

Position Description

Practitioner – Specialist Family Violence Services

Primary Care Connect is a local community health centre operating under the social model of health. We are a not-for-profit organisation that has continued to offer local, quality services focusing on a range of health and wellbeing matters for the past 30 years. We work to achieve this by providing inclusive community health care services of the highest quality. We work collaboratively with individuals and other stakeholders to identify, discuss, and resolve the complex issues affecting our community's health and wellbeing. Visit our website www.primarycareconnect.com.au for the organisations vision, journey and strategic direction.

This role is based at The Orange Door Shepparton and outreach to other access point as required including Moira and Mitchell Shire Sites.

Award: Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement

Classification: Level 5

Hours per Fortnight: 75 hours per fortnight

Employment Type: Multiple positions available (fixed term/ongoing)

Probation Period: Six-months from start of employment

Documentation: All positions will require a National Police Check, Valid Victoria Working with Children Check, proof of relevant vaccinations, proof of valid qualification credentials prior to commencing employment

Primary Care Connect Vision

We embrace the social model of health to create inclusive community health care service through collaboration.

Primary Care Connect Values

It is a requirement of all positions that all work will be undertaken in line with Primary Care Connect values as follows:

- **Individuality:** We recognise everyone is unique and we strive to understand and build on their strengths.
- **Growth:** There are many different paths to a solution, and we support people on their journey.
- **Meaningful Connections:** We bring our focus and skill to build meaningful connections.
- **Community:** Through equity and quality, we strive to improve the health and wellbeing of our community.

About The Orange Door

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs ('Hubs') across Victoria to provide a new way for women, children and young people experiencing family violence, and families who need assistance with the care and wellbeing of children to access the services they need to be safe and supported. These Hubs are known as The Orange Door. The Orange Door is also intended to hold perpetrators to account by planning interventions to address the risk they pose and challenging their controlling, violent and abusive behaviour.

To find out more about The Orange Door, visit <https://www.orangedoor.vic.gov.au/>.

Position Summary

Auspiced by Primary Care Connect within The Orange Door network, The Practitioner – Family Violence Services will provide screening, assessment, triage and short-term response to all incoming referrals for women and children through an Integrated Practice Framework. The Practitioner will work in close partnership with other Practitioners to work towards increasing the safety of women and children experiencing family violence whilst complying with the Information Share Legislation and utilising the MARAM Framework.

Position Context

The Orange Door team includes a mix of staff employed by Family Safe Victoria (FSV) and staff employed by CSOs, Aboriginal services and DHHS. For each launch site the size of the team will vary to reflect the local needs.

This position reports to a Specialist Family Violence Team Leader, within the wider family violence team under the Executive Manager - Family Violence. It is also expected that this position works within the larger Orange Door and Primary Care Connect teams, and network with external organisations.

Position Key Responsibilities and Expected Outcomes

Engaging effectively with those accessing services including;

- Undertaking a caseload and delivering as practitioner for family violence
- Providing responses within appropriate theoretical and practice-based frameworks i.e. using a strengths based approach that focuses on what's working well for an individual or family, as well as where there are difficulties.
- Delivering services and support via phone
- Engaging appropriately with people from diverse communities.

Managing risk and prioritising safety including:

- Identifying, assessing and prioritising risk and needs of all women, children, families and perpetrators drawing on the expertise of different practitioners in a multi-disciplinary team.
- Managing risk, including high risk and complex needs, in an ongoing way.

- Coordination of a spectrum of justice-based and social service interventions to coordinate rapid and effective restrictions on perpetrators' use of violence.
- Recognising and identifying limits of own expertise and when to seek advice or refer client to other practitioners or team leaders to ensure safe practice.

Providing effective services including:

- Supporting women, children and families, to ensure that the services they receive meet their needs and goals.
- Working collaboratively with other staff within The Orange Door to support integrated risk assessment and planning including participating or leading case conferences and meetings.
- Supporting women to maintain a parenting role in instances of family violence, with a focus on holding perpetrators to account for their behaviour.
- Actively focus on planning which is centred around safety and giving victims choice and control wherever possible.
- Applying for brokerage on behalf of clients in accordance with Brokerage guidelines.
- Completion of assessments of perpetrator risk and tactics of power and control, alongside victim-survivors survival strategies, responses to risk and support needs, will consider the gendered and other social contexts in which family violence occurs.
- Developing cross sector and multidisciplinary practice and capacity to respond to family violence.
- Developing systems to support evidence-based practice and deliver services against outcome measures.
- Handling client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policy requirements.
- Delivering integrated practice response which includes screening and triage, risk assessment, crisis response, service planning, targeted interventions, allocation and coordinated referrals consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.
- Supporting people to gain easier and safer access to justice responses this includes working with the Courts and court-based support services to arrange wrap around supports for women, children and young people experiencing family violence, and families in need of support with the care and development of children and young people who are in contact with the court system and perpetrators.
- Understanding the circumstances of diverse individuals, groups and communities whose experience of violence are compounded by multiple forms of discrimination and disadvantage that they face and as a result may require additional supports to receive access and full participation.
- Providing other staff with relevant information and access to systems that support safe and effective family violence responses as part of an integrated practice approach.
- Building and maintaining positive relationships with key stakeholders to facilitate a partnership and integrated practice approach.

- Working as part of a team ensuring the provision of safe and supportive environment in which people can make their own decisions and choices. This can include secondary consultation, joint assessments, coordination and information sharing, multi-disciplinary analysis and assessment.
- Maintaining accurate and complete records of work activities in accordance with legislative requirements and information security and privacy policies and requirements.
- Participating in formal supervision and performance development and management with the Hub Team Leader – Specialist Family Violence.
- Participating in formal supervision and performance development at CSO
- Participating in training and development activities designed to build capabilities to work effectively in the Hub environment.

Taking care for own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.

Key Selection Criteria

The following criteria must be met and addressed in applications for consideration for this position:

Essential

- A Bachelor of Social Work or equivalent, a willingness to work towards an equivalent qualification as set out in [Mandatory Minimum Qualifications – Qualifications Mapping](#), or an exemption to the mandatory minimum qualifications including: existing family violence practitioner with a break of no more than four years and/or cultural knowledge and/or lived experience, and barriers to education.
- A knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, as well as the child and family services and/or broader social services sector and their fundamental practices and theories is required.
- Demonstrated experience in family violence practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities is required.
- Excellent written and oral communication: has experience in public speaking, providing presentation and facilitation skills. Has experience in adhering to the legislative requirements and the Victorian Government's records, information security and privacy policies and requirements.
- Expert knowledge and experience working in family violence teams; has demonstrated experience in applying risk assessment and risk management frameworks in a family violence context; has knowledge of the gendered nature of family violence, the drivers and causes of family violence and feminist, intersectionality and human rights frameworks pertaining to adults and children; has deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families; has knowledge of practice working with women, children, families, victims and perpetrators of family violence; has experience working with Victoria's diverse communities.
- Stakeholder partnerships: demonstrated commitment to work collaborate with internally and externally with partners and stakeholders and community members. Capacity to

build partnerships, negotiate and liaise at leadership level for the best interest of clients and outcomes.

- Self-management: demonstrates an ability to flexibly manage competing priorities and stressful situations
- Experience using technology to complete daily work tasks

Desirable

- Post Graduate qualification in Social Work – Family Violence Stream or similar training in working with Family Violence

Position Approval

The details contained in this position description are an accurate statement of the scope, conditions, duties, responsibilities, and all other requirements of above titled position.

Approved By: Executive Manager Family Violence – Chris McInnes

Approval Date: 08/09/2022