



Position Description

Title	Positive Behaviour Support Practitioner	Reports to:	Manager Specialist support Services
Programme:	Disability Pathways	Location:	Adelaide
Award:	SCHADS	Classification:	Level 5-6

About Baptist Care SA

Baptist Care SA provides out of home care, disability care, youth education and employment, homelessness, and therapeutic support services. Established in 1913 we have a dedicated staff and volunteers who work tirelessly to help South Australians achieve their full potential. Baptist Care SA is committed to working with the State's most disadvantaged, championing local issues and connecting with people to provide transition pathways from adversity to opportunity.

About the role

The Positive Behaviour Support Practitioner will work with NDIS participants and key stakeholders in the provision of behaviour support services. This includes implementing a variety of functional behaviour assessment tools to inform the development and implementation of positive behaviour support plans. The Positive Behaviour Support Practitioner will work closely with the client and key stakeholders to provide training in person centred behaviour support strategies and data collection procedures.

Key Result Areas and responsibilities

1. Provision of Positive Behaviour Support Services

- Abide by the NDIS Code of Conduct
- Work in alignment with the NDIS Positive Behaviour Support Capability Framework
- Plan, deliver and evaluate behaviour supports relating to a participant's needs in line with relevant legislative and ethical requirements.
- Apply explicit knowledge of the NDIS Positive Behaviour Support Framework and principles including functional behaviour assessment, intervention and service delivery practices, and Restrictive Practice Authorisation processes.
- Use data collection tools, collate information, analyse and prepare reports for relevant stakeholders.
- Develop and implement individually designed client support plans within specified timeframes for clients and their supporters in alignment with the values, knowledge and skills outlined in the NDIS Commission Positive Behaviour Support Capability Framework.
- Plan, implement and review training plans for participants, support staff, families and carers in positive behaviour support and specialist topics as required.
- Independently applying clinical reasoning skills.
- Employ principles of evidenced based practice to service delivery.
- With the support of experienced colleagues, implement innovative approaches based on current practice in the field of Positive Behaviour Support to assist with complex behaviour support.
- Undertake self-assessment against the Positive Behaviour Support Capability Framework, utilising examples from practice and knowledge.
- Work effectively with a range of stakeholders, including individuals, families, LACs, the NDIA, the Office of the Public Guardian, ADHC, other government agencies and specialist support services.
- Understand the impacts of trauma and trauma-informed practice principals and apply actions relevant to the situation.

2. Leadership and Team Collaboration

- Participate in clinical supervision and support other team members to engage in professional education and reflection.
- Develop and deliver professional support, training and consultancy to support workers, clients and/or family members, including the creation of skill development programs.
- Engage and build effective working relationships with a range of stakeholders to meet the needs of clients, including families, community organisations and government agencies
- Initiate, facilitate and support consumer engagement, consultation and feedback to the organisation.
- Grow and strengthen connections internally within Baptist Care SA, providing opportunity to develop organisational capacity to support people with disability.
- Contribute to the preparation of professional resources to support capacity building, training and practice improvement at Baptist Care SA
- Work effectively and collaboratively with management and team members, sharing expertise and escalating issues appropriately.
- Actively promote the role of Positive Behaviour Support Practitioner and contribute to business development strategies and growth as part of a specialist team.

3. Administration and Reporting

- Ensure that client records, referrals, service agreements and consents are appropriately managed and documented.
- Ensure that all reporting required by the NDIS Quality and Safeguard Commission is undertaken to the standard required and, in the timeframe, required.
- Ensure that potential conflicts of interest in service delivery are appropriately managed and documented, including ensuring that clients are made aware of any potential for conflict of interest.
- Prepare reports for management as required.
- Manage information systems to record, analyse and report service information internally, to service partners and regulatory bodies in a timely manner.

4. Provide Client-Centred Services

- Actively utilise a person-centred approach to client engagement and service delivery and ensure all clients, their families and advocates are treated with dignity and respect.
- Ensure clients are encouraged and supported to participate in decisions that affect them and ensure that our services offer genuine opportunities for independence, choice and control.
- Ensure that clients, carers and their families are engaged, informed, and consulted with and that they receive timely and appropriate communication and information that is accessible and in a format that best suits them.
- Ensure that the views of clients, carers and families are incorporated into the design, review and evaluation of services.

5. Client Relationships

- Be proactive in supplying information about the full suite of services and support provided by the work area or Baptist Care SA.
- Work with clients to explore and resolve their practical and complex needs, including setting client goals to build independence and achieve NDIS goals outlined within a client's NDIS plan.
- Use appropriate skills to effectively manage and respond to difficult and/or challenging behaviours, situations or conversations. Model best practice in supporting clients through challenging behaviours to staff.
- Uphold client confidentiality and diversity principles
- Practice problem resolution of a more complex nature for a diverse range of clients.
- Determine needs and service expectations in sensitive situations and then appropriately adjust processes and own approach.
- Provide guidance to less experienced staff and assist direct service staff in daily delivery of services.
- Communicate effectively with clients, adapting communication styles and methods as needed to ensure that clients can provide effective input into their services

6. Client Support/Client Safety

- Build relationships with clients and their family/carers to help support the development of person-centred behaviour support strategies.
- Ensure a holistic approach to support (recognising the connections between a person's physical, emotional, spiritual, and family well-being).
- Tailor support to meet specific goals and needs identified in individual plans.
- Respond appropriately to behaviours of concern and support staff in their response and application of strategies to address behaviours according to Behaviour Support Plans.
- Advocate for a client as needed to ensure that client safety and wellbeing needs are met.
- Work with internal and external Allied Health professionals and staff to implement Positive Behaviour Support Plans and strategies within daily practice.

• Coach, mentor and support staff to provide quality, client centred and active support to clients at all times.
7. Work Health and Safety (WHS) <i>Baptist Care SA is committed to the health, safety and wellbeing of employees, volunteers, contractors, clients and other people within our workplaces. All roles within BCSA must:</i> • Take reasonable care for your own and others' health and safety within the workplace; • Take reasonable care that your actions or omissions do not adversely affect the health and safety of yourself or others; • Cooperate with any reasonable directions, policies and/or procedures relating to health and safety in the workplace • Report all injuries, illness, near misses or hazards as per Baptist Care SA's policies and procedures; and • Participate in relevant health and safety training, and risk management initiatives based on position and responsibilities
8. Know and apply Baptist Care SA policies and procedures • Ensure alignment to the Baptist Care SA mission and values, including the strategic plan. • Model and foster behaviours aligned with the Code of Conduct. • Work harmoniously with Baptist Care employees, volunteers and other stakeholders.

About You

Qualifications

- Relevant tertiary qualifications

Experience

- Significant (3-5 years) previous experience in working with clients with disability and complex needs.
- Experience working within the NDIS environment and demonstrated knowledge of and ability to apply NDIS and QSC standards and legislative requirements within the workplace.

Specific employment requirements

- A valid full South Australia driver's license (C Class)
- A valid NDIS Worker Screening Check
- A current Apply First Aid Certificate
- National Police Clearance
- Evidence of current COVID 19 vaccinations including any booster requirements
- A valid Child-Related Employment Screening via Department of Human Services
- Child Safe Environments Certificate (or willingness to obtain)
- Ability to work outside of normal office hours
- Travel within South Australia

Desirable attributes

- Previous experience in a faith based, community service environment
- Aboriginal and Torres Strait Islander peoples are encouraged to apply

MONITORING, EVALUATION AND REVIEW

Status:	Approved	Control:	People & Culture
Approved by:	Senior BP P&C	Version:	2.0
Effective Date:	February 2023	Review Date:	February 2024

Confirmation of Acceptance:

By signing below, I accept that I have read and understood this position description and that I agree I am able to undertake all aspects of this role.

Employee Signature: _____ Date: _____

Employee Name: _____

Senior Manager Signature: _____ Date: _____

Senior Manager Name: _____