

Praxis Care Job Description

Position, Title & Grade:	Positive Behaviour Support Worker
Location:	Northern Ireland - Lisburn
Reporting to:	Service Manager
Function/Department:	Operations

Job Purpose/Summary:

Working in Lisburn Supported Living Service can be an incredibly challenging but equally rewarding role. It is a supported living setting that facilitates a bespoke placement for individuals with complex needs that includes, mental ill health, learning disability, and autism coupled with behaviours that may challenge. Using the principles of positive behaviour support, as part of a team we have been able to actively support and positively improve the lives of the individuals we support.

The people we support are at the centre of everything that we do, ensuring that all care and activities are personally centred to them, this may include personal care, support with meals and numerous activities such as community outings.

Due to the support that our supported individuals require, there is a high staffing ratio of 3:1 in their home or 4:1 in the community. Working in partnership with a number of commissioning Trusts, our team gather and collate data to implement bespoke PBS plans to improve the lives of the individuals we support.

Each Positive Behaviour Support Worker will work as part of a dedicated team to provide a consistent high quality support service within a caring environment, ensuring that both the people we support and staff are treated with dignity and respect. Through a key worker system and use of advanced positive behaviour methodologies, PBS Workers will be responsible for implementing individual programmes of support.

You will be champions in the positive behaviour support approach, and Praxis Care will support you to attain competence through formal qualifications and experience and expect that you contribute to the dissemination of understanding of PBS across the organisation.

As an organisation of excellence, Praxis Care will continuously evolve and improve practice, undertaking research to support its aim to be a world leader in this field.

Key Accountabilities:

- To work in partnership with the Positive Behaviour Support Leads, Service Management, the Multi-Disciplinary Team, including the Trust Intensive Support Service and Clinical Psychologist in preparing and implementing individual and group support programmes and activities.

- To be responsible for reporting to the Positive Behaviour Support Leads, MDT and Management the outcomes or progress made by the people we support in response to any programme or activity implemented.
- To demonstrate an ability to understand what the people we support are communicating about their needs and preferences and responding appropriately.
- To develop an understanding of the theoretical basis of PBS and apply it to a range of work procedures and practices in order to have a positive outcome for the people we support.
- To exercise professional judgement in assessing options when faced with an immediate need to assess and address complex and challenging behaviours where persuasive, negotiating, empathetic, and reassurance skills are required. This includes situations where potential or actual aggression is encountered.
- To remain calm and composed in an aggressive or potentially violent situation and be able to understand and deploy the prescribed physical techniques appropriately as required.
- To act in the best interests of the people we support at all times, including taking timely action and raising an alert if the supported people's well-being is jeopardised. This includes having a working knowledge of Safeguarding procedures and acting accordingly if concerns arise.
- To be responsible for helping with the procurement and maintenance of all assets belonging to the people we support and to be accountable for expenditure within the allocated budget for each supported person.
- To ensure that residents' medication is held/stored and administered in accordance with Praxis Care's Medication Policy and provide advice to the people we support which contributes to their care, wellbeing and education, including health promotion.
- To provide personal care to the people we support, appropriate to their level of need and capability. This includes every day domestic tasks such as bathing, washing, cleaning, laundry, assisting with meal preparation. These tasks may be completed with the supported person while providing encouragement and advice or in certain situations may require the PBS Worker to complete for the person they are supporting
- To be familiar and comply with all administration requirements of the service, ensuring relevant and important information is recorded and logged according to the service's reporting guidelines
- To comply with all policies and procedures in place within the service.
- To actively participate in research and in-house training as required, which may include specialist training to work with individual supported people.
- To complete a vocational or professional qualification as prescribed by the organisation when necessary.

- To participate in and promote a team approach with positive and constructive working relationships at all times.
- To work with other team members to promote a safe working and living environment.
- To participate in the data collection/collation/analysis as agreed with the MDT and attend the in house clinical group to discuss current and potential future approaches.
- To contribute to risk assessments and action plans for supported people's activities.
- To complete/contribute to weekly/monthly reports, recording Debriefs and reflective practice.

Requirements of the Role:

- To participate in the company performance and staff review process.
- To adhere to and model the company values, behaviours and competencies at all times.
- To carry out all duties of the post in accordance with Praxis Care's rules, regulations and policies.
- To participate in formal supervision.
- To work the necessary work patterns to meet the needs of the service. The service is staffed 24/7. At PBS Worker level there is a mix of 8am-8pm, 10am-5pm, 2pm-10pm shifts and PBS Workers also complete a minimum of 1 sleepover shift per month.
- Currently our PBS Workers complete 3 weeks of day shifts and 1 week of night shifts in a 4 week period.

The above mentioned duties are not exhaustive and the post holder will be required to carry out other duties as and when necessary. It should be noted that stated duties or location associated with the post may change to meet the future needs of the organisation.

Essential and Desirable Criteria:

	Direct/Internal	Indirect/External
Budget	• 0	• 0
Staff	• 0	• 0
Liaison & Influence	• Supported individuals within the service, providing advice and guidance	• Liaison with multidisciplinary teams in relation to updating and needs of the

	Support and Guidance for reporting staff	people we support under the care of the post holder Liaison with stakeholders throughout the Organisation
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Criteria	Essential	Desirable
Education. Experience & Training Qualifications	1 years paid experience providing care and support to Individuals with Autism, Learning disabilities, complex needs and/or behaviours that may challenge and a qualification in the following: - QCF/NVQ/RQF Level 3 in Health and Social Care <i>*Willing to complete RQF Level 3 on successful completion of probationary period in the timescales set by the organisation*</i>	- Experience & knowledge of working with learning disabilities, autism, behaviours that challenge, complex needs - Professional Qualification in: - Nursing - Social Work - Allied Health Profession - Foundation degree in Health and Social Care - BTEC Level 5 HND in Health and Social Care - QCF Level 5 Diploma in Leadership for Health and Social Care or equivalent - BTEC Level 4 HNC in Healthcare Practice / Social and Community Work - Masters in Behavioural Analysis Special Educational Needs - Teaching Qualification
Skills & Competencies	- Full valid driving licence and access to own vehicle <i>(If a disability precludes an individual from holding a driver's licence, it should be stated how they can meet the mobility requirement of the post)</i> - Good interpersonal skills - Good oral and written communication	

	Skills Excellent Organisational skills - Physically capable to fulfil the requirements of the role. - Good computer skills - Ability to make low-medium level decisions within clearly defined parameters as defined by PBS Lead & Management - Can put forward suggestions and recommendations to Positive Behaviour Support Lead regarding areas of improvements within service and also suggestions for variations within supported peoples care plans	
Attributes	- Team Player - Understanding of diversity - Available to work flexibly	

Decision Making Authority	Recommendation Types and Levels
Ability to make low-medium level decisions within clearly defined parameters as defined by Manager	Can put forward suggestions and recommendations to Managers regarding areas of improvements within the service and also suggestions for variations within individual care plans