

# STATEMENT OF ACCOUNTABILITY

## *Behaviour Support Facilitator*

<b>TEAM</b>	<i>Whaikaha</i>
<b>ROLE TITLE</b>	<i>Behaviour Support Facilitator</i>
<b>REPORTS TO</b>	<i>Clinical Nurse Manager, Whaikaha</i>

### OUR CULTURE

At Health New Zealand, we are committed to honouring the Te Tiriti o Waitangi and its principles by ensuring our partnership with Māori are at the forefront of all our conversations. We are also committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone's differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups.

### OUR TEAM ACCOUNTABILITY

As a member of the Whaikaha, this role has shared accountability for:

- Working with the Tangata Whaiora to support their journey to the community.
- Collegiality, compassion, and teamwork.
- Collaboration with significant others/family and whanau as appropriate.

### MY ROLE RESPONSIBILITY

The role requires the Behaviour Support Facilitator to support and develop service delivery by the Whaikaha team in conjunction with the clinical psychologist and all team members

Specifically, the role is responsible for:

- Ability to conduct comprehensive functional assessments of behaviour, monitor for observed changes in behaviour in response to intervention.
- Ability to provide written work and data analysis reports in a timely manner.
- Ability to develop behaviour support plans using a Positive Behavioural Support framework, and support all team members to apply that information consistently.
- Deliver a variety of empirically based behavioural to individuals or groups with complex needs as appropriate to the setting and presenting difficulties.
- To work in partnership with the Whaikaha clinical psychologist, including engagement in supervision.

### MY CAPABILITY

- **Cultural Awareness** – Understands the needs of Māori and adjusts approach to ensure equitable outcomes.
- **Self-Aware** - Understands their impact on others and strengthen personal capability over time.
- **Engaging others** - Connect with people; to build trust and become a leader that people want to work with and for.
- **Resilient and Adaptive** - Show composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
- **Honest and Courageous** - Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.

- **Achieving Goals** - Demonstrate drive, optimism, and focus; to make things happen and achieve outcomes.
- **Managing Work Priorities** - Plan, prioritise, and organise work; to deliver on short, medium and long-term objectives across the breadth of their role.
- **Curious** - Seeks and integrates ideas, information, and different perspectives.

#### Essential Qualifications

- Undergraduate degree in psychology.
- Masters degree.
- Training in applied behavioural analysis.
- Knowledge of Positive Behaviour Support.

#### General Skills

- Excellent time management, documentation and clinical assessment skills.
- Expertise in assessment and intervention within mental health with individuals.
- Excellent ability to work in a team and in a professional manner.
- Computer literate.
- Full drivers licence.
- Excellent ability to take initiative and work independently.
- Flexible approach to delivery of service.
- Expertise in communicating behavioural concepts/formulations in easily understood ways to various disciplines within the multidisciplinary team.

#### Essential Experience

- Experience working within a multi-professional team.
- Experience working with neurodiversity.
- Have a working understanding of the Treaty of Waitangi and demonstrated commitment to biculturalism and working with culturally and linguistically diverse persons.

#### Desirable Experience

- Experience in providing education, consultative, and supervisory support to colleagues.
- Experience working in complex systems.
- Experience in setting up and delivering groups.

#### Personal attributes

The Behaviour Support Facilitator working in this role will:

- Be well-grounded and self-reflective.
- Have a client focus and an ability to work in complex systems.
- Have a high level of constructive interpersonal skills and a high degree of effective communication and interaction skills.
- Have initiative and ability to work under pressure.
- Have an ability to remain calm when responding to crisis.

#### MY RELATIONSHIPS TO NURTURE

##### Internal

- Psychology Clinical Lead, Mental Health Division
- Psychology Area Lead, Forensic Mental Health and Intellectual Disability Cluster
- Clinical Director and Service Manager
- All members of the Intellectual Disability Service
- Allied Health Leaders

##### External

- Tangata Whaiora and their families
- Non-governmental organisations within the disability sector
- Psychology tertiary education providers
- Relevant Government agencies
- Primary health service providers

- Consumer and Family Advisors and Pukenga Atawhai
- People and Capabilities
- Administrative and support staff
- Other relevant stakeholders e.g. suppliers, funding agencies

## OUR WELLBEING, HEALTH AND SAFETY

At Health New Zealand, we're committed to promoting a culture where our people's wellbeing, health and safety is at the core of everything we do. We're committed to a healthy and safe working environment to enable everyone to return home safe and well every day. We're driving for a positive, inclusive, engaging culture where our people feel safe and engaged in their work.

We know that it's really important to look after yourself, in order to provide the best possible care to our community. We are all responsible for the health and safety of ourselves and each other. We need to work together to ensure wellbeing, health and safety risks do not put our people at risk of harm.

## MY CLINICAL CAPABILITIES