

# Behaviour Support Supervision

with Andrew Charalambous



Strengthen the reasoning behind your decisions, make recommendations more practical and work more effectively with the people implementing them. Elevate offers individual supervision with Andrew, an Advanced Behaviour Support Practitioner (BSP) who has supervised BSPs and Occupational Therapists for many years.

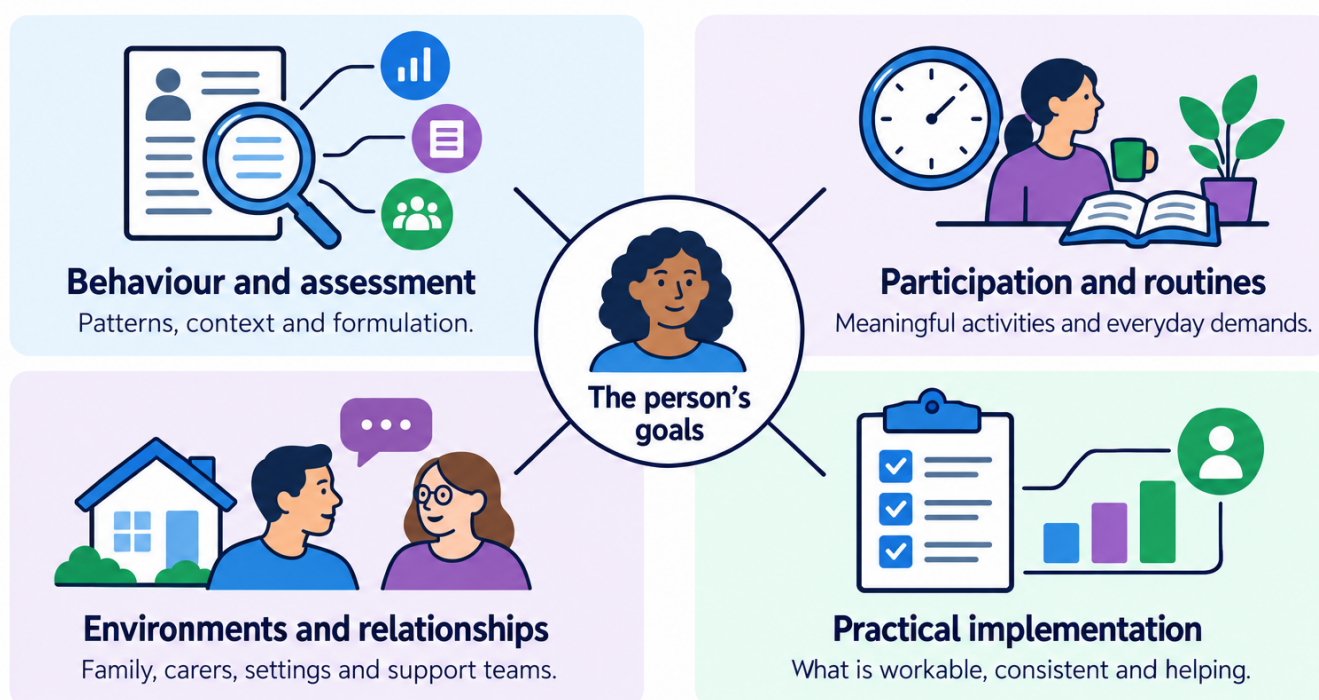
## Why work with Andrew

Andrew is an Occupational Therapist (OT), Osteopath and the founding director of Back to Basics Health Group. He brings extensive experience delivering formal supervision and informal mentoring, using a structured program aligned with the Victorian Allied Health Clinical Supervision Framework.

He founded Back to Basics in 2011 to support clients and carers more holistically across disciplines. His combination of clinical practice, clinical oversight and team leadership helps connect your supervision discussions with the realities of delivering behaviour support.

## Understanding the wider context

Andrew's OT background brings participation, routines and environments into the conversation. You can explore how behaviour support recommendations fit with other therapies, work through conflicting expectations and prepare for useful conversations with families and support teams. The focus is on clearer reasoning and actions you can take back to practice.



Andrew's behaviour support and OT experience helps you connect these areas and consider what they mean for your recommendations.

## Support matched to your stage of practice

Your goals and responsibilities shape supervision. You may be new to behaviour support, consolidating your practice or looking for an experienced colleague to help you examine a complex question.

| Where you are in your practice     | What supervision can focus on                                                                                   |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Entering behaviour support         | Build a reasoning process, identify learning gaps and recognise when to seek further input.                     |
| Consolidating your practice        | Connect assessment findings to strategies, explain your reasoning in writing and use implementation feedback.   |
| Experienced practitioners          | Test assumptions, explore alternative formulations and work through persistent or uncertain practice questions. |
| Senior clinicians and team leaders | Give useful clinical feedback, support colleagues' reasoning and reflect on clinical oversight.                 |

These describe learning needs, not formal BSP capability levels. Your introductory call explores whether Andrew's experience and the proposed supervision scope fit your needs.

For OTs expanding into behaviour support, Andrew can also help explore transferable strengths, additional learning needs and the distinctions between the two roles.

## Supervision connected to your caseload

### Working with different ages and life stages

Andrew's experience includes children, adolescents, adults and families across disability and community settings. Discussions can explore how age, goals, relationships and support environments influence your recommendations.

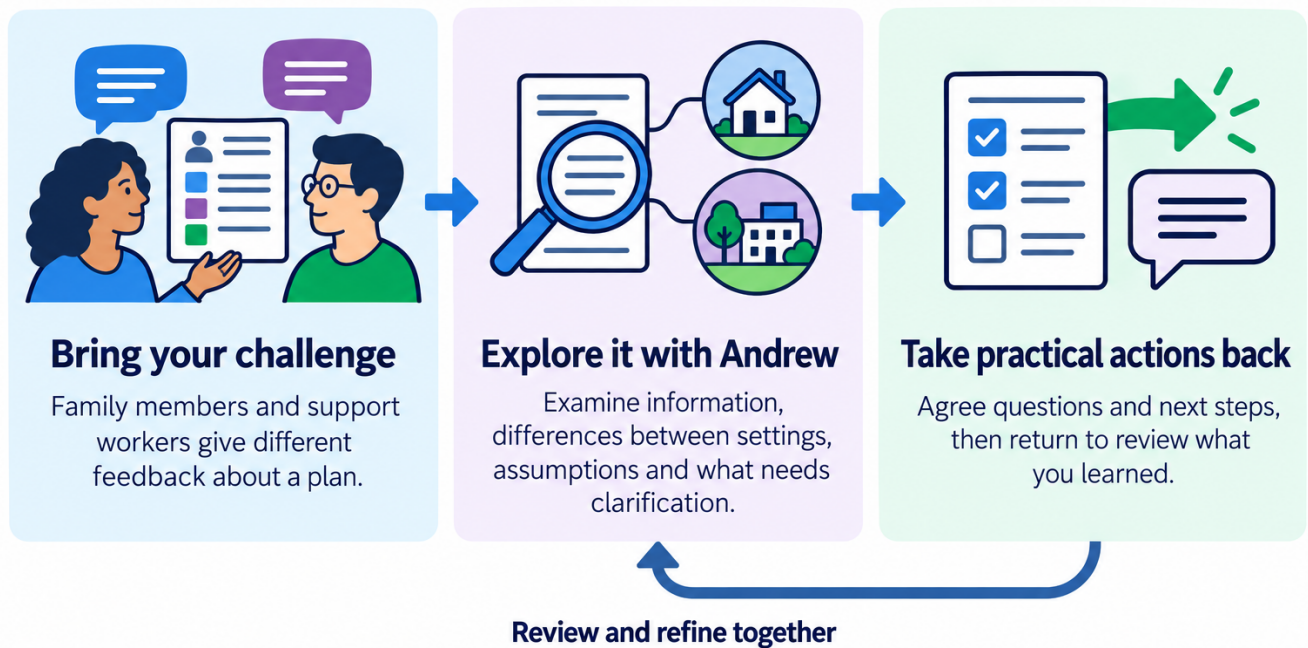
- **Children and families:** routines, participation and working with parents, carers, educators and therapists.
- **Adolescents and transitions:** changing routines, increasing autonomy and coordination as school, services or support arrangements change.
- **Adults and support teams:** the person's preferences, meaningful activities, living arrangements and consistency across services.

Discuss your caseload and any specialist populations or presentations during the introductory call so the supervision scope reflects your particular work.

### What you can work on together



## An example of supervision in practice



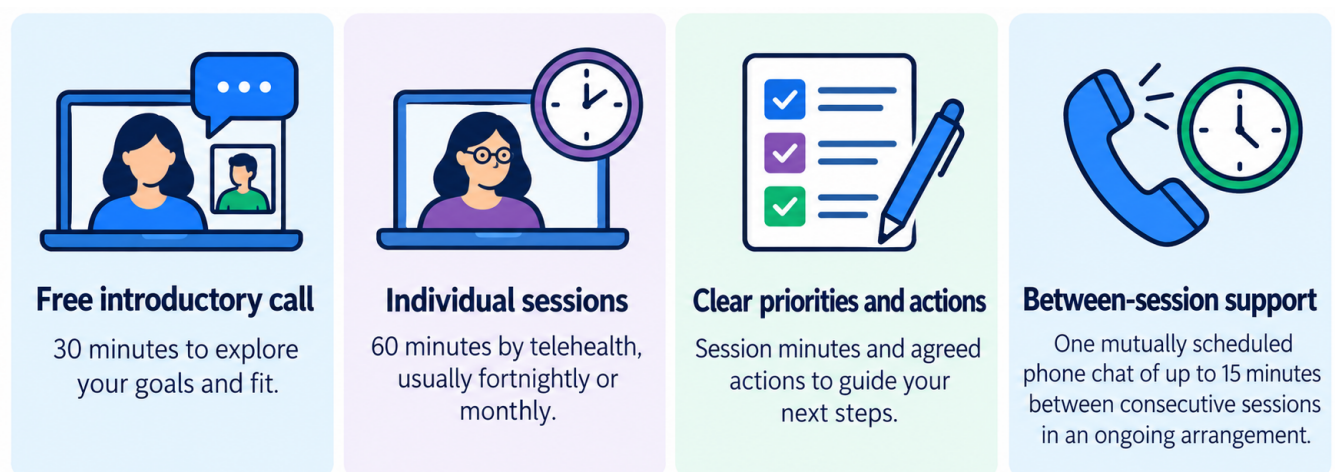
## Optional extras for focused feedback

**Document or report review:** feedback on an agreed assessment, plan, report or practice document can identify where reasoning is clear, where information or explanation is missing, and priorities for revision. The review depth and feedback format are agreed beforehand.

**Observation with feedback:** focus on a practice skill, such as interviewing, explaining recommendations or communicating with a support team. An agreed observation and debrief help identify strengths, areas to develop and practical actions to try.

Both extras are available by arrangement. The hourly rate applies to the total agreed work, including preparation and feedback, not only observation time. Scope, deliverables and estimated cost are agreed before work starts. Any travel costs are included in the quote before booking.

## How it works



## A structured supervision relationship

Start with a free 30-minute telehealth introductory call to discuss your goals and fit. If you proceed, complete a Supervision Agreement and Plan before the first paid session. Individual telehealth sessions last 60 minutes, usually fortnightly or monthly, with frequency agreed around your needs.

You agree priorities, receive session minutes and actions, and review progress together. A formal review takes place at 12 months. A detailed supervisee guide is provided once you join.

## Support between sessions

Supervision includes one phone chat of up to 15 minutes between sessions, at a time mutually agreed with Andrew. Further professional support is billed in 15-minute increments, with work and costs agreed beforehand. The phone chat is scheduled support, not an urgent-response or on-call service.

## What it costs

### Fees

| Service                                | Fee including GST | Charging basis                                                        |
|----------------------------------------|-------------------|-----------------------------------------------------------------------|
| <b>Introductory call</b>               | Free              | 30 minutes by telehealth                                              |
| <b>Individual supervision</b>          | \$242             | \$220 + GST per 60-minute session                                     |
| <b>Additional professional support</b> | From \$60.50      | \$55 + GST per 15-minute increment                                    |
| <b>Document or report review</b>       | \$242 per hour    | \$220 + GST per hour for the agreed review and feedback               |
| <b>Observation with feedback</b>       | \$242 per hour    | \$220 + GST per hour for agreed preparation, observation and feedback |

All fees are in Australian dollars. The included phone chat forms part of your supervision. Optional extras are charged separately. Any travel costs are quoted and agreed before booking.

## Scope and clear expectations

You retain responsibility for your clinical decisions and professional scope. Supervision does not confer NDIS practitioner suitability or guarantee a capability level. Portfolio assessment, formal signing or endorsement is not automatically included, please discuss any such request separately. Business consulting and audit preparation sit outside individual supervision.

Agree permissions and secure sharing arrangements before sending client documents or recordings. Employer funding can be discussed, with information sharing agreed in writing. Detailed payment, cancellation and information-handling terms are provided before you commit.

## Arrange your free introductory call

Send an email to [elevate@backtobasicshealthgroup.com.au](mailto:elevate@backtobasicshealthgroup.com.au) with your role, experience, the ages and settings you work with, and what you would like from supervision. Include a few suitable times for your free 30-minute call.