

POSITION DESCRIPTION



ROLE:	Behaviour Support Practitioner	TEAM:	Allied Health / Behaviour Support
SUPERVISOR:	Allied Health / Behaviour Support Team Leader	DATES:	January 2025
<p>We are committed to delivering the best possible services which create opportunity and offer choice for people with disabilities and their families. Our purpose statements and our values govern every aspect of our service provision and delivery. Working within the Human Rights framework is intrinsic to our organisation.</p> <p>WHAT WE DO: We develop and deliver services to children and young people with disabilities and their families.</p> <p>WHY WE DO IT:</p> <ul style="list-style-type: none"> • To enhance family wellbeing • To build inclusive communities • To engage and support children & young people with disabilities 			
EMPLOYEE PURPOSE	<ul style="list-style-type: none"> • To enhance family wellbeing • To build inclusive communities • To engage, empower and support children and young people with disabilities 	AIM OF ROLE	Provide behaviour support to participants through the development and review of a behaviour support plan, implementation training and consultation with both informal and formal supports.
JOB SUMMARY	<p>To provide all aspects of positive behaviour support, including, but not limited to:</p> <ul style="list-style-type: none"> • Creation of, and review of behaviour support plans and strategies • Training in positive behaviour support strategies for families, support workers and volunteers • Identification of restrictive practices and development of positive behaviour support strategies • Functional behaviour assessments (FBA) • Management of behaviour related incident reports • Specialist behaviour intervention and support • Working with families and support workers from a Human Rights perspective 		

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<p>KEY OUTCOMES</p>	<ul style="list-style-type: none"> • Be able to effectively write and develop behaviour support plans • Understanding of positive behaviour support • Understand and be able to implement the Disability Act and NDIS Rules (Rights and Restrictive Practices, 2018) • Experience with managing behaviours of concern • Understanding of what constitutes a restrictive practice • Ability to run training sessions for staff and caregivers • To understand and advocate the right of every individual to have access to some form of communication, which allows them freedom of expression and the ability to have choices and power over their own lives • Be able to conduct and facilitate positive and productive meeting styles. • A focus on developing solutions to issues that arise through work practices. • Ability to work within an environment of Information Systems and processes. • Being able to effectively handle interpersonal and work management pressures in a professional and positive manner.
<p>TEAM ROLE & RESPONSIBILITIES</p>	<p>To contribute to the operational objectives and practices of the program, this will include:</p> <ul style="list-style-type: none"> • Assist in the implementation of behaviour support strategies and programs under supervision. • Support the development of work practices and procedures related to behaviour support, including problem identification and planning. • Provide assistance to senior staff and management in the development and review of behaviour support policies and guidelines. • Contribute to the implementation and evaluation of behaviour support plans for individuals. • Assist with day-to-day operations, ensuring the smooth delivery of behaviour support services. • Participate in quality improvement initiatives, providing input based on hands-on experience with participants. • Provide support and guidance to other employees and participants under the direction of senior staff. • Assist with the coordination of behaviour support projects and programs as required. • Offer input on matters related to behaviour support within the scope of training and experience. • Participate in the review and evaluation of behaviour support practices to ensure continuous improvement. • Work collaboratively with senior staff to monitor the effectiveness of behaviour support strategies and contribute to their development.
<p>CORE CAPABILITIES & EXPECTED BEHAVIOURS</p>	<p>IOE Responsibilities</p> <ul style="list-style-type: none"> ▪ Understanding of IOE's purpose and strategic aims ▪ Understand and follow the policy and procedures of Interchange Outer East. ▪ Attend and contribute relevant Interchange Outer East meetings and training. ▪ Involvement in formal and informal planning and evaluation processes for relevant programs and the agency as a whole. ▪ Maintain a healthy and safe workplace and environment for all. ▪ Attend and contribute to network meetings and working groups that will contribute to the development of IOE as a whole. ▪ Be rostered on to man the 'After Hours Emergency Phone' to support individuals, families and support staff out of office hours. ▪ Effectively handle interpersonal and work management pressures in a professional and positive manner <p>Training</p> <ul style="list-style-type: none"> ▪ Participate and or facilitate training & skills development in consultation with allied health / behaviour support team leader ▪ Attend induction and all necessary and mandatory training. ▪ Facilitate and support induction training of staff <p>Administration</p> <ul style="list-style-type: none"> ▪ Maintain high quality administration records and undertake required processes in a timely manner.

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	<ul style="list-style-type: none"> ▪ Consult with allied health / behaviour support team leader regarding any requests to change your working hours, working location and leave. ▪ Provide accurate acquittal of program expenditure including IOE credit card expenditure. ▪ Being able to effectively handle interpersonal and work management pressures in a professional and positive manner <p>Participant and family support</p> <ul style="list-style-type: none"> • Ensure families and individuals are informed of their rights and responsibilities regarding human rights and restrictive practices. • Work with families to ensure the least restrictive practices are implemented. <p>Plan writing</p> <ul style="list-style-type: none"> ▪ Conduct functional behaviour assessments using a variety of approaches ▪ Develop and review behaviour support plans when restrictive practices are used or proposed. ▪ Ensure plans meet all requirements outlined in the Disability Act and the National Framework for Reducing Restrictive Practices. ▪ Oversee the implementation and review of behaviour support plans with individuals, caregivers, and staff.
KEY RELATIONSHIPS AND INTERACTIONS	<p>Liaise and consult with:</p> <ul style="list-style-type: none"> • People with disabilities • Allied health practitioners • National Disability Insurance Agency • NDIA Quality and Safeguarding • Victorian Senior Practitioner • Both paid and informal supports of participants accessing behaviour support
KEY SELECTION CRITERIA	<ul style="list-style-type: none"> • Must hold a relevant qualification in Occupational therapy, Psychology, Social Work or Speech Pathology or other relevant bachelor degree • Capacity for high levels of self-responsibility and independence. • Work within a team-based approach. • Ability to manage and address conflict • Can work under limited direction • Demonstrated excellent verbal and written communication skills.