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Job Package

Behaviour Support Practitioner/Specialist

Position title	Behaviour Support Practitioner/Specialist
Job Type	Casual up to 38 hours per week
Award	Social, Community, Home Care and Disability Services Industry Award
Location	Work from Home and in the Community

Inclusion Tree

Inclusion Tree provides human-centred supports services, in all States and Territories of Australia. Our services are individually tailored, strengths-focused, trauma-informed, inspired by leading edge practices and social innovations.

We enjoy compassionately inquiring together to co-create solutions that make a difference to the people experiencing disability and mental health.

We know that investing in our people and acknowledging their gifts is what makes our business grow. We are committed to nurturing the personal and professional development of all our staff through an intentional culture of growth and learning, based on 'We-Flow' principles and practices.

Role of Behaviour Practitioner/Specialist:

Behaviour Support is about creating individualised strategies for people with a disability that are responsive to the person's needs, in a way that reduces and eliminates the need for the use of regulated restrictive practices.

Behaviour Support focuses on evidence-based strategies and person-centred supports that address the needs of person with disability and the underlying causes of

behaviours of concern, whilst safeguarding the dignity and quality of life of people with disability who require specialist behaviour support.

Focus on:

- Assessment, development, implementing, monitoring and review of interim and comprehensive behaviour support plans for individuals (and their circle of support).
- Completing Functional Behaviour Analysis for each participant to understand the underlying causes/functions of behaviours of concern.
- Lodging Behaviour Support Plans with the appropriate legislative body (i.e. NDIS Quality and Safeguard Commission and State Based systems)
- Improving the quality of life and minimising risk/complexities for individuals who present with behaviours of concern.
- Promoting Positive Behaviour Support and Quality of Life for individuals who present with behaviours of concern.
- Reporting and eliminating restrictive practices for individuals who present with behaviours of concern.
- Provide training and support to individuals (and their circle of support) regarding behaviours of concern (or associated areas of Behaviour Support such as Restrictive Practices).

A Behaviour Support Practitioner/Specialist:

A Behaviour Support Practitioner/Specialist will have formal qualifications in a relevant field (i.e., Social Work, Psychology, Occupational Therapy, Social Sciences/Behavioural Science) and meets the requirements set by the NDIS Quality and Safeguard Commission Positive Behaviour Support Capability Framework and be individually registered with the NDIS Quality and Safeguard Commission.

Essential Criteria

- Relevant Degree in Behaviour Support, Psychology, Social Work, Allied Health or other relevant Tertiary Qualification
- Experience in assessment and development of behaviour support plans
- Registration with an applicable State/National Association (eg APHRA, AASW, Australian Psychological Association).
- Solid understanding of the National Disability Insurance Scheme including relevant Practice Standards and Indicators relating to Behaviour Support, Legislation and relevant state based programs/standards.



- Thorough understanding of Restrictive Practices including assessment and recommendation and fade out strategies (where applicable) and reporting obligations for Restrictive Practices.
- Understanding and practical knowledge on the assessment and development of Positive Behaviour Support Plans (including the assessment of Restrictive Practices as outlined above).
- Experience engaging with Inter Agencies, disability networks and wider community networks.
- Intermediate to advanced Microsoft Office skills (word, excel, Power Point and Outlook).
- Creativity, flexibility and adaptability.
- Excellent written and verbal communication.
- Organised and able to meet deadlines.
- Relevant work related experience in working with people with disabilities, families and communities.
- Demonstrated understanding of, and commitment to, a strengths-focused approach.
- Demonstrated project management experience and organisational skills.
- NDIS Quality and Safeguard Commission training requirements (you will need to create your own log in to complete this training)
- NDIS Worker Orientation Module- <https://training.ndiscommission.gov.au/>
- NDIS Worker Screening <https://www.ndiscommission.gov.au/workers/worker-screening/where-apply-worker-screening>
- COVID-19 - Training- <https://www.health.gov.au/resources/apps-and-tools/COVID-19-infection-control-training>
- COVID-19 – Vaccinations - <https://www.health.gov.au/our-work/covid-19-vaccines/disability-sector/workers?language=en>
- National Police Check: <https://www.afp.gov.au/what-we-do/national-police-checks>
- Working with Children’s Check
 - VIC - <https://www.workingwithchildren.vic.gov.au/>
 - NSW - <https://www.service.nsw.gov.au/transaction/apply-working-children-check>
 - QLD - <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/applications/apply>
 - TAS - <https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people>
 - WA - <https://workingwithchildren.wa.gov.au/applicants-card-holders/applying-for-a-wwc-check/how-to-apply>
 - SA - <https://www.sa.gov.au/topics/rights-and-law/rights-and-responsibilities/screening-checks/screening-wwcc>



- NT - <https://nt.gov.au/emergency/community-safety/apply-for-a-working-with-children-clearance>
- ACT - <https://www.myaccount.act.gov.au/WWVPNDIS/s/wwwvp-ndis-new-application-v2>

Application Enquiries –Human Resources email lynn@inclusiontree.com.au or hello@inclusiontree.com.au

Guide for applicants

Inclusion Tree observe EEO principles when selecting and recruiting staff. Positions are offered based on merit, that is, the applicant considered to be the most capable of doing the job is selected.

Qualifications, experience, skills, standard of work, and personal qualities relevant to the position advertised are considered when making the decision.

How to apply

Applicants MUST follow these steps to be considered for the position.

1. Prepare a typed application which includes:
 - A statement against each of the essential and desirable selection criteria for the position, giving examples to demonstrate how you meet them.
 - A current resume detailing your relevant skills and experience.
 - A photocopy of your relevant academic qualifications.
 - The names and phone numbers of two recent work-related Referees (at least one referee should be a recent supervisor, if possible).
2. Please email applications to hello@inclusiontree.com.au

Interview

If you are selected for an interview, you will be contacted by telephone or email. If you need wheelchair access, an interpreter because you are hearing impaired, or have any other requirements, please advise so we can make appropriate arrangements.

Interviews are conducted by a selection panel.

Only questions related to the requirements of the position will be asked.





Position Description

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Purpose of position

Behaviour Support is about creating individualised strategies for people with a disability that are responsive to the person's needs, in a way that reduces and eliminates the need for the use of regulated restrictive practices.

Behaviour Support focuses on evidence-based strategies and person-centred supports that address the needs of person with disability and the underlying causes of behaviours of concern, whilst safeguarding the dignity and quality of life of people with disability who require specialist behaviour support.

Reporting relationship and accountabilities

The Behaviour Support Practitioner/Specialist will:

- Be responsible to the relevant Inclusion Tree Team Leaders
- Implement strategies set by the Team Leaders to achieve the goals of participants and/or Inclusion Tree
- Adhere to the Behaviour Support Practitioner/Specialist position description and the staff Code of Conduct



- Participate in the day-to-day operations of the organisation, including attendance at Team Meetings and regular Supervision.

Specific tasks and responsibilities

The Behaviour Support Practitioner/Specialist will:

Behaviour Support Practitioner/Specialist Task Summary:

- Assessment of immediate needs and development of interim behaviour support plan (if required) including the identification of restrictive practices.
- Notification of any Restrictive Practices (authorised or unauthorised) to the NDIS Quality and Safeguard Commission and State Based Regulatory bodies (as applicable).
- Assessment and development of Comprehensive Behaviour Support Plan (BSP) including the identification and management of any risks and Functional Behaviour Analysis.
- Lodgment of Comprehensive Behaviour Support Plan (BSP) with NDIS Quality and Safeguard Commission (if required- Restrictive Practices mandatory).
- Provide Behaviour Support Implementation training on BSP strategies and plan.
- Evaluate, monitor, and review Behaviour Support Plan (as required and outlined in BSP).
- Review Behaviour Support Plan (as required and within timeframe of approved BSP).
- Prepare and submit end of plan progress report to participant, nominee and/or support coordinator. This should reflect any future recommendations for further funding.

Expected Outcomes and Indicators of Behaviour Support Practitioner/Specialist:

As outlined in the NDIS Practice Standards and Quality Indicators, V3 (2020, page 22-31). A full list of Outcomes and Indicators can be found in this Practice Standards document.

- Each participant accesses behaviour support that is appropriate to their needs which incorporates evidence-informed practice and complies with relevant legislation and policy frameworks.



- Each participant is only subject to a restrictive practice that meets any state and territory Authorisation (however described) requirements and the relevant requirements and safeguard outlined in Commonwealth legislation and policy.
- Each participant's quality of life is maintained and improved by tailored, evidence-informed behaviour support plans that are responsive to their needs.
- Each participant's behaviour support plan is implemented effectively to meet the participants behaviour support needs.
- Each participant has a current behaviour support plan that reflects their needs, improves their quality of life and supports their progress towards positive change. The plan progresses towards the reduction and elimination of restrictive practices, where these are in place for the participant.
- Each participant that is subject to an emergency or unauthorized use of a restrictive practice has the use of that practice reported and reviewed.
- Each participant with an immediate need for a behaviour support plan receives an interim behaviour support plan which minimises the risk to the participant and others.
- Each participant is only subject to a restrictive practice that is reported to the Commission.

INCLUSION TREE - PURPOSE AND GOALS

We provide individually tailored, innovative and safe options for people experiencing disability and mental health. We enjoy creating solutions that make a difference.

Our focus is on challenging current perspectives and limitations placed on those who experience disability and mental health to enhance individuals and communities so that all can enjoy a good life.

Our purpose is to inspire and enable people experiencing disability and mental health and communities to co-create opportunities and solutions that change lives for the better.

Inclusion Tree's Whole-Hearted Goals are to:

1. Provide professional and high-quality services to meet the individual needs of people experiencing disability and mental health, their families and carers.
2. Ensure that participants voices are heard, respected and understood through an inclusive approach
3. Within the community; to stand out as a reputable trusted, reliable and attuned provider
4. Operate within the National Disability Insurance Scheme Rules, as well as relevant Australian and individual state legislations, regulations and rules.





INCLUSION TREE VISION

Challenging the status quo and pushing boundaries by sharing our wisdom and knowledge; creating an intentional culture of compassion, collaboration and connection to build individual and community networks

INCLUSION TREE MISSION

To support others to feel seen, heard and understood with a strong foundation of mutual respect, trust and honesty to construct an inclusive life where all can find a place to belong.

INCLUSION TREE PRINCIPLES OF SERVICE

The following principles guide our provision of services to people with disabilities and their families/carers:-

- Our service will reflect the rights of people with disabilities and their families/carers to social justice, economic and social equality and self-determination and to be free from discrimination based on religion, gender, race, sexuality or disability
- Quality service provision based on equity and need
- Community based, collaborative approaches to the provision of services
- Individualised, flexible planning using strengths-based and person centred models that ensures the safety, emotional security and connectedness of our participants
- Culturally appropriate interactions with participants are paramount
- Collaboration with participants and stakeholders in the process of service delivery and planning
- Continuous service development and quality improvement through ongoing evaluation and review

Employee Signature

Date