LIGHTHOUSE ALLIED HEALTH
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Position-Behavioural Support Practitioner
Full-time, Part-time (Contractor)

About Us

LIGHTHOUSE Allied Health is a NDIS registered Positive Behavioural Supports Provider.

Become part of our service and bring your enthusiasm, experience, professionalism, and innovation to the team.

The LIGHTHOUSE team consists of a variety of Allied Health Professionals, providing diversity and ongoing opportunities to learn from each other, support each other and grow together.

At LIGHTHOUSE we want our clinicians to benefit from access to quality training, clinical supervision, and career development opportunities.

We want our clinicians to experience high levels of work satisfaction to ensure our clients receive the highest quality of care.

We appreciate hard work and commitment.

We are committed to developing and providing a service by the way we envisioned it, as a beacon of light leading the way.

About the Role

The role of Specialist Behaviour Support Practitioner is to provide functional behavioural assessments, therapies, and positive behavioural support plans to assist participants to reduce harmful behaviours and pursue their goals for the future. The Specialist Behavioural Support Practitioner provides person-centred evidence-based supports to participants and works in collaboration with relevant stakeholders and providers to assist the participant to implement their behavioural support plan and meet their individual needs. When able, all attempts to provide a least restrictive approach to behavioural support planning is undertaken, with the aim of reducing harmful behaviours and eliminating the use of restrictive practice. The Specialist Behaviour Support Practitioner will be responsible for providing training, assisting participants, family members and other support providers to understand and implement the participants behavioural support plan and provide review when needed. The Specialist Behavioural Support Practitioner understands and works within the NSW and NDIA restrictive practice guidelines including mandatory reporting requirements. The Specialist Behavioural Support Practitioner provides multidisciplinary consultation and training to colleagues and works effectively within a team model to share expertise and experience. The Specialist Behavioural Support Practitioner participates in regular professional development activities including the provision of and participation in individual and peer clinical supervision. Specialist Behavioural Supports are provided to persons 8-65 years of age.

About You

To be successful in this role it is a requirement that you have:

- ✓ Relevant degree in the Human Services field (Health, Education, Social Science) with relevant experience
- ✓ Registration with the associated regulatory body
- ✓ Registration as an NDIS Behavioural Support Practitioner
- ✓ Professional Insurance (Public & Professional Liability)
- ✓ Minimum 2 years experience

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- ✓ Proven experience working with people with disability and/or mental illness
- ✓ A person-centred recovery-orientated approach to service provision and delivery
- ✓ Experience in providing clinical and/or behaviour assessment, intervention and support in health, education, the disability, out-of-home-care and / or Specialist Homelessness Sectors
- ✓ Experience in completing Functional Behaviour Assessments, which focus on the strengths of the person, the important elements in their lives and the environmental context
- ✓ A commitment to utilising least restrictive means and reduction and elimination of restrictive practices
- ✓ An understanding of the NDIS commission, including the NDIS restrictive Practices and Behaviour Support Rules 2018
- ✓ Knowledge and compliance with the NDIS Standards of Practice, Code of Conduct, and relevant legislation including the NDIS Act 2013 and Disability Act 2006
- ✓ Understanding of positive behaviour support as defined by the NDIS commission; including evidence-informed, person-centred practices
- ✓ Understanding of restrictive intervention as defined by the NDIS commission
- ✓ Experience lodging Interim and other Behavioural Support Plans
- ✓ Demonstrated ability to network with local service providers
- ✓ Well-developed interpersonal and communication skills, both written and verbal
- ✓ Good IT skills and experience using Word and Excel, and client management systems
- ✓ Sound organisational and administrative ability including reporting outcomes to team and manager.
- ✓ Fulfils inherent requirements of position as described above, including: physical requirements, role challenges and essential requirements including mandatory training, current driver's license and own car essential due to associated travel with the job role
- ✓ Working with Children Check and National Police Check
- ✓ Current Driver's Licence
- ✓ Car with comprehensive insurance
- ✓ Home office workspace
- ✓ Computer or laptop
- ✓ Mobile Phone
- ✓ ABN

Your Responsibilities

- ✓ Maintain professional registrations and affiliations
- ✓ Maintain required professional indemnity insurance (Professional and Public)
- ✓ Practice within your professional disciplinary scope and code of conduct
- ✓ Ensure services are delivered within the framework of LIGHTHOUSE Allied Health policies and procedures, legislative requirements, and meet service standards
- ✓ Knowledge and understanding of the NDIS commission, including the NDIS restrictive Practices and Behaviour Support Rules 2018
- ✓ Knowledge and compliance with the NDIS Standards of Practice, Code of Conduct, and relevant legislation including the NDIS Act 2013 & Disability Act 2006
- ✓ Strong working knowledge on the range of functional behavioural assessment tools and completion of comprehensive functional behavioural assessments and construction of a model of understanding that explains the functions of behaviours.
- ✓ Demonstrated knowledge in de-escalation techniques and an understanding of the use of restrictive practices as a response.
- ✓ Use a strengths-based approach with a clear focus on person-centred interventions, with the aim of reducing and eliminating the use of restrictive practices
- ✓ Ensure regular contact is maintained, recorded and based on capacity building principles
- ✓ Develop strong therapeutic relationships with participants as the foundation for the provision of all therapeutic behavioural supports
- ✓ Maintain accurate and complete records of you work activities in accordance with legislative requirements, LIGHTHOUSE Allied Health records, information security and privacy policies and requirements
- ✓ Maintain a working log of all contacts with participants, families/carers and support services within the internal organisation's database and claim for billable time within NDIS parameters.
- ✓ Demonstrated ability to lead an interdisciplinary assessment of complex behaviours

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- ✓ Demonstrated understanding on the importance of risk management; including strategies that remove conditions likely to promote behaviours of concerns, including environmental modifications and active engagement through structured and meaningful daily activities.
- ✓ Build effective relationships with participants, carers and other stakeholders while maintaining appropriate and professional boundaries
- ✓ Develop and maintain effective working relationships with other service providers including NDIS service providers, general health services, mental health services, community and mainstream supports, other non-government agencies and the National Disability Insurance Agency (NDIA) and NDIS Commission
- ✓ Network and build the profile of LIGHTHOUSE Allied Health as an NDIS registered service provider
- ✓ Train those implementing a behaviour support plan in its effective implementation.
- ✓ Facilitate debriefing in the instance of a critical of serious incident and facilitate post-incident reviews.
- ✓ Manage participant issues and complaints with respect and fairness whilst following LIGHTHOUSE policies and procedures.
- ✓ Work autonomously under general direction in functions requiring the application of skills and knowledge appropriate to the role.
- ✓ Demonstrate excellent skills in managing time, setting priorities, complex planning and organising own work to achieve specific objectives.
- ✓ Participate in regular clinical supervision, clinical review meetings, professional development and training activities
- ✓ Demonstrated ability to identify and deliver goal orientated performance outcomes and provide reports of progress to team and manager
- ✓ Take reasonable care of your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the organisations occupational health and safety policies and procedures
- ✓ Provide consultation and training to other service employees and contractors as required
- ✓ Participate in regular monthly peer supervision and clinical review meetings (2.5hrs)
- ✓ Complete billable hours per week (as per negotiated contract e.g. part-time)
- ✓ Ability to work from home with an office/area dedicated to completing all work tasks

Our Offer

- ✓ Competitive rate
- ✓ $176.50p/h +GST (if applicable)
- ✓ Fortnightly pays
- ✓ Client referrals to match your desired workload
- ✓ Choose your own workdays and hours
- ✓ Work from home (tax deduction)
- ✓ Paid travel time plus kilometres (included in billable hours)
- ✓ Peer clinical supervision (Group only) Individual supervision is to be sourced and funded by the individual therapist
- ✓ Supportive manager with a clinical background
- ✓ Job satisfaction
- ✓ Autonomy
- ✓ Flexibility in location of services provided depending on geographical location of therapist

Please note this a contractor position. You are expected to be practice autonomously. All contractors must hold an ABN and manage their own sole trader business responsibilities including insurances and individual clinical supervision.