

Clinical Supervisor – Behaviour Support

Position

This position is within Disability Services.

- This position reports to the Manager, Disability Operations
- Reporting line may vary depending on location and service size
- This position does not have any direct reports This position may have direct reports, positions vary

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

- This position is a budget holder This position has designated revenue targets
- This position is an Aboriginal & Torres Strait Islander identified position
- This position does require a working with children related clearance

Purpose

The purpose of this position is to work collaboratively with the Manager, Team Leaders, and undertake high quality clinical supervision to Behaviour Support Practitioners. This is to ensure that they meet the requirements of TBS policy and procedures; NDIS quality standards and other standards within which the staff work. This role will provide clinical supervision and professional development to therapists in their discipline working in the NDIS environment to ensure high quality, evidence based practice is implemented.

To achieve this purpose, the position holder would typically

Focus

- Work with a range of designated staff to provide high quality clinical supervision in line with TBS Supervision policy and procedures that are specific to Disability Services specific procedures.
- Work with and develop our intakes of staff new to the profession
- Support practitioners in their treatment of clients including time management, client treatment, diagnosis, recommendations and client confidentiality and file management
- Work with Practitioners to contribute to their professional learning to ensure best practice is delivered to clients.
- Work closely with the relevant Team Leaders of staff they supervise to identify and develop actions plans to any practice concerns of the staff they supervise.
- Liaise with the relevant Principal Practitioner to escalate areas of practice concerns as per the Clinical supervision procedures.
- Act as a subject matter expert in the areas of the NDIS Quality and Safeguards Commission
- Coach, advise and provide on the job support to team members to improve their skills and knowledge in all areas of practice in Disability to ensure staff use evidence-based interventions and practice to improve client outcomes while meeting NDIA standards and deadlines.
- Plan, develop and facilitate linkages with universities to progress student placements and support staff taking students to ensure student learning is supported.
- Work with the Manager and other Therapists, including other Senior Therapists in their discipline, to build capability across the team.
- Advise the Manager of any significant changes or concerns regarding staff that are being supervised including their wellbeing, their practise, or other risks, as soon as possible.
- Follow Supervision templates and report any compliance issues linked to Disability standards in a timely manner with the relevant Team Leader.
- Develop clinical resources
- Develop procedures and documents relevant to NDIS service delivery

Where the role is offered as a specialisation the position holder would typically:

- Be classified as a Specialist Practitioner in the NDIS PBS Capability Framework
- Offer high level clinical supervision and have considerable supervision expertise and experience.
- Coach, advise and provide on the job support to practitioners to enhance quality and culturally appropriate interventions and strategies.
- Promote and ensure Evidenced Based Practice (EBP), providing coaching, mentoring, and supervision using EBP with therapy staff.
- Work in collaboration with other Senior Clinicians and the PIM team to monitor, develop and improve clinical service provision.

When things are going well we would expect to see these outcomes:

- Outcomes
- We work effectively with complex needs clients and appropriate support interventions are identified
 - Our staff feel supported when working with all clients but particularly clients with complex needs
 - Processes and frameworks are well understood and implemented within the team
 - We see strong growth and effective hiring and developing of talented and qualified new staff
 - Therapy support services are evidence based and of high quality

We work collaboratively with others, however this position works close closely with:

- Relationships
- | | |
|---|--|
| Within The Benevolent Society: | Outside The Benevolent Society: |
| • Managers – Disability Operations | • Clients and their carer/family |
| • Senior Behaviour Support Practitioners | • NDIS Quality and Safeguards Commission |
| • Other allied health practitioners | • Disability Support Staff |
| • Staff within other Benevolent Society teams | • Local schools |
| | • Allied health practitioners |

To achieve the position purpose and outcomes the position holder will need to have:

- Individual
- Specialist classification in the NDIS PBS Capability Framework
 - Strong clinical supervision experience (ideally at least 5 years clinical experience) to staff working with complex clients in the NDIS environment.
 - Expertise in the NDIS requirements of Behaviour Support including but limited to; deadlines, restrictive practices, and implementation of plans.
 - Previous experience working with children, adults and parents/care givers where the clients have complex needs .
 - Ability to provide supervision via technology or delivering supervision to regional locations
 - Demonstrated ability to professionally supervise new and more experienced practitioners, monitoring professional standards and complex ethical issues
 - Ability to communicate effectively with therapists, their Team Leaders, and Managers
 - Understanding of the impact of disability and trauma and the effect on behaviour and development
 - Ability to support staff, other team members and external stakeholders to better understand the role of behaviour support and the benefits and legislative requirements for children and adults
 - Ability to assess circumstances from multiple views and understand underlying agendas
 - Ability to apply evidence-based practice to optimise outcomes
 - Ability to translate complex theories in an easily understood, practical way
 - Strong analytical and report writing skills
 - Ability to work flexible hours

This position may require some flexibility in terms of travel or hours of work:

Travel

- Overnight travel/stays may be required
- Some weekend work may be required
- Some evening work may be required
- Travel between office locations/regions may be required
- Travel to consumers (varied locations) may be required
- Use of own registered, insured motor vehicle for business purposes may be required
- Use of TBS pool cars may be required

All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.

Those with knowledge of this position say the things that might make your day are:

Being able to advocate for the needs of a client and therapists.

- Therapists feel that supervision if of a high quality and assists with developing their practice skills
- Working with the team to get a comprehensive view and reach better outcomes
- Reflecting on positive feedback when suggestions have been helpful
- Giving back to the profession through communities of practice
- Being able to positively influence an approach and thus the outcome

Context

Those with knowledge of this position say some key challenges you might experience are:

- Frameworks for assessment don't always exist – sometimes practical applications of knowledge/ frameworks needs to be developed
- Supervising staff with various levels of skill and based in different geographies and legislative requirements
- Managing risks in potentially volatile environments
- Managing aggressive and/or abusive responses from stakeholders
- Ability to say no when there is a concern workload may affect capacity to make safe decisions
- Managing time to complete documentation

Approvals

Approver	HR Business Partner	Date: 16 November 2022
Review history	Initial Release	
Advertising	Clinical Supervisor Behaviour Support	

This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.