

POSITION DESCRIPTION

Family Violence Practitioner – Men’s Behaviour Change Program

This position description describes the scope and skills required of the Family Violence Practitioner – Men’s Behaviour Change Program at Link Health and Community (Link HC). The position description may be subject to periodical reviews.

POSITION:	Family Violence Practitioner – Men’s Behaviour Change Program
DEPARTMENT:	Health and Wellbeing
REPORTS TO:	Manager Social and Emotional Wellbeing via the Senior Practitioner
DIRECT REPORT ACCOUNTABILITY:	N/A

POSITION SUMMARY:

Link HC’s Family Violence Programs aim to promote the safety and wellbeing of victim survivors whilst holding perpetrator’s accountable for their behaviour.

The Family Violence Practitioner is to provide high quality, person-centred counselling, casework and group facilitation to clients to prevent family violence and to empower those affected by it. This work includes co-facilitation of the Men’s Behaviour Change Program and regular liaison with the Family Safety Contact Worker.

The Family Violence Practitioner is accountable for clinical quality and safety upholding their professional code of ethics, participation in continued professional development, reflective practice and clinical supervision.

Family Violence Services are provided under the Department of Health and Human Services Family Violence Program in alignment with Family Safety Victoria and No to Violence.

POSITION ACCOUNTABILITY:

- Deliver high quality, interventions for clients participating in the Family Violence Program through individual assessment, risk assessments and group interventions.
- Ensure continuous risk assessments and report identified risks to the Senior Practitioner.
- Collaborate and maintain regular contact with the Family Safety contact worker with regard to the safety of participant’s partners, ex-partners and families.
- Liaise with clients, carers, the multidisciplinary team and service providers regarding referral and further support for clients as required.
- Ensure up to date records according to quality standards and contribute to ensuring safe custody and confidentiality of all records.

- Contribute to continuous quality improvement and clinical quality and safety through engagement with identification, planning, development, implementation and evaluation of services and programs, policies and procedures.
- Where appropriate and/or as required, conduct partner contact as the Family Safety Worker.
- Proactively communicate or identify any observed risks or issues arising in the group including safety or critical incidents to the Team Leader and or Manager.
- Actively engage in clinical supervision to ensure safe and quality interventions.
- Develop positive collegial relationships with other facilitators and stakeholders.
- Engage in quality improvement initiatives that achieve compliance with applicable standards.
- Accurately maintain client records in line with Link HC Privacy and Health Records Policies and Procedures.
- Other duties as required, within the requirements of the program.

PERFORMANCE MEASURES:

- Clients are satisfied they receive integrated care that reflects Link HC values.
- Accountability for clinical practice including client records is demonstrated by compliance with relevant professional code of conduct, professional ethics, understanding of the evidence and engagement in continued professional development.
- Active engagement in quality initiatives and a positive, safe and accountable team culture that have achieved service improvement.
- Funding and service agreement targets are achieved and recorded in an accurate and timely manner.
- Meet the Performance Measures set out in the Link HC performance review program.
- Regular and constructive attendance and participation in team and clinical practice meetings.

ORGANISATIONAL CONTEXT

Link HC is a multi-sited community health service, providing a comprehensive range of health and welfare services primarily to people in the East and South-East of Melbourne and Eastern Victoria.

Link HC provides quality services in line with the program aims, funding guidelines and the Vision and Values of Link HC.

VISION

Link Health and Community's vision is healthier people participating in their communities.

VALUES

Link HC organisational values are:

- We **care** for our community and for the people who use our services
- We **listen** to people who need our services and we advocate for our community
- We provide **accessible**, innovative, and high-quality services and programs

- We **partner** with other organisations to ensure the development and delivery of better services
- We are a **sustainable** organisation, financially, socially and environmentally

OCCUPATIONAL HEALTH AND SAFETY

The position holder has a duty to take reasonable care for the health and safety of themselves and others in accordance with Occupational Health & Safety legislation.

QUALITY AND RISK MANAGEMENT

The position holder has a responsibility to identify continuous quality improvement opportunities; participate in the development of quality procedures and contribute to internal and external program reviews and audits as required.

The position holder will respond to risk management procedures to minimise any major areas of identified risk and to comply with Link HC Risk Management Plan.

POLICIES AND PROCEDURES

The position holder will uphold and adhere to Link HC's Code of Conduct and policies and procedures.

QUALIFICATIONS AND EXPERIENCE REQUIRED

Essential

- A relevant tertiary undergraduate degree (in social work, psychology, counselling or a related subject)
- Current membership with relevant professional body
- Minimum 4 years professional experience in this or a related field
- Level 1 MBCP facilitator
- Demonstrated understanding of MARAM and Information Sharing Schemes

Desirable

- Demonstrated experience as a Family Violence Practitioner and Facilitator of Men's Behaviour Change (level 2 or 3)
- Demonstrated understanding of Family Violence and a behaviour change process which focuses on the gendered nature of family violence and for the safety of women and children who are exposed to male perpetrator violence
- Highly developed interpersonal, verbal and written communication skills
- Sensitivity and understanding of working with the needs of diverse and CALD populations
- Demonstrated knowledge of principles of confidentiality, client rights and responsibility and actively following professional requirements under the Privacy Act
- Willingness to engage in professional development for continuous improvement
- Competency across a range of IT platforms including Microsoft applications and client data management systems

- Completion of Mental Health First Aid or ASSIST Training
- Experience working with mandated clients

Mandatory Requirements

- Current National Police Check
- An International Police Check, if the position holder has worked overseas for a period of 12 months in the last 10 years
- Working with Children Check
- Registration with a regulatory body or equivalent professional membership (as determined)
- Disclosure of any pre-existing injuries or disease that might prohibit your ability to fulfil the inherent requirements of the role

Approved:



Sheree Phillips
Acting General Manager – Health and Wellbeing

I acknowledge and agree that the above position description is an accurate reflection of the Family Violence Practitioner

Signed:

Employee

Name:

Date:

Link HC is committed to living our organisations values and ensuring a safe environment for our staff, people using our services and people visiting our locations. We are a child safe and equal employment opportunity employer We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander peoples, Culturally and Linguistically Diverse backgrounds and the LGBTIQ community to join our workforce. Link HC will adhere to Equal Employment Opportunity and Gender Equity principles. To this end, Link HC will not discriminate on the basis of age, sex, gender identity, sexual orientation, marital status, disability, physical features, Aboriginal and Torres Strait Islander status, cultural background, country of birth, religious beliefs, political beliefs, carer status, pregnancy or breastfeeding.