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| **Position Title & Level/Grade:** | Behaviour Support Practitioner | **Department:** | Clinical Services |
| **Reports to:** | Clinical Services Practice Manager | **Supervises:** | Nil |
| **Internal Liaisons:** | CHOICES Aged Care TeamTherapeutic Services TeamWider CatholicCare Team | **External Liaisons:** | Participants and their families/carers and networks. Key stakeholders, government departments and relevant agencies. |

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| **Position Objective** | The primary purpose of the position is to provide clinical behaviour intervention service for families, carers, and staff working with people with a disability who have complex support needs and exhibit behaviours of concern. The Behaviour Support Practitioner will develop networks and build capacity within CatholicCare, government and non-government services and mainstream services to enhance service delivery to this client group. |
| **Key Responsibilities** | **Service Delivery**The Behaviour Support Practitioner is responsible for providing Behaviour Support intervention to eligible clients including National Disability Insurance Scheme (NDIS) participants and privately funded clients. Behaviour Support should be evidence informed and comply with relevant legislation and policy frameworks including The National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018 and The NDIS Quality and Safeguards Commission Behaviour Support Competency Framework.  This intervention includes the following:* ***Assessment and Development of a Behaviour Support Plans***
* Complete comprehensive functional behavioural assessments of the client’s behaviour support needs.
* Conduct person-centred behavioural assessments within a comprehensive bio-psycho-social formulation of the participant’s clinical and other support needs.
* Actively engage input from the participant, their family, carers, guardian or other relevant persons.
* Identify all behaviours of concern in observable and measurable terms- frequency, duration, and intensity- so that progress can be measured.
* Identify and develop a timely interim behaviour support plan that provides short-term strategies while a comprehensive assessment of the participant’s needs is being undertaken and a behaviour support plan developed.
* Establish behavioural goals and objectives with a clear connection to how the goal achieves similar functional outcomes to the behaviours of concern under similar conditions.
* Develop a multicomponent behaviour support plan, based on the assessments, that contains evidence-based, person-centred and proactive strategies (to support behaviour change) and non-aversive reactive strategies (to manage behaviour) that will reduce behaviours of concern, improve quality of life and eliminate the need for restrictive practices.
* Design function-based antecedent strategies.
* Design consequence-based strategies that promote desired behaviours and reduce behaviours of concern.
* When developing a behaviour support plan, take into consideration diversity, including diversity of race, ethnicity, disability, age, sexuality, gender identity, intersex status and relationship status.
* ***Implementation of Behaviour Support Plans***
* Oversee and support the implementation of the behaviour support plan consistent with the understanding of the individual’s needs, supports and strategies to address unmet needs, risks and behaviours of concern.
* Provide effective instruction, training and coaching, oversight, advice and feedback to staff and informal supports with responsibility for implementing the strategies contained in a behaviour support plan.
* Implement strategies that are logically related to the hypothesis regarding the function/s of the behaviours to proactively support change.
* Guide and reinforce environmental adaptation and functionally equivalent replacement behaviours to meet needs in socially acceptable ways.
* Support the implementation of function-based antecedent strategies.
* Support the implementation of consequence-based strategies that promote desired behaviours and reduce behaviours of concern.
* Contribute to short-term and long-term planning as part of a whole-team approach.
* Apply Commonwealth and/or state and territory legislation and/or policy requirements regarding restrictive practices to practice delivery, including authorisation and consent requirements (Senior Practitioner Act and NDIS (Restrictive Practices and Behaviour Support) Rules 2018 and other relevant legislation.
* When developing a behaviour support plan, take into consideration diversity, including diversity of race, ethnicity, disability, age, sexuality, gender identity, intersex status and relationship status.
* ***Monitor and review behaviour support plans***
* Effectively collate and interpret behavioural information and data to contribute to the NDIS registered provider’s reporting and recording and is able to monitor; provide feedback and guidance; and review and make adjustments to the behaviour support plan in accordance with the most current evidence-based practice.
* Advise on what changes the formal and informal networks could make to better meet the participant’s needs.
* Monitor progress on behavioural goals and objectives with a clear connection to how the goal achieves similar functional outcomes to the behaviours of concern under similar conditions.
* Amend risk assessments to reflect any increase or decrease in risk posed by the behaviours of concern.
* Undertake coordination, implementation and monitoring systems and communication amongst the team they are supporting.
* Detail progress monitoring during implementation
* Based on implementation data, evaluate the effects of all relevant outcome variables
* Change or adjust behaviour support plans based on an evaluation of the data gathered and make a clear link between the data collected and future planning.
* Provide an Outcomes Report (closure report)
* ***Referral***
* The Behaviour Support Practitioner will determine appropriate referrals to other health professionals as identified by their person-centred behavioural assessments. They will work closely with the referrer, service providers, families and NDIS Support Coordinators to ensure clients receive holistic, multidisciplinary services.
* ***Education and Training***
* The Behaviour Support Practitioner will provide education and training clients, carers / families, colleagues, and other health professionals as identified

**Restrictive Practices**Registered specialist behaviour support provider must ensure that:* A behaviour support practitioner will work with the participant, informal supports, and implementing provider to develop a behaviour support plan that is based on a functional behaviour assessment.
* A statement of intent to use a restrictive practice is given to the participant and their supports in an accessible format.
* The behaviour support plan contains strategies that are outcomes focused, person centred, and proactive, and that address the participant’s needs and the functions of the behaviour.
* The behaviour support plan contains strategies to reduce or eliminate the use of restrictive practices with the participant over time.
* The behaviour support plan is registered with the NDIS Commission and the Office of the Senior Practitioner to enable monitoring of regulated restrictive practices.

**Frameworks and Models of Practice*** Ensure evidence informed service delivery and compliance with relevant legislation and policy frameworks including The National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018 and The NDIS Quality and Safeguards Commission Behaviour Support Competency Framework.
* Ensure client file are kept up-to-date at all time and can be provided within twenty-four hours of being requested.
* Maintain quality service by enforcing The NDIS Quality and Safeguards Commission Behaviour Support Competency Framework and Practise Standards; analysing and resolving quality and client service problems; identifying trends; recommending system improvements.
* Ensure knowledge of all relevant guidelines and legislation to ensure services are conducted in a manner consistent with legal and contractual requirements.
* All behaviour support plans containing a regulated restrictive practice are provided to the Commissioner in the time and manner prescribed in the National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018.
* Opportunities to reduce the use of restrictive practices based on documented positive change are pursued.

**Information Management*** Record interventions and interventions on the clients record, in line with CatholicCare’s documentation policy and NDIS requirements.
* Ensure timely entry of clinical and administrative statistics as requested
* Complete relevant documentation including Rights and Responsibilities, Consent forms and Service Agreements.

**Professional Development and Supervision*** Actively participate in identified professional development activities including training, supervision, quarterly goal setting, annual performance appraisal, and NDIS supervision requirements.
* Engage in ongoing professional development to remain current with evidence-informed practice and approaches to behaviour support, including positive behaviour support.
* Engage in professional supervision which meets the NDIS requirements for supervision, is effective and provided in a positive and supportive environment enabling Behaviour Support Practitioners to develop clinical practice skills.
* Keep abreast of developments in frameworks and approaches and undertake prescribed training to update skills at all time.
* Undertake professional development to maintain an understanding of practices considered restrictive and the risks associated with those practices.

**Protection of Children and Vulnerable People*** Understand CatholicCare’s Child Protection Policies and Reportable Conduct Policies.
* Ensure any reportable incidents are referred immediately to the Program Manager
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| **Key Selection Criteria** |
| * Tertiary qualification in a related health field such as Psychology, Social Work or similar.
* Experience delivering Specialist Behaviour Support Services under the NDIS.
* Strong understanding of positive behaviour support approaches including the use and reporting of Restrictive Practices.
* Commitment to delivering evidence based practice and ongoing training and development.
* Have an understanding of EEO, Work Safety and confidentiality
* Hold a certificate demonstrating completion of the NDIS Worker Orientation Module.
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| **Experience & Knowledge** | * Knowledge of EEO, Work, Health & Safety and Privacy and Confidentiality policies and legislation
* Understanding of the legislative and/or policy framework, including restrictive practices.
* Knowledge of the delivery of positive behaviour support, including assessments and development of behaviour support plans.
 | **Attributes** | * Competency and accuracy in computer skills as well as report writing skills
* Ability to work independently and professionally and to follow agency guidelines
* Suitability to facilitate and contribute to a high-quality support environment that is responsive to individual needs.
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| **Employee Declaration**  |
| I have read this document and agree to undertake the duties and responsibilities as list above.I acknowledge that:* This position description details the accountabilities of the role and provides an indication of the current duties and tasks that I may be required to undertake. Additional or other duties may from time to time be allocated in order to fully meet the responsibilities of the role, team and any organisational objectives.
* The measures where included in this document are indicative and will be reviewed with me on an annual basis and that my performance will be evaluated against these measures.
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| **Employee** |  |
| **Signature** |  |
| **Date** |  |