

Behaviour Support Practitioner

Position Description



Employer	WeSupportU Pty Ltd
Position Title	Behaviour Support Practitioner
Contract Period	Ongoing
Employment Status	Full time, Part Time, Casual considered
Location	Cheltenham & Frankston, VIC
Reporting to	Team Leader Behaviour Support

About Us

WeSupportU is a registered NDIS Service Provider established in 2018, servicing Bayside and Peninsula Melbourne. From a few dedicated local health workers believing they could do the NDIS differently, WeSupportU now employs more than 50 multi-disciplinary team members. WeSupportU is dedicated to the social inclusion of young people, adults and families living with disability. At WeSupportU, we provide high impact, evidence-based interventions in a coordinated and flexible approach that values the voice of all our participants. WeSupportU is committed to the elimination of restrictive practice and works to enhance agency and self-determination for NDIS participants.

Position Context

WeSupportU's Behaviour Support Practitioners work as part of a multidisciplinary team to develop and implement behaviour support plans. The role involves completing thorough functional behaviour assessments for individuals who exhibit behaviours of concern and develops behavioural and therapeutic interventions, using a Positive Behaviour Support Framework to assist with reducing the intensity or frequency of behaviours of concern. The Behaviour Support Practitioners examine the use of restrictive practices as per the NDIS Quality and Safeguarding Framework and where possible work to eliminate it. The role also provides training and support as part of a team to support the implementation of behavioural strategies and use of restrictive practices.

Position Requirements

- Tertiary degree with relevant field experience and Eligibility for AASW membership, AHPRA or equivalent

- Eligible to be registered with the NDIS Commission as a Core Behaviour Support Practitioner
- A commitment to evidence-based assessment and intervention approaches
- An ability to work independently and as part of a multidisciplinary team
- Effective collaboration and multidisciplinary team membership to support interventions
- Genuine interest and passion for working with people with a disability
- An understanding of the National Disability Insurance Scheme (NDIS)
- Willingness to undertake ongoing training relevant to the position
- Preparedness to work outside normal working hours when required
- Computer literacy in Word, Excel, client databases and the Internet
- Own vehicle and current driver's licence
- Ability and willingness to travel within the Greater Metropolitan area

Position Responsibilities and Accountabilities

Clinical Practice

- Develop and deliver behaviour support services in accordance with the NDIS safeguards framework including implementation of functional behaviour assessments, development of behaviour support plans, and specialist behaviour intervention/s
- Work collaboratively with participants, families, carers and advocates to develop, document and monitor clear participant centred goals with the view of participant self-determination through choice and control
- Liaise with other professions to ensure a multidisciplinary approach to participant care
- Demonstrate well-developed interpersonal skills that fosters respect and positive working environment
- Manage own case load
- Provide timely and accurately record Progress Notes into WeSupportU systems to capture service provision, including all documentation, reports, notes and other information
- Develop and maintain strong relationships with local stakeholders including Support Coordinators, Accommodation providers, Schools and other health agencies
- Ensure participant funding allocation is spent appropriately
- Provide high quality written reports as required to the NDIS and a range of organisations/professionals as requested
- Identify relevant referrals to other disciplines, services and organisations as required
- Communicate with the Team Leader Behaviour Support in relation to direct participant services and broader organisational issues
- Take responsibility for scheduling, attending and actively participating in supervision

	<ul style="list-style-type: none"> • Undertake training and professional development to keep up to date with accurate information relevant to your discipline, NDIA and industry provider news • Maintain a commitment to continuous improvement and quality service • Ensure processes used by the Behaviour Support team are efficient • Adherence to Duty of Care Requirements • Undertake and perform tasks and other duties consistent with the Key Deliverables for the position and/or as requested by the Executive Officer
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Other relevant Information

- The incumbent must hold work rights to hold a permanent full-time position in Australia
- A current Victorian drivers' licence, own vehicle and willingness to travel throughout greater Melbourne is required
- This role requires satisfactory pre-employment compliance evidence including Working with Children Check, Police Check, NDIS Worker Screening and evidence of Covid 19 vaccination
- The incumbent is required to participate in the annual Goals and Performance Review program

Pay and award

Behaviour Support Practitioners are employed under the Health Professionals & Support Services Award, Health Professional Employee (HPE) Award, commencing Level 3 with pay point dependent on qualifications and industry experience. At the end of each 12 months of continuous employment, an employee will be eligible for progression from one pay point to the next within a level, if the employee has demonstrated competency and satisfactory performance over 12 months.

WeSupportU Policy and Procedures

All WeSupportU employees are expected to be familiar with and adhere to WeSupportU Policies and Procedures and be screened through the NDIS worker Screening Check.

WeSupportU is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, colour, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

This applies to all employment practices within our organisation, including hiring, recruiting, promotion, termination, recall, leave of absence, compensation, benefits and training. WeSupportU makes hiring decisions based solely on qualifications, merit, and business needs at the time.