

Position Title: Integrated Family Services Practitioner

Team: Family Services

Region: Northern

Supervisor: Senior Family Services Practitioner

Delegations and Authorities:
In Line with Delegations Policy

Band: (A-F) B

Date Completed: 14th September 2017

ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS

All children should have a good childhood, growing up feeling safe, nurtured and with hope for the future.

Berry Street chooses to work with children, young people and families with the most challenging and complex needs. We work across metropolitan, regional and rural Victoria.

To achieve our Vision, Berry Street delivers a wide variety of programs, from those aimed at strengthening families and communities through to those that focus on helping people recover from the trauma of violence, abuse and neglect.

We also engage government, other community organisations and the general public in child-focussed advocacy and knowledge sharing.

ROLE CONTEXT

Child FIRST and Integrated Family Services were fully implemented in 2008 in the North East Metro Region.

There is a significant demand for women and their children requiring family violence responses whilst being supported by Family Services. The Northern Family Services' program provides an outreach case management and support service to vulnerable children and families predominantly in the municipalities of Banyule, Nillumbik, Yarra, Darebin and Whittlesea.

An exciting opportunity within the Family Services' Team exists for a Practitioner with family violence experience together with some working knowledge of Family Services' practice. The Integrated Family Services Practitioner role is a time limited secondment, within the Family Services Program that will enhance the practitioner's skill set in the broader Family Services' system. This is a unique role incorporating elements of Family Violence and Family Service expertise.

Underpinning the service is a commitment to work within a feminist framework, as well as Strengths Based Practice, Best Interests Framework and Child and Family Centred Practice. Acknowledging the gendered nature of violence against women and children as well as the social pattern of inequality in which violence and abuse is perpetrated is integral to this role.

The service aims to assist women and their children to remain safely within their community and maintain a life free from violence, whilst also addressing their emotional and practical needs.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

PRIMARY OBJECTIVES OF THE ROLE

The primary objectives of the Integrated Family Services Practitioner role is:

- To support complex case management of Family Services' clients experiencing family violence including but not exclusive to care teams, attending court and advocacy with Police and other stakeholders. This would be the main objective of the position and would make up 50% incumbent of the workload.
- Provide specialised intake and assessment of referred cases to Child FIRST where family Violence is an identified risk. This objective would be to complete up to three assessments at any given time which is 20% incumbent of the workload.
- Increase capacity building by providing secondary consultation to the Family Services' staff in the North East, concerning matters of Family violence. This objective would be 30% incumbent of the workload.

OUR VALUES

Berry Street expects all staff to apply these Values in all aspects of their work.

Courage: To be the best we can be and to never give up

Integrity: Expect a personal and organisation commitment to honesty

Respect: Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations

Accountability: Be responsible for our own actions

Working Together: Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills.

REPORTING RELATIONSHIPS

This role is based in our Eaglemont office. It is part of the broader Berry Street Youth and Family Services which also includes the Adolescent Support program.

This role reports to the Senior Family Violence Practitioner who will provide supervision and review. This role has no direct reports and works in conjunction with other team members. This is a fixed term position until 30th June 2018.

KEY SELECTION CRITERIA

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

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| <ul style="list-style-type: none"> • Provide high quality assessments of families where family violence is an identified risk. • Demonstrated experience in casework with women and children with high risk needs, from diverse backgrounds who have experienced family violence. • Demonstrated ability to be able to analyse complex casework. • An understanding of the gendered nature of family violence and the ability to articulate a practice framework including engagement and assessment. • Demonstrated experience with a range of family intervention models. | <ul style="list-style-type: none"> • Excellent written and oral communication skills (including public speaking, presentations and facilitation skills). • Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies. • Demonstrated ability to establish, and maintain positive and productive working arrangements and internal and external individuals, organisations and groups. |
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QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in social work or related discipline.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.
- Full drivers licence.

DESIRABLE

- Knowledge of the Family Violence Protection ACT 2008 and the Common Risk Assessment framework.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
Service Delivery	<ul style="list-style-type: none"> • Undertake comprehensive risk assessments of referred cases to Child FIRST where family Violence is an identified risk. • Provide secondary consultation for the Family Services staff in complex matters of family violence. • To utilise a gendered theory framework and child-centred family-focussed approach to engage parents and work towards building their capacity to provide for the safety, stability and development of their children in line with the Best Interests framework. • To provide high quality ongoing assessment and case management services to clients referred to the service. • To provide an outreach based service that uses a range of intervention strategies informed by Family Violence and Family Service principles. • To have an increased focus on achieving culturally sensitive practice approaches for CALD children young people and families • To participate in all North East Child First Alliance professional development training and other meetings and or training as required
Administration	<ul style="list-style-type: none"> • Maintain concise, accurate and legible records, including assessments, intake notes, completed forms and reports as required. • Undertake organisational processes to ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner. • Maintain accurate statistical data • Attend regular team meetings and other forums as required • Provide reports as required by the Team Leader and Manager of Child and Family Services.
Program development	<ul style="list-style-type: none"> • Assist in the development and implementation of new initiatives relevant to supporting families who have experienced family violence. • Support the Alliance to develop a stronger practice model for family violence referrals. • Undertake presentations and community education around Family Violence issues as required. • To participate in case planning, review and case closure processes for clients of the service. • To develop positive links with key service providers and referring agencies including child protection. • Contribute to group work programs. • To assist the service to increase its accessibility to CALD and Aboriginal and Torres Strait Island community
Other	<ul style="list-style-type: none"> • Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.

CONDITIONS OF EMPLOYMENT

1. This position is for 60.8 hours per fortnight. There is no paid overtime, but any extra hours worked will be accrued as Time-in-Lieu according to the Berry Street Victoria Enterprise Agreement.
2. This is a fixed term role until 30th June 2018.
3. You will initially be employed at our Eaglemont office. You may be required to work from other Berry Street sites (on a temporary or permanent basis) as directed from time to time.
4. Terms and conditions of employment are in accordance with the Berry Street Victoria Enterprise Agreement, which includes above Award payments and eligibility for remuneration packaging. Salary packaging is available to full-time and 0.8 EFT and to a maximum value of \$15,899 and a maximum value of \$12,000 to all other permanent part-time staff, in line with our Salary Packaging policy.
5. The base salary for this position is SCHADS Level 6, Pay point 1 which is \$73, 645.52 (pro-rata) under the Berry Street Victoria Enterprise Agreement. The value of the salary can be increased through salary packaging.
6. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
7. The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identify and qualifications.
8. The successful applicant will initially be employed for a probationary period of 3 months. During this period, either party can terminate employment with one week's notice. A probationary review before 3 months will be undertaken.
9. Agency vehicles are available for authorised use and these should be used at all times for work-related purposes, in accordance with the Berry Street Motor Vehicle Policy. However, if you are authorised to use your own vehicle for work-related purposes, you will be paid an allowance per kilometre, which includes provision for comprehensive insurance and other running costs. Berry Street is unable to insure private vehicles owned by staff and will not accept any liability for damage to any staff vehicles incurred while being used for work-related purposes
10. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
11. Berry Street has a smoke-free workplace policy.

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and Competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Daily
	Work office hours with the possibility of extended hours.	Regularly
	Work in an open plan office.	Could be daily
	Work in buildings which may be two-storey.	Could be daily
	Sit at a computer or in meetings for extended Periods.	Daily
	Present at court and other jurisdictions.	Occasionally
People Contact	Liaise with government, non-government and community organisations.	Daily
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regularly
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regularly
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regularly