



## Position Description

<b>Position Title</b>	Positive Behaviour Support Practitioner
<b>Directorate</b>	Community Services, Mental Health and Wellbeing
<b>Reports to</b>	Team Leader Allied Health
<b>Date of Job Description</b>	10/06/2021
<b>Conditions</b>	Conditions of employment are documented in the Mallee family Care Enterprise Agreement 2012
<b>Employment Status</b>	Full-Time Ongoing, Subject to Funding
<b>Salary</b>	This position is classified as Band 6 – Specialist Staff, with a salary range of \$75,613 - \$89,811, dependent on qualifications and experience, plus superannuation and the ability to salary package up to \$15,834 tax free, pro-rata
<b>Hours of Work</b>	This is a full time position. Work outside normal office hours may be required.

### Position Objectives

Positive Behaviour Support Practitioner role exists to provide NDIS funded specialist behavioural interventions, to individuals who need support to gain positive behavioural changes to enhance their quality of life. It will deliver 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.

The role will play a critical part in developing the behavioural service side of the business, through working closely with NDIS participants and other government departments to maximise opportunities for clients and the organisation.

<b>Key Responsibilities &amp; Duties</b>	<b>Performance Expectations</b>
Planning and Delivering Behaviour Support.	<p>Developing 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.</p> <p>Undertaking functional behavioural assessments to develop behaviour support plans containing evidence-based, proactive strategies that meet the specific needs of the person displaying behaviour of concern.</p> <p>Developing, overseeing and ensuring behaviour support plans to meet both clinical and NDIS requirements in consultation with the person with disability, their family, carers and other relevant people and service providers who will be implementing the plan.</p>
Training and Implementation.	<p>Ensuring staff are appropriately trained to implement positive behaviour strategies or use restrictive practices.</p> <p>Provide best-practice advice to all MFC staff in relation to behaviour support.</p> <p>Facilitating planning and training events using approaches that promote team development, person centred thinking and positive behavioural support to develop individual plans and practical strategies leading to life enhancing outcome.</p>
Quality and Compliance.	<p>Ensure systems, processes and practices comply with relevant legislation, NDIS and Agency policies, procedures and guidelines.</p> <p>Practice standards and quality indicators are complied with at a high standard.</p> <p>Engage in quality audit and service/practice review mechanisms and processes to ensure ongoing high level compliance.</p> <p>Use a strengths-based, person-centre, and reflective approach to ensure quality service delivery and a commitment to continuous improvement.</p>
Professional Development.	<p>Identify and engage in required ongoing professional development to meet the requirements of the position and professional registration.</p>

	Engage in appropriate Communities of Practice to ensure up-to-date knowledge is maintained.
To participate in supervision.	As per Mallee Family Care Supervision Policy.
To be compliant with e3Learning courses.	Completing compulsory allocated courses each quarter.
To undertake other duties as may reasonably be required.	Undertaking other duties required by your Line Manager.

**Qualifications and Experience:**

- Tertiary qualifications in Allied Health, Mental Health, Social Work or Psychology and preferably a qualification in positive behaviour support/Applied Behaviour Analysis
- Current registration with the appropriate professional body.
- Experience in the delivery of NDIS funded behaviour support at minimum core level
- A current driver's licence and a willingness to travel and preparedness to be accommodated overnight when required.

**Key Selection Criteria:**

Applicants are invited to submit their application addressing the following selection criteria:

- Clinical knowledge and expertise in providing behaviour assessments and comprehensive behaviour support planning skills
- Experience in providing clinical and/or behaviour assessment, intervention and support in the disability, mental health and out-of-home care sectors
- Experience delivering training on behaviour management
- A working knowledge of the NDIS and relevant disability legislation
- Strong communication skills including effective interpersonal, conflict negotiation, resolution skills and written communication

### **Organisation Structure and Values**

Mallee Family Care is a Company Limited by guarantee with a community based Board of Management. It was established in 1979 and is a large and diverse community service organisation, providing a wide range of services to the communities of North West Victoria and South West New South Wales.

Day-to-day management for the agency is the responsibility of the Chief Executive Officer, Director Corporate Services, and Director Client Services.

This structure has been designed to ensure a clear focus on the delivery of services and to utilise the skills and experience of staff in the most efficient and effective manner.

### **Our Vision**

Empowering the vulnerable and disadvantaged in our communities.

By this we mean we want:

- Communities where vulnerable children will be protected.
- Communities where disadvantaged families and individuals will be supported.
- Communities that are committed to supporting those in need.

### **Our Mission**

To enrich lives and to increase opportunities (for those in need) through:

- Services;
- Education
- Research; and
- Advocacy

### **Our Approach**

Our approach to achieving this strategic intent will demonstrate that:

- We are focused on the resolution of issues and will be flexible and adaptive in our approach.
- We understand our communities, we are informed by practice and our focus is on outcomes that matter.
- We work in partnership with stakeholders.
- We consult broadly and engage with our communities.

**Other Information:**

At Mallee Family Care we are deeply committed to the people with whom we work. We therefore go to great lengths to ensure that the positions we make available are filled by the most appropriate applicants. To assist with this we undertake a number of selection processes beyond initial interviews.

Appointment to the position will be subject to the satisfactory completion of the following:

- Psychological Personality Assessment – California Personality Index (CPI)
- Medical Disclosure
- Six month probationary period
- Referee Checks (two nominated referees including your supervisor if you are currently working)
- Photocopy of Driver's Licence.
- Police Check
- Working with Children Check
- Safety Screening Statutory Declaration

**Benefits of working at Mallee Family Care**

- Discounted membership of your nominated gym/health club.
- Direct salary deduction
- Partially paid study leave and practical assistance available for approved courses after one years of employment
- Confidential, responsive counselling available for time when personal and work related issues may affect your ability to perform at work (Employee Assistance Program – EAP)
- Flexible working arrangement options (where appropriate)
- Up to date and ergonomic furniture
- A happy and family friendly work environment

**Applications addressing the Key Selection Criteria outlined in this position description should be addressed to:**

**Attention:** Maree Fullgrabe  
**Mailed to** PO Box 1870, Mildura 3502  
**Hand delivered to** 122 Ninth Street Mildura 3500  
**Emailed to** mfullgrabe@malleefamilycare.com.au  
**Closing date for applications:** 5.00pm Wednesday, 21 July 2021