

Position Description

Position Title:	Behaviour Support Practitioner (Core)
Classification:	Stream D - Direct Service Delivery, Band 2

Purpose of the Role

The Behaviour Support Practitioner role will primarily assist in the delivery of Behaviour Support services for NDIS participants. The position will be responsible for the engagement, assessment and therapeutic intervention for people eligible for services under Marathon Health’s programs, in particular NDIS related services and other commercial services.

The Behaviour Support Practitioner will work alongside the Portfolio Manager and PBS Team Lead to provide effective, efficient and high-quality service delivery for NDIS participants and commercial service clients as well as supporting other Marathon Health programs related to the delivery of Positive Behaviour Support strategies.

Key Relationships

The Behaviour Support Practitioner is an employee of Marathon Health and reports to the Southern PBS Team Lead. You will also have a close working arrangement with other Clinicians, NDIS Admin team staff, and other program staff.

You will be required to maintain effective working relationships with other staff employed or visiting to provide services within Marathon Health. You will liaise as necessary with the Marathon Health partner organisations and other service providers, community organisations, or individuals who have an interest in Marathon Health.

Position Responsibilities

The following outlines responsibilities specific to a Behaviour Support Practitioners level as outlined in the NDIS Commissions PBS capability framework.

Core Practitioner

This level describes the expectations of an entry-level behaviour support practitioner. The core practitioner is expected to:

- Recall, understand and apply concepts relating to disability and PBS in general circumstances
- Have a core understanding of other models of practice which are complementary to PBS (e.g., environmental enrichment, person-centred active support)
- Access and actively participate in supervision and supervised practice (a core practitioner works under the supervision of practitioner rated as proficient or above).

Clinical Service Delivery:

- Conduct Positive Behaviour Support functions such as functional behaviour assessments, development of interim and comprehensive behaviour support plans, reviews and

implementation support in line with the NDIS Quality & Safeguards Commission Positive Behaviour Support Capability Framework.

- Deliver high quality evidence based therapeutic interventions that are person centred and meet the goals of the individual's NDIS plan in partnership with the individual and other stakeholders.
- Consistently meet agreed billable targets in consultation with the Murrumbidgee PBS Team Lead
- Deliver behaviour support services that are adapted to meet the needs of local identified communities including Culturally and Linguistically Diverse communities.
- Work collaboratively to actively engage Aboriginal and Torres Strait Islander people in appropriate youth, health and related services.
- Ensure absolute confidentiality relating to any information of a private nature concerning Marathon Health clients.
- Maintain and update active client files and store these active files according to legal requirements, using the Marathon Health electronic patient record system (Mastercare).
- Complete the minimum data requirements as specified by the program funding contract and enter this information in accordance with Marathon Health policies and procedures.
- Develop linkages with general practitioners, area health service, NGO's and other relevant health professionals in order to ensure support and further referral for those in need of additional disability related assistance.
- Provide clinical reports to GP's and other clinicians as per Marathon Health guidelines, in line with professional, ethical, legal and program guidelines.
- Deliver services through new and advancing technologies (such as Telehealth).
- Participate in multidisciplinary clinical team meetings, care planning and case reviews with other clinical staff designed to increase the use of evidence-based interventions for people with behavioural, psychosocial and mental health problems as required.
- Deliver outreach services as required.
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Clinical Governance:

- Adhere to all policies and procedures which have been designed to minimize risk and ensure appropriate standards of safety and welfare are maintained and delivery of integrated and coordinated high quality, evidence-based clinical care services to people accessing Marathon Health services.
- Adhere to Marathon Health's clinical supervision policy and participate as needed in individual, peer and group supervision as organised with the Clinical Lead.
- Contribute to the development, implementation, evaluation and reporting of continuous clinical quality improvement activities to improve the clinical service provision and outcomes for clients accessing Marathon Health services.
- Complete file audits in accordance with program requirements.
- Actively communicate, and share knowledge, with other Marathon Health team members to ensure quality services.

Other Duties

- Demonstrate and uphold our values at all times.
- Comply with the Work Health and Safety policies and procedures at all times.
- Undertake continuing professional development as required to ensure job skills remain current.
- Attend/participate in out-of-hours meetings and functions as required.
- Participate in staff activities and processes.
- Identify and participate in continuous quality improvement opportunities.
- Actively participate in annual performance planning and review activities.
- Maintain a working knowledge of all equipment used in the office.
- Other duties as directed from time to time.

Our Values

Staff are expected to demonstrate our **ICARE** values:

- I**ntegrity & Trust
- C**ollaboration & Innovation
- A**chievement & Excellence
- R**espect & Empowerment
- E**mpathy & Understanding

Special Job Requirements

1. National Police Check with a satisfactory outcome and Working With Children Check clearance for paid work
2. NDIS Worker Screening check, qualifications and professional registration as applicable to this role
3. Eligibility to work in Australia
4. Valid Australian Drivers Licence

Note:

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfil the position objectives.

It is expected that this position description will change over time due to the nature of Marathon Health activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you.

I, the undersigned, agree to be employed under the terms and conditions as detailed in this position description.

Signed _____

Date _____

Print Name _____

Selection Criteria

Essential

- Relevant qualifications and/or experience required to achieve core suitability (determined by the NDIS Commission) as a behaviour support practitioner.
- Experience in the delivery of a range of evidence based strategies relevant to working with people with disabilities who require positive behaviour support interventions.
- Ability to use a clinical software package for electronic client records.
- Experience in, and/or willingness to, use new and advancing technologies to deliver health services (such as Telehealth) and provide outreach services.
- Demonstrated ability to establish effective workplace relationships with a diverse range of professionals and stakeholders.
- Well-developed time management and organisational skills.
- Demonstrated ability to work both independently and as part of a team.
- Demonstrated ability to maintain confidentiality at all times.