



# Positive Behaviour Support Practitioner - Proficient

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**  
**Reports to**  
**Employment**  
**Updated**

**Positive Behaviour Support Practitioner - Proficient**  
National Head of Behaviour Support & Allied Health  
Full time/Ongoing  
January 2024



## 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
<b>Practice Excellence</b>  Ensure practices align to legislative, regulatory requirements and best practice	<ul style="list-style-type: none"> <li>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.</li> <li>Contribute to systems to track legislative and regulatory compliance related to restrictive practice and quality services</li> <li>Ensure roles and responsibilities are clearly aligned with structure and delegation.</li> <li>Ensure strong governance and manage any conflicts of interest.</li> <li>Ensure practice and professional development is in line with the Proficient Capability - Behaviour Support Practitioner as outlined in the National Disability Insurance Scheme Quality and Safeguards Commission – Positive Behaviour Support Capability Framework.</li> <li>Ensure that behaviour support plans you write, and review are developed in line with all relevant state and territory legislation.</li> </ul>
<b>Evidence-based clinical practice</b>  Develop person centered and comprehensive behaviour supports, that align with and meet the needs of participant's' and their teams.	<ul style="list-style-type: none"> <li>Develop individualised immediate response plans</li> <li>Conduct comprehensive functional assessments and produce assessment reports that include recommended actions and strategies.</li> <li>Develop behaviour support plans supported by data that measures how accurately it is implemented</li> <li>Maintain recency of practice and methods and continue professional development through training, communities of practice, supervision and individual research.</li> <li>Undertake relevant assessments to identify causal factors of challenging behaviour and support others to do so when required</li> <li>Establish effective strategies and plans that address the behaviour and enhance the quality of life for the individual. Include strategies that remove conditions likely to promote behaviours of concern, including: (a) environmental modifications; and (b) active engagement through structured and meaningful daily activities.</li> <li>Train those implementing a behaviour support plan in its effective implementation</li> <li>Develop and provide assessment and record-keeping mechanisms alongside behaviour support implementing staff and organisations.</li> <li>Analyse, review and act on data (qualitative and quantitative)</li> <li>Receive and provide supervision aimed at improving understanding and application of best practice behaviour support plans and services</li> </ul>
<b>Stakeholder Engagement</b>  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.	<ul style="list-style-type: none"> <li>Educate stakeholders on contemporary best-practice approaches to providing and delivering behaviour support services.</li> <li>Provide high-quality training and work alongside implementing providers to better understand behaviour support strategies, indicating risks associated with strategies and support.</li> <li>Consult with, observe and support all stakeholders to engage in strategy development, implementation and assessment</li> <li>Support implementing providers to have a good understanding of their legislative and reporting responsibilities when implementing behaviour support plans.</li> </ul>
<b>Operational Objectives</b>  Meet operational, clinical, legal and financial performance targets	<ul style="list-style-type: none"> <li>Recognise risks associated with the use of implementing and recommending restrictive practices for people with disability, and when to involve senior practitioner.</li> <li>Ensure appropriate billing and scheduling of services and support.</li> <li>Manage client-facing and billable time to achieve financial performance targets.</li> <li>Support internal learning and development for Able Australia staff, fellow behaviour support team, and staff you supervise.</li> <li>Attend all relevant meetings, lead and engage in other projects as required.</li> <li>Highlight and develop improvement projects as needs are identified, informing and involving service manager and team as needed</li> <li>Working collaboratively within a multidisciplinary team, including providing peer support and mentoring less experienced Behaviour Support Practitioners</li> </ul>

# Primary duties and responsibilities continued

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





## 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 Proficient 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 implementing 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
- Experience providing training, supervision and support to diverse 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
- Knowledge of the State Disability Services Acts and National Quality and Safeguards Framework as they apply to restrictive practices and behaviour support

### Desirable:

- Experience coordinating supports for persons living with a disability, their families and support networks
- Experience using Carelink or similar CMS
- Knowledge or experience using Auslan

### 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

Able Australia | National Office

1300 225 369

[people@ableaustralia.org.au](mailto:people@ableaustralia.org.au)

[ableaustralia.org.au](http://ableaustralia.org.au)

