and implementation of individual, patient-centred positive behaviour support plans and initiatives. • Provides guidance on protective actions related to environment, setting and situation. • Fosters active participation of patients and their families/carers in positive behaviour support plans to enable them to achieve an optimal level of safety and independence. • Manages a complex caseload and workload allocations, ensuring services to clients meet demand. • Records timely information regarding evaluation and intervention in the patient's medical records. • Ensures services comply with the legal, ethical and clinical standards of the profession.

Key Result Areas	Major Responsibilities
Clinical leadership	<ul style="list-style-type: none"> • Provides support to CALHN allied health, nursing and medical professionals in understanding and evaluating complex behaviours and principles of positive behaviour support. • Provides professional and student clinical supervision as required. • Provides education, clinical advice and consultative services to allied health and other health practitioners across South Australia and interstate in the area of positive behaviour support principles and strategies. • Participates in performance management and development to ensure performance is linked to key results as determined by the priorities of the service. • Provides advice on service issues, priorities, goals and targets.
Training and development	<ul style="list-style-type: none"> • Attends and actively participates in inter/multidisciplinary clinical activities including clinical meetings and discharge planning. • Assists Allied Health Directorate to deliver best practice interdisciplinary management and development of the service. • Uses well developed self-organisation, communication, and team skills to help deliver a consistent and reliable standard of service. • Provides interdisciplinary education and service delivery. • Acts as a consultant to other members of the team in discipline specific clinical issues.
Monitoring and performance	<ul style="list-style-type: none"> • Maintains reporting mechanisms which support the evaluation of clinical services. • Monitors service delivery against agreed discipline, program and organisational key performance indicators and agreements. • Maintains data activity reports and business information systems.
Quality improvement and research and teaching	<ul style="list-style-type: none"> • Maintains a strong customer focus and commitment to continuous improvement. • Displays a commitment to achieving and complying with National Safety & Quality Health Service Standards. • Ensures services comply with the legal, ethical and clinical standards of the profession and safe work practice. • Undertakes and coordinates the development, implementation and reporting of quality improvement activities for the profession and program.
Work Health Safety and Injury Management	<ul style="list-style-type: none"> • Carries out responsibilities as detailed in organisational work health, safety and injury management (WHS&IM) policies and procedures. • Implements and monitors relevant WHS&IM policies and procedures within their work area. • Identifies work hazards, assessing risks and implementing, monitoring and maintaining hazard control measures in consultation with staff and relevant committees.

Key Result Areas	Major Responsibilities
	<ul style="list-style-type: none"> • Participates in WHS&IM planning. • Provides staff with access to the necessary information, instruction, training and supervision to effectively and safely carry out their work. • Maintains relevant WHS&IM documentation. • Consults with health and safety representatives, committees and staff on changes to the workplace, which have the potential to impact on health and safety.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- For registered Allied Health professions - an appropriate degree level qualification or equivalent which entitles general registration with the relevant Registration Board of Australia and Australian Health Practitioner's Regulation Authority (AHPRA).
- For Self-regulated Allied Health professions - an appropriate degree level qualification or equivalent which gives eligibility for full membership of the professional body.
- Registered NDIS Behaviour Support Practitioner with the NDIS commission.
- Assessed as at the Specialist or Advanced Practitioner level against the NDIS Positive Behaviour Support Capability Framework.

Personal Abilities/Aptitudes/Skills:

- Ability to apply sound professional judgement and clinical skills, with reduced professional supervision, to the clinical management of patients with increasing levels of complexity.
- Demonstrated knowledge and skills in identification and evaluation of complex behaviours and associated risks.
- Ability to implement risk management plans associated with complex behaviours.
- Ability to develop a behaviour support plan that contains strategies that are proactive, outcomes-focused, person-centred, and that address the patient's needs and functions of the behaviour.
- Excellent communication and interpersonal skills.
- Highly developed teamwork skills with the ability to lead and foster teamwork and co-operation between and across multiple disciplines and within teams of diverse membership.
- A demonstrated commitment to clinical excellence and continuous improvement.
- A broad understanding of the needs of individuals with a range of disabilities
- A broad understanding of the needs of individuals from culturally and linguistically diverse backgrounds.
- Flexibility in adapting to change.
- An ability to manage the legislative requirements of the Work Health Safety Act 2012 and the Return to Work Act 2014 and apply a risk management approach that aligns to AS/NZS 31000:2009 Risk Management – Principles and Guidelines.

Experience

- Experience working with patients with complex needs who are accessing the NDIS.
- Experience in delivering specialist behaviour support services, including functional behaviour assessments and development of behaviour support plans.

- Experience with interdisciplinary teamwork.
- Demonstrated leadership within a project, discipline or service.
- Experience in assessment, treatment and treatment evaluation.
- Experience with initiating and completing service improvement activities.

Knowledge:

- Knowledge of best practice rehabilitation principles.
- Knowledge of existing Positive Behaviour Support Capability Frameworks.
- Well-developed knowledge of evidence-based, best practice in behaviour management and positive behaviour support for patients presenting with complex behaviours associated with an acquired/traumatic brain injury.
- Working knowledge of state required authorisation and consents relating to managing challenging behaviours.
- Knowledge of medical, legal and ethical considerations around restrictive practices and consequences of unauthorised use of these.
- Knowledge of relevant community services.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Post-graduate qualifications/training in Positive Behaviour Support.
- Additional post-graduate qualifications/training in a relevant area.

Personal Abilities/Aptitudes/Skills

- Skills in strategic planning, supporting change and innovative practice.

Experience

- Experience leading a team to provide behaviour support interventions within a complex environment.
- Research experience in a related field.
- Experience in supervision and staff management.
- Experience in supporting change and innovative practice.
- Experience in providing leadership to others in behaviour assessments and in the development of positive behaviour support plans.
- Experience in clinical supervision of staff and/or students, including identifying staff learning needs and enhancing staff performance.

Knowledge

- Knowledge of research methodologies and clinical evaluation processes

Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to: *Work Health and Safety Act 2012 (SA)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.

- *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and Far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit, Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH)

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN, visit centraladelaide.health.sa.gov.au

Values

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values

People first

Behaviours

- I am there for my patients and colleagues when they need me most.
- I put myself in my patients and colleagues shoes to understand their needs.
- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.
- I respect uniqueness in my colleagues, our patients and their families.

Ideas driven

- I look and listen to ensure I fully understand the problem and find a solution.
- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.
- I invest in my own learning and look for opportunities to explore and introduce new ideas.
- I am interested in critical research and how it informs creative thinking.

Future focussed

- I embrace leading practices and use them to evolve our ways of working.
- I lead and support change to improve patient and organisational outcomes.
- I am constantly on the look-out for opportunities to improve.

Community minded

- I put my hand up to lead work that matters.
- I am accountable and focused on value.
- I value and champion diversity.
- I embrace collaboration and constructive partnerships.

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- We are committed to the values of integrity, respect and accountability.
- We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Role Acceptance

Employee Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date:

Approvals

Role Description Delegate Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17	10/07/18	Minor formatting with order of information amended.
V4	11/07/18	26/03/19	Updated legal entities for Minister and Department title on Page 7. Updated Immunisation Guidelines to Policy Directive under general requirements.

V5	27/03/19	04/06/19	Added categories for immunisation requirements on front page.
V6	05/06/19	25/06/19	Updated changes to the Criminal Relevant History and Screening.
V7	26/09/19	09/06/20	Updated legal entities to include new regional LHN's.
V8	10/06/2020	03/05/2021	Update Risk Management Statement
V9	04/05/21		Inclusion of integrity statement under Code of Ethics on Page 6
V10	08/12/2023		