

**Curriculum Vitae**  
Mr Simon Wardale  
B.App.Sci. (Intellectual Disability) (Honours)

[REDACTED]  
Queensland, [REDACTED]  
Mob: [REDACTED]  
Email: [REDACTED]

*I have spent my entire career involved in the support of people with intellectual disabilities who engage in challenging and offending behaviour. Whilst my roles for the past twenty eight years have varied, my critical learning has steadfastly remained that high quality individual and organisational outcomes occur when evidence based practice is integrated into all levels of service operations.*

**Professional interests and key strengths**

- Integrating evidence based practice with operational disability service delivery
- Contemporary models of Behaviour Support
- Service planning and evaluation at individual and system levels
- Governance including Clinical Governance

**Employment**

2019 – current

Chief Clinical and Practice Officer  
Multicap

Achievements within this role

- Develop and implement organisational framework for responding to highly complex customers
- Enhance organisational capability to identify and apply evidence based practice
- Develop and pilot Multicap's 'Practice Excellence Framework'
- Design and implement an integrated clinical and accommodation model for people in crisis
- Ensure ongoing growth and viability of the Specialised Services Division

2018 – 2019

General Manager Specialised Services  
Multicap

Achievements within this role

- Enhance clinical capability in behaviour support
- Develop and embed standards of practice which exceed emerging national benchmarks
- Refine and consolidate support coordination and behaviour support business models

2015 - 2018

National Manager, Specialist Behaviour Support  
Endeavour Foundation

Achievements within this role

- Redevelop team processes to align with the National Disability Insurance Scheme and develop business strategies to ensure viability and growth
  - o Successfully transition existing customers into the NDIS
  - o Expand service delivery to external Support Organisations
  - o Triple revenue and output in NDIS roll out areas

- Deliver a workforce development strategy that would facilitate the above
- Establish Positive Behaviour Support quality standards against international benchmarks
- Lead the review of all policy frameworks pertaining to complex needs, restrictive practices and challenging behaviour
- Ensure the specific alignment of these frameworks with the research evidence
- Provide high level advice to the organisation on research and practice relevant to supporting people with the most complex needs

#### 2013 - 2015

Director of Forensic Disability

Achievements within this roll

- Develop and implement the Forensic Disability Service Clinical Governance Framework
- Initiate routine audits of the Forensic Disability Services against key legislative and clinical criteria
- Develop, deliver and evaluate all risk assessment and treatment programs within the service
- Appear in Mental Health Court for in excess of 100 matters per year
  - o Make authoritative submissions in court regarding complex legal and clinical matters as they relate to people with intellectual disability
- Routinely provide advice to the Director and Deputy Director General on forensic disability matters

#### 2011 - 2013

Director Practice Leadership in Behaviour Support

Centre of Excellence for Behaviour Support

Department of Communities, Child safety and Disability Services; University of Queensland

Achievements within this role

- Lead the redevelopment and expansion of training activities based upon evaluation data
  - o Expand training deliverables from one training package to eleven
  - o Increase training impact from 247 participants in 2011/12 to in excess of 1100 in 2012/13 and 2013/14
  - o Oversee the development of the 'Model PBSP' required of the amended Disability Services Act
- Establish a relationship between the University of Queensland and the University of Louisiana for ongoing training evaluations
- Conduct and publish systematic evaluations of training outcomes
- Lead and coordinate individual client / practice reviews
- Provide high level discipline specific (ie Positive Behaviour Support and Forensic Disability) advice to the Centre Director
- Convene the Centre's annual conference (in excess of 400 participants 2011 - 2014)

#### 2008-2011

Regional Senior Practice Advisor

Office of the Senior Practitioner / Disability Services

Department of Human Services

North and West Metropolitan Region (Victoria)

Features of this role;

Within the Department of Human Services largest metropolitan region,

- Provide clinical and policy leadership in the administration of the restrictive practice and compulsory treatment aspects of the Disability Act 2006
- Represent the Senior Practitioner at the Victorian Civil and Administrative Tribunal and the County Court of Victoria on matters relevant to the Crimes (Mental Impairment Unfitness to be tried) Act 1997

1999 – 2008

Program Coordinator

Australian Community Support Organisation (ACSO) Disability Program

The position variously included;

- Management of Forensic Disability residential and outreach programs
- Management of Dual Disability residential and outreach programs
- Management of rural service outlets for people with intellectual disability and offending behaviour
- Redevelopment of the organisations clinical policy framework

1989 - 1999

Various roles within the disability sector, working within challenging behaviour or forensic services

**Memberships**

Association for Behaviour Analysis Australia

**Publications**

**Wardale, S.D.**, Davis, F., Carroll, M., & Vassos, M. (2014). Outcomes for staff participating in positive behaviour support training. *International Journal of Positive Behaviour Support*, 4, 1, 10-23.

**Wardale, S.D.**, Davis, F. & Dalton, C. (2014). Positive behaviour support training in a secure forensic setting: The impact on staff knowledge and positive behaviour support plan quality. *International Journal of Positive Behaviour Support*, 4, 2, 9-13.

**Wardale, S.D.**, Davis, F., Vassos, M., & Nankervis, K.L. (2016). The outcome of a statewide audit on the quality of positive behaviour support plans. *Journal of Intellectual and Developmental Disability*

Young, J.T., Davis, F.J., **Wardale, S.D.**, Vassos, M., Van Dooran, K., Nankervis, K., & Lennox, N.G. (in press). Does severity of cognitive disability predict Mental Health Court decisions about fitness to stand trial? *Journal of Intellectual and Developmental Disability*

**Other research (in progress)**

- Work Health and Safety outcomes of effective positive behaviour support in services for people with Intellectual Disability and Challenging Behaviour
- The impact of targeted training, coaching and quality audit on Positive Behaviour Support Plan quality

**Conference Presentations**

Since 2006 I have made over 30 peer reviewed or invited conference presentations on offending, challenging behaviour and intellectual disability. These have included the International Association for the Scientific Study of Intellectual Disability, World Congress.

Topics have included;

- Organisational change and issues in delivering high quality behaviour support
- Risk assessment and management
- Positive Behaviour Support Plan quality
- Restrictive practices
- Forensic Disability

**Community**

President Kenmore District Kindergarten 2016-2018

This beautiful, little community kindy has been an important part of the Kenmore area for over 60 years. I genuinely hope my contribution will assist this place of enrichment and learning to serve the emerging minds of the Western Suburbs for another sixty years.