



CHILD & FAMILY SERVICES

PRACTITIONER FAMILY PRESERVATION REUNIFICATION RESPONSE (FPRR)

POSITION**DESCRIPTION**

Service:	Child & Family Services
Program:	Specialised Programs
Team:	Victorian Family Preservation and Reunification Response (VFPRR)
Position Title:	VFPRR Practitioner
Probation Period:	Current Status
Position Base:	27-29 Stanley Street, Wodonga by negotiation and from time to time may be required to work at other UMFC sites either temporarily or permanently by negotiation.
Award:	Social, Community, Home Care and Disability Services Industry Award 2010
Classification:	Social & Community Services Employee
Level:	Level 5
Hours of Work:	Part-Time (30.4 hrs p.w.) Contracted hours are according to Employment Conditions (EC) form that may change as agreed from time to time.
Tenure:	Ongoing employment dependent upon continued appropriate funding capable of supporting the position. If appropriate funding is not available, the position may become redundant.
Travel:	East Hume regional work requiring local/regional travel on a day to day/regular basis using an Agency vehicle.

1. POSITION CONTEXT & SUMMARY OF POSITION

UMFC **Child and Family Services** (CAFS- made up of The Orange Door, Family Services, Specialised Programs, Family Therapy and Early Years) supports vulnerable children, young people and their families. The service provides an entry point for vulnerable children and families to access the range of services and supports they need to build the capacity of the family to support their children's healthy development. Intensive casework and case coordination, sometimes in collaboration with other services, has the aim of strengthening the capacity of families to promote the safety, stability and development of their children and young people.

The Victorian Family Preservation and Reunification Response (the Response) is funded by the Victorian Department of Families, Fairness and Housing. The Response enables progress toward 'The Roadmap for Reform: Strong Families, Safe Children' which outlines the Victorian Government's strategy for the reform of the children, youth and family service system.

The Response:

- Is an innovative approach to delivering relational, evidence-informed and coordinated support to vulnerable children and families through a strengthened partnership with Child Protection.
- Embeds evidence-informed practices such as 'The Common Elements Framework to promote strong families – with children who are safe, health and resilient, and thriving; and parents and caregivers who are supported to create a safe and nurturing home environment.
- Provides responsive, intensive and sustainable support to children and families where children are at imminent risk of entry to care or where safe and rapid reunification is appropriate.

The Response Practitioner will deliver rapid, culturally safe, flexible and intensive services to children and families using a case management and care team approach. This includes the provision of therapeutic and trauma-informed supports that engage the voice and choice, cultural identity and lived expertise of children and their families and carers. Response Practitioners will also work within a comprehensive evidence-based and monitoring and evaluation framework.

2. COMMUNICATION WITH OTHERS

Position supervised by:	Team Leader Specialised Programs
Supervises directly:	Nil Staff
Communicates internally primarily with:	All members of the CaFS Team & other UMFC services
Communicates externally primarily with:	DFFH, Clients, referral sources and other professionals

3. KEY RESPONSIBILITY AREAS (KRAS)

Consistent with the Upper Murray Family Care values of Participation, Respect, Excellence, Justice and Honesty, this position provides high quality, efficient services through the following Key Responsibility Areas:

KRA 3.1

Undertake complex case work using a strengths-based approach & consistent with the Best Interests Case Practice Model, Intensive Family Services Model and Signs of Safety including:

- Rapidly engage families to provide intensive, therapeutic, trauma and evidence informed support that is centred around creating wellbeing and safety for the child, building parental/caregiver capacity and improving family functioning
- Provide high quality child-centred, family focused case management and casework to expecting parents and families with children aged 0-17.
- Analysis and review of Best Interests domains information.
- Involvement of children and families in the development, implementation and review of Child & Family Action Plans.
- Provision of case-coordination.
- Use of CaFS processes to address concerns for the well-being of children.
- Co-facilitation of group work programs for CAFS clients where allocated.
- Update and maintain data base (IRIS – services and case notes) and all relevant documentation within CaFS timelines and guidelines.
- Undertake timely closure of cases, and acceptance of newly allocated cases.

<p>KRA 3.2</p> <p>Contribute to continuous improvement of all CaFS services for children and families, including participation in Child & Family Services networks in the local catchment.</p>
<p>KRA 3.3</p> <p>Proactively promote and support a culture of child safety and relevant cultural connection for all children including Aboriginal and Torres Strait Islander children, children with disability, children who may be gender diverse or children who may be culturally and linguistically diverse. (CALD)</p>
<p>KRA 3.4</p> <p>Be a role model and assist with the creation and maintenance of a service culture that reflects the Agency values of participation, respect, excellence, justice and honesty.</p>
<p>KRA 3.5</p> <p>Actively participate as a team member in relevant meeting s, professional development processes such as supervision, training and quality improvement processes in line with program and UMFC guidelines and requirements.</p>
<p>KRA 3.6</p> <p>Actively undertake all OHS requirements appropriate to the position & consistent with legal obligation and UMFC culture, policy and procedure.</p>
<p>KRA 3.7</p> <p>Other duties/delegations as directed, relevant to the main focus of the position.</p>

4. PHYSICAL REQUIREMENTS OF THE POSITION

(Key of estimated daily requirements: Not Required=0%, Marginal=1-5%, Occasional=6-20%; Regular=21-50%, Frequent=51-70%, Continuous=> 70%)

- Sitting – Frequent
- Computer based tasks – Frequent
- Driving – Regular
- Lifting – Marginal

5. KEY SELECTION CRITERIA

- 5.1 Tertiary qualifications in social work or related field e.g. Bachelor of Social Work, Psychology, Diploma of Welfare Studies
- 5.2 Experience in working therapeutically with complex and vulnerable families.
- 5.3 Experience in working collaboratively with Child Protection services and in convening and chairing Care Team Meetings.

- 5.4 Knowledge of the Children Youth and Families Act 2005, the Best Interests Case Practice Model 2008, and other relevant legislation including OH&S and privacy laws.
- 5.5 Strong working knowledge & experience in strength-based practice, child development, attachment & trauma theory, parenting skills, family violence, mental health, and alcohol or drug abuse.
- 5.6 Demonstrated organisational skills including the capacity to plan and manage competing priorities and the ability to facilitate effective teamwork.
- 5.7 A well-developed ability to incorporate continuous learning and quality assurance principles into one's own practice and to effectively facilitate this with other practitioners.
- 5.8 Personal attributes including:
 - Preparedness to consult and collaborate extensively
 - Highly developed ability to adapt and innovate
 - Highly developed interpersonal skills including working in partnership with others

6. ADDITIONAL ESSENTIAL REQUIREMENTS OF THE POSITION FOR SUCCESSFUL APPLICANTS

- 6.1 A satisfactory Victorian & NSW Working with Children Check
- 6.2 International Police Check where relevant
- 6.2 A satisfactory Police Check
- 6.3 Current driver's license

7. WORK CHALLENGES/PRESSURES

- Working with children and families' complex situations and needs
- Dealing with people with a variety of abilities and needs
- Dealing with distressed clients
- Working with external services with different priorities
- Adhering to timeframes as per IFS guidelines

8. SUPERVISION

At UMFC, supervision is considered to be an integral part of service delivery and workforce management. The development and maintenance of skilled and supported workers depends in large part on the support and structured reflection provided by the supervision framework.

Supervision has a number of benefits for workers, clients, and the organisation, including:

- protection and a commitment to quality service provision for clients through case review
- a forum of accountability for those to whom the worker is accountable (clients, organisation, profession)
- a reflective space for workers to identify their strengths and weaknesses and any personal issues that may impact on their professional practice
- an opportunity for workers to build their skills and identify areas for future development in a supportive environment.

Supervision is a requirement for all workers at UMFC and must, at a minimum, be provided:

- on an individual basis
- for 2 hours per month (pro rata) which may be in a single block or may be in smaller units.

9. CONTRACT OF EMPLOYMENT

All persons employed by the agency are employed under contract. Each contract will provide specific information relating to policies and procedures, including the code of conduct, confidentiality and privacy procedure and pre-existing medical conditions which are required to be signed by persons commencing employment at UMFC.

10. DECLARATION OF CURRENT AND ONGOING CAPACITY

1. I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described both in writing in this document, along with any verbal explanations in terms of:
 - a) the knowledge, skills and attitudes required, and
 - b) my physical and psychological capacity to undertake the work.
2. Additionally I agree to notify the Agency immediately of **ANY CHANGE** in my capacity to meet the requirements as outlined in this position description. This may include, but is not limited to:-
 - any changes in the status of my driver's license
 - my ability to meet any required professional registration
 - any compliance requirements such as the DWES where relevant), WWC check and police check.