

Helping OTs to prepare to become Behaviour Support Practitioners

with Andrew Charalambous

Understand your application pathway, prepare your evidence and plan your development with a supervisor who understands your OT foundations. Elevate offers application preparation and ongoing supervision with Andrew Charalambous, including evidence review and formal supervisor declarations or portfolio endorsement where appropriate.

Why work with Andrew

Andrew is an Occupational Therapist and Advanced Behaviour Support Practitioner who has supervised OTs and BSPs for many years, through formal supervision and informal mentoring. His experience spans school, disability and community practice, alongside clinical oversight and multidisciplinary leadership.

He combines clinical work with leading Back to Basics Health Group, which he founded in 2011 to support clients and carers more holistically across disciplines. Understanding both professions helps him connect your existing strengths with what you need to learn for a behaviour support role.

Build on your OT experience

You may bring strengths in occupational analysis, person-centred assessment, collaborative goal setting and understanding participation barriers. Andrew can help you examine how these translate, identify further learning and explain relevant experience clearly. Being an experienced OT and being new to behaviour support can coexist.



Your OT foundations

Occupational analysis, person-centred assessment, collaborative goals and participation.



Develop PBS-specific capability

Identify additional learning in behaviour assessment, formulation, planning and implementation.



Connect learning with evidence

Examine what your experience demonstrates, identify gaps and plan further development.

Your OT experience provides relevant foundations. Additional PBS learning and evidence are still needed.

Understand the application pathways

Andrew can help you consider your experience and evidence against the published guidance, identify preparation needed and agree the support he will provide. The pathway depends on your circumstances, rather than your OT qualification alone.

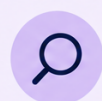


New entry-level pathway

-  For applicants with less than six months' PBS experience and/or limited portfolio evidence.
-  Includes a Proficient-or-higher BSP supervisor, a professional development plan and a supervisor agreement.



Self-assessment pathway

-  Self-assessment against the Positive Behaviour Support Capability Framework.
-  Includes a portfolio of evidence and supervisor endorsement.

Your pathway depends on your circumstances and evidence, not your OT qualification alone.

Use current NDIS Commission guidance when preparing your application.

Support from preparation into practice

Your starting point may be exploring the role, preparing an application or developing your practice after suitability. Elevate combines structured supervision, evidence review and practical development planning. Once you begin BSP work, supervision can continue to support assessment reasoning, recommendations and implementation.

The NDIS Commission decides suitability. Andrew's declarations or endorsement depend on the relevant requirements, evidence and his professional assessment, they are not automatic or a guarantee of approval.



Bring an example

An OT work example you're unsure how to present.



Examine it with Andrew

Explore what it demonstrates, what it does not establish and where further learning is needed.



Agree your next steps

Leave with feedback, a document checklist and development actions.

Review and develop your evidence

Preparing your application with Andrew



The NDIS Commission decides suitability. Declarations or endorsement are not automatic and do not guarantee approval.

1. Agree your pathway and support needs

Start by discussing your OT background, behaviour support experience, available evidence and intended work setting. Andrew helps you identify what to clarify, where further preparation is needed and the supervision arrangements appropriate to your proposed role.

2. Develop your learning and supervision plans

Together, identify strengths and gaps against the Positive Behaviour Support Capability Framework. Agree learning activities, priorities and review points, and prepare the supervision agreement and development plan relevant to your pathway. Elevate's structured approach aligns with the Victorian Allied Health Clinical Supervision Framework.

3. Prepare and review your evidence

For new entry-level applications, gather your résumé, certified qualifications, practitioner declaration and any relevant transferable evidence. Include your valid NDIS worker screening clearance in the application. For self-assessment, prepare the required self-assessment and portfolio. Use the current Commission checklist for your pathway.

Andrew can review the material you bring, help you explain its relevance and identify gaps or further learning needed. Feedback supports your own account of your experience and capabilities, it does not replace the work or evidence you need to demonstrate.

4. Complete appropriate declarations or endorsement

Where appropriate to your pathway, Andrew can complete formal supervisor declarations or provide portfolio endorsement following review. If the material is not yet sufficient, he will explain what needs attention. The scope, review stages, expected deliverables and estimated cost are agreed before this work begins.

5. Submit and plan your next steps

You submit through the Commission's Applications Portal. Andrew can help you prepare and review responses to requests for further information within the agreed scope. After suitability, revisit your development plan and agree supervision for your new responsibilities.

What preparation can look like

You bring an OT work example and are unsure how it demonstrates transferable skills. Together, you identify what it shows, what it does not establish and where further learning or evidence is needed. You leave with feedback, a document checklist and actions to review at the next session.

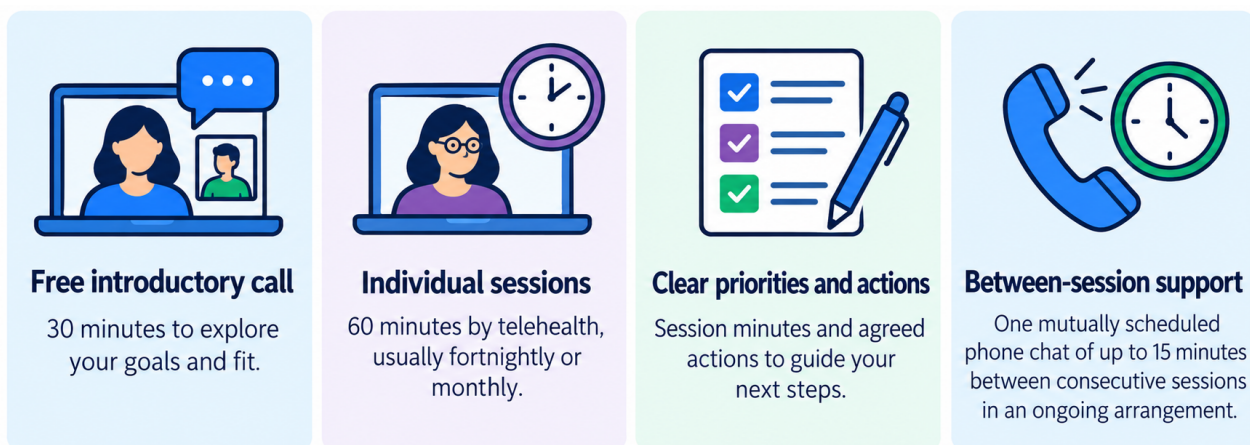
Support that reflects your caseload

Andrew's experience includes children, adolescents, adults and families in disability and community settings. Your learning can reflect school and family routines, transitions and autonomy, or adult participation and support environments. Discuss specialist populations and presentations during the introductory call.

Optional observation and practice feedback

Alongside application evidence review, you can request feedback on practice documents or an agreed observation and debrief. These can focus on interviewing, explaining recommendations or working with carers and teams, within your current scope. Preparation, review and feedback time are included in the agreed estimate. Travel is quoted 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. Frequency and oversight needs are agreed before starting. New practitioners may need more intensive support.

Sessions include feedback, minutes and agreed actions. Review points follow your preparation needs, with a formal review at 12 months for ongoing arrangements. 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.

Fees

Fees

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

All fees are in Australian dollars. Application preparation discussed during a booked session uses that session time. Evidence review outside sessions is charged at the hourly review rate. Any additional declaration or endorsement work is scoped and its charging basis agreed in advance, it is not an automatic inclusion. Travel is quoted before booking.

IMPORTANT: Suitability and practice arrangements

OT registration does not confer NDIS BSP suitability. You cannot undertake behaviour support assessments or develop plans before suitability, even under supervision. Preparation uses existing lawful evidence, discussion and simulated examples. Practising BSPs must also operate through a registered specialist behaviour support provider.

New entry-level sole traders and key personnel face additional Commission oversight expectations, external supervision alone may not meet them. Discuss your intended setting early. Provider registration and business or audit consulting are outside this service. The Commission does not endorse practitioner capability levels.

You remain responsible for your application and practice. Agree consent and secure sharing before sending client material. Employer funding does not automatically give access to session content. Information-sharing, payment and cancellation terms are agreed before you commit.

Arrange your free introductory call

Send an email to elevate@backtobasicshealthgroup.com.au with your OT background and whether you are considering behaviour support, preparing to apply or already practising as a BSP. Share your goals, intended work setting and suitable times for a free 30-minute call.

NDIS Commission guidance: [Applying to become an NDIS behaviour support practitioner](#)