

Position Description

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| Position | Senior Behaviour Therapist |
| Reporting to | Clinical Director |
| Hours | Full Time |
| Location | Melbourne |
| Salary: | 95K-115K |

Behaviour support

Behaviour support is about creating individualised strategies for people with disability that are responsive to the person's needs, in a way that reduces the occurrence and impact of behaviours of concern and minimises the use of restrictive practices.

Under the NDIS Commission, behaviour support focuses on person-centred interventions to address the underlying causes of behaviours of concern or challenging behaviours, while safeguarding the dignity and quality of life of people with disability who require specialist behaviour support.

Role/Expectation

The Practitioner provides leadership to Clinical staff, supports the delivery of the organisations strategic and business plans, drives development, implementation and adoption of clinical governance systems and processes and has oversight of Allied Health Professional provision and training.

The key duties of the Senior Practitioner are:

Leadership

- Provide clinical leadership.
- Lead quality of care and services.
- Assist with recruitment of Clinical staff.
- Oversee the induction and orientation program for Clinical staff and trainees.
- Ensure adequate Clinical staffing levels to meet operational requirements.
- Conduct annual Clinical staff performance evaluation, including identification of training and development needs.

- Provide career and professional development advice to the Senior Manager/Management team.
- Liaise with the Chief Executive to develop and deliver multidisciplinary Practice and vision.
- Represent Crescent Respite at external forums, Marketing and Public Relations scheme, as required.
- Active participation in a range of organisational committees.
- Report to the Board and Board subcommittees as required.

Teaching

- Enable the delivery of Multidisciplinary teaching and supervision to Allied health professionals working at Crescent Respite.
- Ensure orientation, timetabling, teaching and supervision for all Clinical Staff and general practice registrar placements at Crescent Respite.
- Facilitate the delivery of continuing professional education programs for Clinical staff working at Crescent Respite.

Clinical Governance

- Ensure effective quality and clinical governance policies and processes are in place.
- Promote a culture of continuous improvement and learning from clinical incidents and clinical audits ensuring lessons learned are disseminated.
- Ensure complaints are managed in an appropriate and timely manner
- Contribute to improving health services both at Crescent Respite and in the provision of primary health care in the community.
- Ensure regular Clinical team meetings; communicate relevant outcomes from all other organisational meetings.
- Accountable for the Clinical and clinical governance components of practice accreditation and NDIS standards.

KEY SELECTION CRITERIA

Professionalism

- Demonstrates a high-level commitment to ethical practice;
- Demonstrates a thorough knowledge of medico-legal issues associated with clinical care in disability sectors;
- Demonstrates ability to effectively manage matters of patient safety and quality of care.
- Has evidence of strong networks in the NDIS community and Key parties representing the NDIS and legislations

Clinical Expertise

- Evidence of maintenance of clinical knowledge, skills and attributes appropriate to general practice;
- Deliver a minimum of 2 clinical sessions per week;
- Currency of clinical practice;
- Demonstrates a personal commitment to the provision of compassionate patient-centred care;

- Demonstrates commitment to quality and safety.

Teacher

- Demonstrates ability to contribute to the development, dissemination, application, and translation of new Clinical knowledge and practice.
- Commitment to oversight of the delivery of Management team, Clinical Practices, teachings delivered and training to Clinical Staffs.
- Supports and promotes clinical research and evidence-based interventions and practice Leadership
- Demonstrates clinical Leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation.
- A record of effective leadership.
- Well-developed in written and oral communication skills
- Demonstrated ability to work effectively with interdisciplinary teams

PERFORMANCE EVALUATION

- Performance reviews will be 6monthly with the Chief Executive.
- KPI outcomes will be evaluated, new objectives will be established, professional development objectives will be agreed and an open and supportive dialogue conducted to assist both parties.

The overarching duties associated with the position include the following:

- Support a complex caseload by developing the person-centred behaviour support capacity of individuals, families, and staff
- Mentor the implementation of Person Centred Behaviour Support plans
- Provide clinical knowledge, expertise, and support to Behaviour Support Senior Practitioner s
- Provide regular supervision and operational management to a team of Behaviour Support Practitioners (BSP's).
- Participate in intake decision making processes regarding participants with complex needs and determine the suitable allocation of participants to practitioners
- Mentor and train your team to exercise independent clinical judgment concerning the selection and application of principles, methods, and techniques of clinical assessment and/or therapy
- Write your own Positive Behaviour Support Plan's (PBSP) as part of a small caseload, as well as monitor and approve all PBSP's prepared by your team, ensuring that all State and Federal legislative requirements are met for the use of Restrictive Practices
- Expert consultation and provision of positive behavioural support services to people with a disability and their service providers/families, in line with an individual's NDIS plan and goals.
- The development of positive behaviour support plans which can include at times the use of restrictive practices.

- Responsibility for the assessment, planning, monitoring and review of client outcomes, including training of the individual with a disability, their support staff and family members.
- Conducting psychological and related assessments and interventions required under the NDIS and workers compensation schemes (where applicable).
- Business development and liaising with other service providers to achieve positive client outcomes.
- Provide evidence-based treatment and clinical knowledge, expertise and support to individuals and their key support network.
- Plan, deliver and evaluate behaviour supports relating to the individual's needs in line with relevant legislative and ethical requirements.
- Provide evidence-based treatment and clinical knowledge, expertise and support to individuals and their key support network.
- Collaborate with the participant, their families, carers, guardians and other stakeholders in the development of behaviour strategies to maximise the quality of service in line with the assessed needs.
- Monitor, review and evaluate support strategies to ensure they are implemented correctly and consistently in order to improve the quality and effectiveness of the behaviour support systems.
- Employ the principles of evidence-based practice to all service delivery.
- Complying with all lawful and reasonable directions of Crescent Respite, not engaging in any unlawful conduct during your employment, while at work premise or when using Crescent Respite resources complying with all Crescent Respite policies, as implemented, varied, or replaced from time to time.
- In addition to the duties outlined above, you are also required to perform such other duties as may be directed by your supervisor or management provided these are within your competency or training.

Everyday Service:

Assessments and Interventions

- Complete Functional Behaviour Assessment such as FAI, CAI and MAS-II
- Collect Data and analyse the results to provide a succinct analysis.
- Develop an interim and Comprehensive Behaviour Support plan that may require restrictive practices within a timely manner.
- Provide training to participant and key Stakeholders after each plan is developed.
- Provide a letter of recommendation where needed to aid in NDIS reviews.
- The Senior Behaviour Practitioner will be responsible for approval of clinical reports completed by the Behaviour Practitioners.
- The Senior Behaviour Practitioner approves specialised assessments for the client's case managed by the Behaviour Practitioners.
- Attends court and gives evidence that may include their professional opinion based upon assessment reports and professional observations on the participant's development and relationships with significant others.

Clinical practice

- Ensure that referral, case allocation, review and closure processes and systems are in place to meet agreed timelines and expectations.
- Ensure that service delivery information is collected and recorded in a professional and timely manner and is consistent with the requirements of an agreed management information system and the research strategy.
- Provide specialist advice and consultation on particular cases.
- At times specialised assessments are required, beyond standard requirement of behaviour specialist Functional Behaviour Assessment such as WISC, Vineland etc. The Senior Behaviour Practitioner approves these assessments to ensure clinical governance depending on registration body and credential.
- Ensure that systems and processes are in place for appropriate monitoring of clients identified as "high risk", such as Risk Assessment, Environment Risk Assessment, Safety Plan and Intervention plans.

Multidisciplinary Team

- Work in conjunction with Key stakeholders for the benefit of the participant. This includes but not limited to DHHS, allied health professionals, service providers, education providers and family.
- Liaise with external provider to aid with clinical interventions and implementation.
- Maintain a cohesive relationship with all stakeholder by assisting in or facilitating regular care team meeting.
- Be comfortable working in an area of complexity and competently navigate and manage different points of view on case direction and planning.
- Welcome problem-solving approaches where necessary.
- Play a lead role in the ongoing operation and development of Behaviour Team within the region of responsibility and actively contribute to its practice development, contract compliance, strategic planning, research, development, training and Behaviour intervention service strategies.

Administration

- Provide daily case notes for session and all interactions made toward or with the participant.
- Complete functional behaviour assessment
- Follow the Clinical Breakdown of hours; to ensure efficient usage of participant hours and funding.
- Maintain up to date files.
- Update data bases as required and expected.
- Maintain records in relation to Services KPI.

Supervision

- Participate in weekly/fortnightly supervisions.
- Follow the protocols in Clinical supervision agreement provided by Crescent Respite
- Provides supervision and training to Therapy Assistant and specialist roles in accordance with Crescent Respite' supervision policy.
- Coach and mentor staff within the team and support workers working alongside the participant.
- Conduct quarterly reviews to ensure that personal and professional goals are being attained.
- At times you may require attending to highly sensitive meeting with other practitioners as situation may evolve in complexity.
- Supervise placement students as required.

Management and leadership.

- Assist the Senior Behaviour Practitioner to ensure that high quality clinical services are delivered to the specified participant group, through appropriate policy and program operation and development, and the recruitment, management and development of appropriately qualified and skilled staff.
- Each Practitioner must understand the principles of Behaviour Team and read through Behaviour Support Plan Handbook and familiarise themselves with the action steps involved.
- Understand that your role requires you to advocate for all participants and have complicated and demanding conversations with family and carers that might impeded of participant health and wellbeing.
- Effectively liaison with case managers responsible for the care of participants and effective care team participation.
- Assist with the management of any serious incidents, co-ordinate the appropriate response and ensure appropriate follow up.
- You may be required to support the managers or house coordinators in the recruitment, management and development of appropriately qualified and skilled staff. Followed by training module that will assist each support worker in developing a holistic service toward the participant while following the recommendation placed in the Behaviour Support Plan.
- Identify key stakeholders in each region (including DHHS, Aboriginal Communities and Services, CYMHS, ELMHS, Drug and Alcohol services, Education and Community Service Organisations) and ensure that constructive relationships are developed and maintained.
- In conjunction with the Senior Behaviour Practitioner, maintain collaborative working relationships with relevant Crescent Respite.

I have read and understood the Practitioner Roles and responsibilities provided in this document.

Name: _____

Name: _____

Position: _____

Position: _____

Signature: _____

Signature: _____

Date: _____

Date: _____

