

Position Description



Position title	Behavioural Support Practitioner
Service Area	Service Quality Governance
Reports to	Senior Behavioural Support Practitioner
Date prepared/reviewed	October 2021
Location	Inner City Hub (ICH)
Position Details	Permanent, Full time

Our purpose is to inspire people, enliven communities and confront injustice. We address the causes of vulnerability and disadvantage, stand for a just society and support individuals and communities to be valued and connected.

Position Objective

Brief summary of position's purpose

The purpose of this role is to work with the guidance of the Senior Behavioural Support Practitioner to collaboratively undertake functional behavioural assessments, behaviour support planning and implementation with internal and external NDIS participants and their support network which are aligned with the National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018, and in accordance with the participant's goals and funding.

Values and Associated Behaviours

Uniting's Values and Behaviours which inform the job holder's decisions and actions.

Imaginative – We challenge convention, explore new possibilities and dare to dream for a better future

Respectful – We act with honesty and integrity, and open our hearts to all people without exception

Compassionate – We are nurturing, generous and thoughtful in our words and deeds

Bold – We face injustice head on and stand up for what is right and true with confidence and strength.

Additionally, the role will:

- Respectfully work within the Christian ethos of the Uniting Church
- Works in a way that is consistent with Uniting WA's leadership expectations
- Operate ethically and enhance the integrity of the organisation.

Key Responsibilities

These represent the key outputs of the job, the job's deliverables. They are not specific activities in themselves. These form the basis of the objectives and measurements set for the job holder under the Uniting Performance Management System annually.

- Seek support and supervision from the Senior Behaviour Support practitioner as required
- Commitment to complete NDIS Behaviour Support Practitioner assessment if not already
- Collaborate with other allied health professionals, families, staff, and stakeholders
- Use an evidence-based person-centred approach to assessment and intervention
- Conduct and analyse Functional Behaviour Assessments
- Develop Positive Behaviour Support Plans (interim and comprehensive)
- Implement Positive Behaviour Support Plans through training and roleplaying in an appropriate and effective way
- Complete reporting tasks as required by the NDIS Commission

Standard Key Responsibilities (for all Uniting staff)

- To operate within delegated authority and comply with legal, regulatory obligations and requirements of our internal policies and procedures
- Identify and deal (manage and monitor) with risks associated with Uniting
- Compliance with the values and associated behaviours of Uniting
- Compliance with the policies and procedures of Uniting including statutory policies
- Completion of any training and associated assessments identified as a requirement of the position.

Competencies

The knowledge and soft skill requirements necessary for this position.

- Excellent communication skills both written and verbal, demonstrating clarity and conciseness in a confident manner. Listen effectively.
- Strong interpersonal skills particularly in relation to clients, carers, external and internal stakeholders. Considers and appropriately respond to the needs and feelings of different people in different situations.
- Strength in attention to detail.
- Ability to persuade and influence others. Builds consensus through give and take. Gains cooperation from others to obtain information and accomplish goals.
- Proven ability to build strong and effective relationships with key stakeholders.

Qualifications

Education, experience and technical skills required for this position.

- Relevant tertiary qualifications in an allied health area
- This role would be appropriate for a graduate who is starting out their career.
- Understand the principles and evidence-based practice in disability services
- Knowledge of NDIS restrictive practices and behavioural support rules 2018 and the national framework
- Knowledge and understanding of the NDIS Quality and Safeguarding Commission and its functionalities
- Contemporary understanding of person-centred approach and practice
- Current National Police Clearance (less than 6 months old)
- Current Western Australian Driver's Licence

Additional Information

Any additional information that would be helpful to someone trying to understand the nature or purpose of the position.