



Position Description

Position Identification			
Position Title:	Family Services Family Violence Practitioner		
Direct Reports	0	Indirect Reports:	0
HRIS Position Number:		Effective Date:	Jan 2023
Location:	Vic Place - Coburg		
Scope of Practice:	Not Applicable		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification <small>*For HR use only</small>	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement <ul style="list-style-type: none"> SACSE Level 6 		
Organisational Context			
Divisional:	Family and Community		
Program:	Children and Family	Unit: Integrated Family Services	
Organisational Chart	<pre> graph TD GM[General Manager Family and Community] --> M[Manager Children and Family] M --> TL[Team Leader Integrated Family Services] TL --> SSW[Senior Social Worker] TL --> SW[Social Worker] TL --> CFT[Child & Family Therapist] TL --> FVP[Family Violence Practitioner] SSW --> CCDSN[CCDSN practitioner] </pre>		
Position Summary			
<p>Merri Health is a member of the Hume Merri-bek Child and Family Alliance to deliver Integrated Family Services to vulnerable children (including pre birth to 18 years old) and their families that promote children’s rights to safety, permanency, and health development.</p> <p>Merri Health, along with Alliance members Anglicare Victoria, MacKillop Family Services, Sunbury Cobaw Community Health and Uniting have received additional funding for the newly created Family Services Family Violence Practitioner role.</p> <p>The successful applicant will provide:</p> <ul style="list-style-type: none"> Child centred, family focused case management to families with complex needs who are experiencing high risk family violence to improve their safety and wellbeing, including parents and adolescents who use violence in the home (where appropriate). Secondary consultation to and co-work with Integrated Family Services social workers and care teams for families where there is complex and escalating family violence. 			



Position Description

Position Accountabilities	
Responsibilities	<p>Direct Service to Clients:</p> <ul style="list-style-type: none">• Provide in-home support to vulnerable and complex families who are experiencing high risk family violence including assertive outreach to actively engage with the child, young person and their family.• Conduct family violence risk assessment and management utilising the MARAM Comprehensive Assessment tool.• Deliver interventions with parents who use violence aimed to increase safety and wellbeing of child and parent victim-survivors (where appropriate).• Support families where there is adolescent violence in the home.• In partnership with the family establish clear case plan objectives and goals.• Implement, monitor and review the child and family action plan.• Ensure that appropriate referrals (internal and external) are undertaken in a timely manner.• Liaise with internal and external services to maintain relevant links and networks. <p>Consultation and collaboration</p> <ul style="list-style-type: none">• Be available to provide secondary consultation to and co-work with Family Services social workers.• Participate in capability building activities in the Hume Merri-bek Child and Family Alliance by working collaboratively to support practice and system improvements, including with the Family Violence sector.• Participate in relevant Hume Merri-bek Child and Family Alliance processes such as allocation meetings, reflective practice and working groups as required.• Maintain and enhance professional knowledge and technical skills by keeping up to date with new developments and relevant trends. <p>Accountability</p> <ul style="list-style-type: none">• Achieve Key Performance Objectives as set out in Individual Performance Review.• Contribute to program targets as outlined in the funding requirements.• At all times ensure compliance with funded service standards, practice guidelines and local operating procedures, particularly those pertaining to managing the risks of outreach work and home visiting.• Ensure timely completion of all data management and reporting requirements.• Participate in annual staff and program reviews.• Undertake monthly supervision as per organisational policy.• Undertake any other duties appropriate to this position as directed by the Team Leader/Manager.• Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.
Safety and Risk	<p>Occupational Health & Safety (OHS)</p> <ul style="list-style-type: none">• All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health's OHS Frameworks.



Position Description

	<p>Physical Inherent requirements (PIR)</p> <ul style="list-style-type: none"> • Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions • Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes • Sound upper limb joints, with the ability to withstand repetitive upper limb activity • May be required to occasionally lift and carry items weighing up to 10kgs <p>Quality & Risk</p> <ul style="list-style-type: none"> • Be proactive in risk identification, notification and management. • Comply with Merri Health’s policies and procedures • Participate in quality improvement activities and engage clients in these activities when relevant. <p><i>Merri Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the GLBTIQ community to join our workforce.</i></p>
<p>Capabilities</p>	<p>All employees are expected to align their behaviours and utilise capabilities (or ‘soft skills’) in line with our organisational values and the level of responsibility of the position. The capabilities for this position can be found within Merri Health’s Capability Matrix.</p>
<p>Key Selection Criteria</p>	
<p>Essential</p>	<ul style="list-style-type: none"> • Tertiary Qualification in Social Work, Psychology, or related field with a minimum 3 years in working with families experiencing family violence. • Advanced understanding and experience in applying contemporary family violence theoretical frameworks in the intervention with vulnerable children, young people, and parents with complex needs. • Experience working with parents who use violence and adolescent violence in the home. • Ability to provide consultation and capacity building for other practitioners in their work with families who are experiencing family violence. • Knowledge of Child Protection and relevant legislation • Knowledge of the Family and Children’s Services sector • Demonstrated ability in managing time, setting priorities, planning and organising own work schedule • High level of organisational and interpersonal skills, e.g. negotiation, problem solving capacity, communication and planning skills. • Demonstrated understanding of the needs, issues and sensitivities of people from diverse backgrounds, including Aboriginal, LGBTIQ and culturally and linguistically diverse people and communities
<p>Desirable</p>	<ul style="list-style-type: none"> • Post -Graduate Training in relevant field e.g. family therapy, infant mental health. • Demonstrated community and inter-agency relationship skills



Position Description

Checks, Licences and Registration	<ul style="list-style-type: none">• National Police check (NPC)• Working with Children's Check (WWCC)• Current full or probationary Drivers Licence• Statutory Declaration• Immunisation Category B
--	---