

Behaviour Support Practitioner

Including specialisation



The purpose of this position

The **purpose** of the position is to design, deliver, monitor and evaluate behaviour support services to children, young people and adults with a disability in line with the goals of the National Disability Insurance Scheme (NDIS) plan or individual goals.

About the position

- This position is within Disability Services directorate.
- This position **reports to** the Team Leader.
- This position allows for flexibility.
- The position leads a team.
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position maybe advertised externally as Behaviour Support Practitioner.

Key areas of responsibility

- Provide high quality, culturally appropriate behaviour support services to people with a disability who have a specific need, including clients who may have an intellectual, developmental, psycho-social, sensory or other disability.
- Client services are to be primarily provided in person either at the clients home or other agreed appropriate location.
- Work as part of a multidisciplinary team to provide effective and efficient services to clients with a disability in line with their goals.
- Implement appropriate evidence based behavioural support services that meet the needs of clients according to the goals and within the allocated hours of their NDIS plan.
- Participate in support planning processes for clients to deliver coordinated, effective, service provision that meets the goals of the client's NDIS plan.
- Liaise with relevant persons in client's environment e.g. family members, carers etc. regarding client needs as appropriate.
- Provide staff and carer training required to meet the client's goals.
- Keep up to date records and necessary reports e.g. My Support Plans, detailed case notes, Progress Summary Reports, Behaviour Assessment and Behaviour Support Plans, etc.
- Consult with supervisors, other professional disciplines, and other team members regarding clinical issues.
- Attend and participate in team meetings and supervision.
- Report resource needs and clinical issues to the manager.
- Use available technology, resources, systems, and processes to ensure an efficient service for clients.

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- Follow all policies and procedures, ensuring to work within key legislative frameworks provided by the NDIS Quality & Safeguarding Commission, including being willing to obtain Suitable status by the NDIS Commission (if new BSP) prior to onboarding, and after onboarding undertaking routine self-assessment reviews while developing through levels of capability, as per NDIS Commission guidelines.
- **This position may be offered as a specialisation:** For example, Senior Behaviour Support Practitioner.

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

- Be an established Advanced level NDIS Behaviour Support Practitioner with ability to demonstrate skills and knowledge through practice examples.
- Deliver innovative and resourceful interventions to overcome barriers for clients with the most complex needs.
- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate behavioural support interventions.
- Promote evidence-based support practices and provide coaching, mentoring and supervision to other behaviour support staff.
- Support and lead practice through implementing and embedding TBS policies and procedures and NDIS Practice Standards.
- Work in collaboration with other senior clinicians to monitor, develop and improve clinical service provision.
- Work in accordance with the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centered, connected, effective, and safe.

Key outcomes

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

- You work collaboratively with your team to ensure services are coordinated efficiently and effectively to meet the client's goals and outcomes as identified in their NDIS plan.
- Behaviour Support services are timely, efficient, and effective, meeting legislative time frames expected for delivery of Behaviour Support Plans, ensuring to work with goals identified by the client and their families/carers.
- Services for clients with complex needs are well coordinated, efficient, effective and goal focused.
- Services provided are clearly understood by the client their family/carers and the multidisciplinary team.
- Achievement of assigned KPI's in relation to client service hours.

Key Capabilities

Essential criteria

- Qualifications in Psychology, Social or Health Sciences, Developmental Education / Teaching, Occupational Therapy, Speech Pathology, or Nursing.
- Demonstrated experience in the Disability field and knowledge of the NDIS.
- Approximately 5 years professional experience when offered a vacant Senior BSP role.
- Registration as a BSP with the NDIS Commission.

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Desirable criteria

- 2 years' Demonstrated experience in the delivery of positive behaviour support services to children, young people, and people with disabilities.
- Highly Desirable - Demonstrated experience of working as NDIS Behaviour Support Practitioner, with confirmation of 'Suitable' status provided by the NDIS Commission (inform level of capability achieved). To be considered for Senior Behaviour Support Practitioner role, show evidence of 'Suitable' NDIS BSP status achieved, with Advanced level of capability achieved.

Key attributes

- Ability to communicate effectively with clients their families and staff.
- Ability to apply evidence informed practice to optimise outcomes.
- Ability to work independently and as part of a team.
- Ability to process, translate and share complex information with others, so that it is easily understood and practical to the needs of the audience.
- Strong analytical and report writing skills and ability to respond efficiently with feedback.
- Ability to work with deadlines and prioritise work tasks, with clear and timely communication.
- Ability to provide person-centred services based on a client's NDIS goals and funding allocation.
- Ability to work flexible hours.

People who know this position say that

People who know this position say the things that might make your day are:

- Being able to advocate for the needs of a person with a disability.
- Working with the team and having a positive impact on a person life to support them to access their home safely, to participate in their local community, and to part take in activities of their choosing.
- Giving back to the profession through communities of practice.
- Being able to positively influence an approach and thus the outcome.

People who know this position say some key challenges you might experience are:

- Working within a benchmarked allocation of hours based on a client's NDIS plan.
- The potentially serious consequences of advice and its impact on clients.
- Managing time to complete non client related work requirements.
- Ensuring self-care to prevent burn out.

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Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

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|---|--|
| <input checked="" type="checkbox"/> Overnight travel/stays. | <input type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input checked="" type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Manager
- Senior Clinicians
- Support Coordinators
- Senior Manager
- Other multidisciplinary team members
- Support Workers

Outside The Benevolent Society:

- Clients
- Families
- Carers
- Local schools
- Staff from other disability organisations
- Other health practitioners