

## Position Description

<b>Position Title</b>	Family Preservation and Reunification Practitioner
<b>Salary &amp; Conditions</b>	FamilyCare Enterprise Bargaining Agreement
<b>Award &amp; Classification</b>	Social, Community, Home Care and Disability Services Industry Award Classification dependent on qualifications and experience
<b>Hours of work</b>	Refer to Contract of Employment
<b>Department</b>	Child and Family Services
<b>Position reports to</b>	Team Leader
<b>Performance Review</b>	At three months, then annually thereafter

FamilyCare acknowledge the Yorta Yorta Nation, Taungurung, and Wurundjeri Woi Wurrung people as the Traditional Owners of the land and waterways on which we work, live and support community.

We recognise that past, present and emerging Aboriginal and Torres Strait Islanders peoples are the First Nations people of Australia.

FamilyCare is one of regional Victoria's largest and most progressive community service organisations, with offices across five Local Government Areas: Greater Shepparton, Mitchell, Murrindindi, Strathbogie and Moira.

FamilyCare is the main provider of child and family services in our region and in addition, we provide support to families of children with disabilities, NDIS Support Coordination and a variety of carer support options.

FamilyCare is committed to working collaboratively to improve outcomes for victim survivors and their children. We believe those who choose to use violence should be accountable for their actions.

FamilyCare is dedicated to fostering a positive and empowering culture for leaders, with a focus on improving client outcomes and inspiring professional growth.

## Vision

Strong families and communities.

## Purpose

FamilyCare works with individuals, families and communities to increase wellbeing, build strengths and encourage optimism.

## Core Values

The Code of Conduct reflects and supports FamilyCare's core values, which are:



### RESPECT

for all people and of their right to reach full potential



### EMPOWERMENT

of clients and staff to achieve individual and collective goals



### INTEGRITY

actions consistent with beliefs



### LEADERSHIP

on issues that impact adversely on individuals, families and community



### COMMUNICATION PROFESSIONALISM

a commitment to open and ongoing dialogue with all stakeholders



in all aspects of our work

## Role Summary

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

The FPR program aims to promote strong families - with children who are safe, healthy, resilient and thriving; and parents and caregivers who are supported to create a safe and nurturing home environment. It is an innovative approach to delivering evidence informed and coordinated support to vulnerable child and families through strengthened partnerships with Child Protection.

It 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 FPR program places children and families at the centre of practice to deliver safe, inclusive, quality and effective services coordinated by the right people, in the right place, at the right time according to the unique needs of each child and family.

The program is funded to include an intensive intervention phase up to 200 hours for each family, followed by up to 40 hours of step-down support.

## Key Performance Responsibilities

### Service Delivery

1. Work intensively with families over multiple weekly visits for up to 240 hours of service, inclusive of 40 hours towards end of service of sustained and stepped down service response.
2. Address individual issues and stressors of each family created by various factors including substance abuse, family violence, mental illness and disability.
3. Increase engagement with families to promote safety, stability and child development.
4. Contribute as a member of a care team or professional network to support case planning and ongoing risk assessment and work collaboratively with other services and in particular Child Protection.
5. Work intensively with children and families, delivering effective interventions that increase parenting capacity, improve family functioning, achieve child safety, and enhance conditions for child development with the aim of achieving better outcomes for children.
6. Participate in professional development and coaching/community of practice to understand and apply evidence informed practice approaches.

### Data Collection and Reporting

1. Meet electronic data collection requirements.
2. Provide internal reports to the Team Leader.
3. Maintain accurate and comprehensive data and records, documenting practice approaches and interventions, including records required to be maintained under legislation or funding agreements.
4. Maintain program administrative requirements including maintenance of comprehensive case notes.

### Representation and Advocacy

1. Identify gaps in services available to clients and advocate on their behalf.
2. Actively network locally and regionally to raise awareness and knowledge of the Child and Family Services' programs and the issues affecting children, young people and families.
3. Attend internal program and team meetings, including regular coaching.
4. Promote the development of community networks for families, promote strong cohesive communities and encourage partnerships with professional services and community groups.

## Community Development and Education

1. Develop good working relationships with Aboriginal lead agencies to ensure that cultural safety is embedded in practice and to achieve good outcomes for Aboriginal children and young people.

## Quality Improvement and Evaluation

1. Contribute as an effective and professional team member at all times
2. Perform all duties in a safe manner
3. Perform all work with a continuous improvement ethos
4. Understand and abide by all relevant policies and procedures
5. Participate in regular supervision activities.
6. Lead by example and in accordance with FamilyCare's values.
7. Be aware of FamilyCare's responsibilities to contribute to children's safety and wellbeing and report any concerns about neglect or abuse to a supervisor or manager.

## Key Selection Criteria

### Knowledge and Skills

1. Understanding the principles and practice of effective risk assessment and case management.
2. Solid understanding of the principles and challenges of supporting vulnerable families and knowledge of Child Protection issues in relation to children 'at risk'.
3. Significant experience in working with and providing active and assertive engagement in casework with children, young people and families, particularly those with complex needs.
4. Experience addressing:
  - a. Children's developmental needs
  - b. Child abuse and neglect
  - c. Risk and safety
  - d. Parent capacity
  - e. Skills development
  - f. Trauma informed practice.
5. Proven flexibility, adaptability and able to respond and adjust easily to change in work demands, including the ability to work flexible work hours.
6. High level of administration and organisational skills, including strong computer literacy and written skills.
7. Knowledge and understanding of relevant legislation and frameworks and commitment to embedding evidence informed practice elements into case work. In particular the Children Youth and Families Act 2005 and the Best Interest Case Practice framework and model.
8. Demonstrated experience working in the Child and Family Services sector with a sound knowledge of the Child Protection system.
9. Demonstrated experience of and competence in providing a range of interventions to vulnerable families and children driven by the needs of the individual families and children.

### Qualifications

- Bachelor of Social Work or other relevant tertiary qualification.
- Minimum two years' experience in family services, youth work, early childhood services, or related field including expertise in working with infants, children and young people at risk.

## Position Requirements

Satisfactory National Police check	Required
Working with Children Check	Required
NDIS Worker Screening Check	Not required
Valid Victorian Driver Licence	Required

Employees who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check on commencement of employment

Employees are required to successfully complete all mandatory competencies in accordance with the Core Competency Training register.

## Other Information

Salary packaging offered within prescribed guidelines.

FamilyCare Enterprise Agreement has provision for salary and conditions over and above of SCHADS Award base rates.

All employees are bound to work according to the policies and procedures of FamilyCare, the Agreement and Award that provides their terms and conditions of employment and the FamilyCare Code of Conduct.

All employees must take reasonable care of their own health and safety, as well as that of other people who may be affected by their conduct in the workplace.

All employees are required to successfully complete any assigned online competencies ongoing, as prompted. All new employees will be required to complete all assigned competencies within the first three months of employment.

FamilyCare promotes a respectful and safe workplace environment that does not tolerate or excuse any forms of violence including family violence.

FamilyCare is committed to:

- ensuring the safety of children;
- respecting diversity; and
- providing a workplace free from discrimination and harassment.

## INCUMBENT STATEMENT

This Agreement can be accepted and signed electronically, with the same binding effect on the parties.

I, \_\_\_\_\_ have read, understand and accept the above Position Description

Signed: \_\_\_\_\_

Date: \_\_\_\_\_