

Position Description

Position Title	NDIS Positive Behaviour Support - Practitioner
Department	Operations
Agreement / Award	Level 2.4 – Health Professionals and Support Services Award
Location	Negotiable
Salary	\$38.73 / hour Not For Profit Salary packaging up to \$15,900+ in tax free pay per FBT year.
Status	Part-time

About Within Australia

Within Australia is committed to excellence, equity and quality in mental health. It achieves this by developing collaborations that generate hope, meaning, self-identity, and responsibility. Established in 1992, Within Australia is a leader in Psychosocial Rehabilitation Support and Recovery oriented services. We aim to have planned, systematic, evidence-based and best practice approaches to all that we do.

Within Australia:

- assists people with mental health problems to manage their own illness experience and motivate them to set goals and lead satisfying and fulfilling lives
- is a registered provider with the National Disability Insurance Scheme (NDIS)
- has four (4) service outlets which are located in Bairnsdale, Sale, Traralgon and Wonthaggi
- employs approximately 65 full and part-time staff
- is governed by a community based Board of Governance
- has a history of delivering programs that offer a point of difference
- has adopted four (4) research validated models of service as the agency's method of intervention
- actively participates in research
- has been awarded four (4) Australian and New Zealand Mental Health Service Awards since 2007
- is an equal opportunity employer

For further information see website www.withinaustralia.org.au

Our Beliefs

- Community - we make a positive difference in the communities in which we work
- Our People - we value our people and their contribution to our organisation
- Focus - we think globally and act locally
- Sustainability - we work to build a strong and vibrant organisation for future generations
- Equality - we value equality of opportunity for all people

Our Values

- Equity – we strive to treat all people in a fair and impartial manner
- Honesty – we are truthful and sincere in all our relationships
- Respect – we recognise, admire and value the ability, knowledge and input of others
- Integrity – we are always guided by strong moral principles and honesty
- Excellence – we strive to achieve greatness and outstanding service
- Transparency – we will operate in a way that creates openness, trust and clarity
- Success – we will always strive to achieve our goals of helping others lead a better, happier and healthier life

Expectations of All Staff:

- Uphold Within Australia's Vision, Core Purpose and Values and seek ways in which to add value to the organisation
- Operate within the formal delegations framework of the organisation and in accordance with organisational policies, procedures and guidelines
- Ensure that the CEO is well informed about Within Australia business
- Maintain a high level of discretion and confidentiality
- Develop and maintain effective and professional working relationships with stakeholders and colleagues
- Ensure the maintenance of a safe working environment for clients, staff, contractors and visitors
- Participate in the organisation's continuous quality improvement related activities and processes

Position Summary:

- The role of the Positive Behaviour Support Practitioner is to ensure the delivery of responsive, high quality and evidence-based positive behaviour support plans to NDIS clients, their carers, and families
- Work collaboratively across Within Australia to build service and organisational capability to assist customers to achieve their identified needs and goals
- Provide a high level of specialist expertise, guidance, and direction to Within Australia in the relevant allied health discipline area
- Ensure that all operational issues or incidents are dealt with in a prompt manner in accordance with approved policies and procedures

Primary Responsibilities & Tasks:

- This position description is not definitive, it reflects the current requirements of the role. As duties and responsibilities evolve and develop the position description will be amended from time to time in consultation with the incumbent.
- Follow the rules and regulations set out by the NDIS (Restrictive Practices & Behaviour Support) Rules 2018 & Disability Act 2006
- Ensure all responsibilities and reporting requirements are met that are set out by the NDIS Quality and Safeguards Commission and the Office of the Senior Practitioner (DFFH)
- Complete interviews, assessments and observations of the individual, care givers and their environments
- Conduct Functional Behaviour Analysis' and develop interim and comprehensive Behaviour Support Plans
- Where restrictive practices are required, authorized and / or approved, follow the NDIS (Restrictive Practices & Behaviour Support) Rules 2018 & the Disability Act (2006)
- Develop plans on the NDIS approved Behaviour Support Plan format (when appropriate) utilizing a human rights approach
- Building strategies, skills, and teaching replacement behaviours to meet the individuals' goals
- Work collaboratively ensuring a recovery oriented and hopeful approach to service delivery
- Lead by example
- Ensure the promotion and maintenance of the integrity and fidelity of Within Australia's chosen models of service and care and outcome measurements through guidance and coaching conversations
- Undertake the comprehensive assessment of client needs, inviting and including the input of carers and families
- Foster new community care initiatives in line with Within Australia's Strategic Plan
- Support and engage with key community stakeholders, networks, and community connections
- Ensure that risks relating to service users and the work environment are assessed and managed appropriately, ensuring that all team members know and understand their role in the management of risk
- Provide information / data for service development and evaluation through the use of outcome measurements, audit and service review
- Report all incidents, accidents and near misses in accordance with the approved policy and procedure
- Ensure all customer feedback is managed in accordance with the Customer Feedback Policy and Customer Feedback Management Procedure
- Actively participate in Clinical Supervision
- Support and maintain respectful, effective, and professional inter-professional stakeholder relationships and partnerships
- Keep abreast of changes to systems, policy and practice relating to the delivery of service
- Contribute to the review and development of service wide policies and procedures
- Other duties as negotiated

Key Relationships

Reports to:	Manager- Positive Behaviour Support
Direct Reports:	N/A
Key Internal Relationships:	Corporate Services Team and Client Care Team
Key External Relationships:	NDIA, Stakeholders and Partner Organisations

Key Selection Criteria – Skills, Knowledge & Experience:

- A genuine respect and desire to provide quality person-centered care to with people with mental health problems
- Demonstrated ability and experience in development and implementation of Positive Behaviour Support plans
- Experience in the assessment of complex needs and risk and to work effectively with service users, their carers and families
- Demonstrated ability and experience in establishing and maintaining effective collaborations with service providers and stakeholders
- Excellent communication skills with the ability to negotiate compromise and resolve conflict
- Advanced skills in writing structured, detailed and concise reports and recording client information
- Advanced skills in Microsoft Applications, Word, Excel, Email and Internet
- Commitment to working within equal opportunities and anti-discriminatory practice
- A minimum of 2 years post qualifying experience of working with people with mental health problems and their carers in the community

Personal Attributes:

- Creates a fun and exciting work atmosphere that is driven, hardworking and goal orientated
- Demonstrated ability to work effectively both independently and as part of a team
- Creates a welcoming atmosphere by engaging all people in a friendly and approachable manner
- Works as part of a team and shows professionalism
- Punctual in both attendance on shift and attendance at staff meetings
- Immediately responds to customers' needs or concerns
- Recognises and acts on the need for support and will accept and delegate responsibility when required
- Models, demonstrates and teaches positive values that reflect the organisation's values
- Maintain high standards of presentation and personal grooming



Qualifications and Certifications

Essential -

- Evidence of your professional qualifications
- Current Police Check
- Current NDIS Worker Screening Check
- Current Victorian driver's license
- COVID-19 Vaccination Record
- Minimum Level 2 First Aid certification
- A declaration of any pre-existing health issues and any unresolved work cover matters that may impact on the ability to perform the duties as required

Desired –

- A relevant tertiary qualification
- Australian Health Practitioner Regulation Agency (APHRA) Registration

Performance Standards:

Performance will be measured by:

1. Agreed performance appraisal objectives
2. The extent to which position and responsibilities are achieved
3. The degree of professionalism, flexibility displayed
4. Reliability, quality and courteousness of service delivered
5. Effective teamwork

Conditions of Employment

- The successful applicant will be subject to a Police Records Check
- Superannuation benefits are as per the Superannuation Guarantee Act (10%)
- All employees may be asked to work early mornings, afternoons, evenings and weekends or be involved in a roster