

Description

Job Title: Behaviour Support Practitioner
Ref No: OP67
Portfolio & Program: Disability and Mental Health
Reporting Relationship: Manager, Autism Services
Classification: Salaried
Date: October 2019

Our vision is justice, respect and fullness of life for all. Our mission is to provide care and support with a voice for disadvantaged and vulnerable people in our communities.

My purpose is to...

Work within a team of other allied health professionals, ensuring a high quality service to adults living with and disability, mental health, or high and complex needs.

I will make a difference when I...

Service Delivery

- Writing and submitting detailed comprehensive reports.
- Create interim and comprehensive behaviour support plans in consultation with customers, families, staff and other key stakeholders.
- Submit plans containing restrictive practices to the NDIS Quality and Safeguards Commission.
- Completion of annual reviews of behaviour support plans.
- Prepare and submit high level, detailed reporting within timeline.
- Conduct individual functional assessments that compares, analyses, and evaluates behaviour over time.
- Provide staff training in positive behaviour support that addresses changes to the environment and the way information is taught or presented.
- Provide training and education of behaviour management strategies.
- Provide clinical advice and assessment to aide in the reduction and elimination of the use of restrictive practices.
- Develop protocols and other relevant tools to enhance service provision in order to meet individual needs and promote a high quality of customer service and clear customer outcomes.

Relationship Management and Customer Service

- Develop and maintain strong professional relationships across the organisation.
- Work in collaboration with customers, families, relevant decision makers, Behaviour Support Specialists, Coordinators, Managers, key allied healthcare professionals and relevant medical staff.
- Role model a customer focused approach across all areas of the business.
- Ensure that customer outcomes are central to all decisions and actions.
- Support an inclusive and diversified, friendly, positive and engaging culture.

Work Health and Safety (WH&S)

- Contribute to the positive growth of the organisation's safety culture through active participation in safety initiatives, such as proactive identification and reporting of incidents, hazards and near miss events.
- Assist in the evaluation of hazards and immediately report any accidents or near misses.

To make a difference I will...

- Embrace and integrate AnglicareSA's Vision, Purpose and Values into your role.
- Support AnglicareSA's commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians as outlined in our Reconciliation Action Plan. This includes, but is not limited to, the engagement and participation of Aboriginal and Torres Strait Islander peoples, and the provision of culturally competent, respectful services and system responses.
- Maintain registration of relevant discipline
- Actively participate in performance reviews, performance development, training (including Work Health and Safety and fire safety) and supervision opportunities.

Integrity • Compassion • Equity • Stewardship • Servant Leadership

- Have evidence of my right to work in Australia
- Keep up to date with accreditation standards and industry developments for best practice
- Have a mandatory requirement to report any suspicion of abuse or neglect of children or young people to the Department of Education and Child Development (DECD), Child Abuse Report Line (CARL) as required by the South Australian Child Protection Legislation.

- National Police History Check
- Willing to work at other sites as required
- Out of hours guidance and attendance may be required
- Working With Children Check (WWCC)
- DHS Disability Screening

Direct Reports: NIL

Working Relationships: Team, customer, external and internal stakeholders

I will utilise my.....

Qualifications

- Tertiary qualification in Developmental Education, Behavioural Science, or Social Work, and have current relevant registration, as appropriate to your profession.

Skills and Abilities

- Solid experience working in behaviour support for customers with complex disability and strong knowledge of regulated restrictive practices.
- Proven experience working with adults living with a disability, mental health conditions, or high and complex needs.
- An understanding of the NDIS Commission, including the NDIS Restrictive Practices and Behaviour Support.
- Demonstrated ability to network with a variety of stakeholders, highly organised and resilient.
- Experience in developing and delivering positive behaviour support training and education to non-clinical staff, service providers and families.
- Strong interpersonal, written and verbal communication skills and the ability to develop good working relationships with internal and external stakeholders, including residents, families and medical providers.
- WH&S knowledge and skills suitable for the position.
- Work within a team environment in accordance with AnglicareSA values and customer centric principles.

My dedication and commitment

Job holder Signature: Date.....

Print Job holder Name:

General Manager, Community Services: 

Date: 15/10/19