



## PRACTITIONER VICTORIAN FAMILY PRESERVATION REUNIFICATION RESPONSE (VFPRR)

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### POSITION DESCRIPTION

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<b>Service:</b>	Child and Family Services
<b>Program:</b>	Specialised Programs
<b>Position Title:</b>	VFPRR Practitioner
<b>Location:</b>	Cross sites
<b>Award:</b>	Social, Community, Home Care and Disability Services Industry Award 2010
<b>Classification:</b>	Social and Community Services Employee
<b>Level:</b>	Level 5
<b>Travel:</b>	East Hume regional work requiring local/regional travel on a day to day/regular basis using a fleet vehicle.

***UMFC is a Child Safe organisation and is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children as well as our staff and volunteers. We are committed to the safety, participation and empowerment of all children.***

***The Sanctuary Model promotes cultural, physical, emotional, psychological and social safety and recovery from adversity through the active creation of a trauma-informed community. Through the implantation of this model, UMFC aims to enhance the quality of care we provide and cultivate a workplace where everyone feels valued supported and able to thrive.***

## 1. POSITION CONTEXT AND SUMMARY OF POSITION

Consistent with UMFC's vision for our communities that every child and young person is cared for, **Child and Family Services** (CAFS - made up of Family Services, Specialised Programs, Family Therapy and Early Years) supports vulnerable children, young people and their families. The service provides an entry point for vulnerable children and families to access the range of services and supports they need to build the capacity of the family to support their children's healthy development. Intensive casework and case coordination, sometimes in collaboration with other services, has the aim of strengthening the capacity of families to promote the safety, stability and development of their children and young people.

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

The Response:

- is an innovative approach to delivering relational, evidence-informed and coordinated support to vulnerable children and families through a strengthened partnership with Child Protection.
- embeds evidence-informed practices such as 'The Common Elements Framework to promote strong families – with children who are safe, health, resilient, and thriving; and parents and caregivers who are supported to create a safe and nurturing home environment.
- 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 Response Practitioner will deliver rapid, culturally safe, flexible and intensive services to children and families using a case management and care team approach. This includes the provision of therapeutic and trauma-informed supports that engage the voice and choice, cultural identity and lived expertise of children and their families and carers. Response Practitioners will also work within a comprehensive evidence-based and monitoring and evaluation framework.

## 2. COMMUNICATION WITH OTHERS

Position supervised by:	Senior Team Leader Specialised Programs
Supervises directly:	Nil Staff
Communicates internally primarily with:	All members of the CaFS Team and other UMFC services
Communicates externally primarily with:	DFFH, Clients, referral sources and other professionals

## 3. KEY RESPONSIBILITY AREAS (KRAS)

Consistent with the UMFC values of Unwavering integrity, Considered empathy, Determined advocacy, Passionately optimistic and Bravely collaborative, and the Sanctuary commitments, this position provides high quality, efficient services through the following Key Responsibility Areas:

### KRA 3.1

Undertake complex casework using a strengths-based approach and consistent with the Best Interests Case Practice Model, Intensive Family Services Model and Signs of Safety including:

- Rapidly engage families to provide intensive, therapeutic, trauma and evidence-informed support that is centered around creating well-being and safety for the child, building parental/caregiver capacity and improving family functioning
- Provide high-quality child-centered, family focused case management and casework to expecting parents and families with children aged 0-17.
- Analysis and review of Best Interests domain information.
- Involvement of children and families in the development, implementation and review of Child and Family Action Plans.
- Provision of case coordination.
- Use of CaFS processes to address concerns for the well-being of children.
- Co-facilitation of group work programs for CAFS clients where allocated.
- Update and maintain the database (IRIS – services and case notes) and all relevant documentation within CaFS timelines and guidelines.
- Undertake timely closure of cases and acceptance of newly allocated cases.

<p><b>KRA 3.2</b></p> <p>Contribute to continuous improvement of all CaFS services for children and families, including participation in Child and Family Services networks in the local catchment.</p>
<p><b>KRA 3.3</b></p> <p>Work collaboratively with the Risk and Quality team by actively identifying, assessing, and mitigating risks within the role by meeting all compliance-related tasks and expectations, including but not limited to monitoring activity, adherence to organisational policies and procedures and completion of compliance training and promoting a culture of risk awareness and compliance.</p>
<p><b>KRA 3.4</b></p> <p>Proactively promote and support a culture of child safety using the Sanctuary commitment of Cultural Humility to engage and grow cultural connections for all children including Aboriginal and Torres Strait Islander children, children with disability, children who may be gender diverse or children who may be culturally and linguistically diverse (CALD).</p>
<p><b>KRA 3.5</b></p> <p>Be a role model and promote and maintain a service culture that reflects the organisational values of unwavering integrity, considered empathy, determined advocacy, passionately optimistic and bravely collaborative. Contribute to the creation and maintenance of a culture that reflects the Sanctuary Model Domains.</p>
<p><b>KRA 3.6</b></p> <p>Actively participate as a team member in relevant meetings, and professional development processes such as supervision, training and quality improvement processes in line with program and UMFC guidelines and requirements.</p>
<p><b>KRA 3.7</b></p> <p>Actively undertake all OHS requirements appropriate to the position and consistent with legal obligation and UMFC culture, policy and procedure.</p>
<p><b>KRA 3.8</b></p> <p>Other duties as directed.</p>

## 4. PHYSICAL REQUIREMENTS OF THE POSITION

(Key of estimated daily requirements: Not Required=0%, Marginal=1-5%, Occasional=6-20%; Regular=21-50%, Frequent=51-70%, Continuous=> 70%)

- Sitting – Frequent
- Computer based tasks – Frequent
- Driving – Regular
- Lifting – Marginal

## **5. KEY SELECTION CRITERIA**

- 5.1 Tertiary qualifications in social work or related field e.g. Bachelor of Social Work, Psychology, Diploma of Welfare Studies
- 5.2 Experience in working therapeutically with complex and vulnerable families.
- 5.3 Experience in working collaboratively with Child Protection services and in convening and chairing Care Team Meetings.
- 5.4 Knowledge of the Children Youth and Families Act 2005, the Best Interests Case Practice Model 2008, and other relevant legislation including OHS and privacy laws.
- 5.5 Strong working knowledge and experience in strength-based practice, child development, attachment and trauma theory, parenting skills, family violence, mental health, and alcohol or drug abuse.
- 5.6 Demonstrated organisational skills including the capacity to plan and manage competing priorities and the ability to facilitate effective teamwork.
- 5.7 A well-developed ability to incorporate continuous learning and quality assurance principles into one's own practice and to effectively facilitate this with other practitioners.
- 5.8 Personal attributes including:
  - Preparedness to consult and collaborate extensively.
  - Highly developed ability to adapt and innovate.
  - Highly developed interpersonal skills including working in partnership with others.

## **6. ADDITIONAL ESSENTIAL REQUIREMENTS OF THE POSITION FOR SUCCESSFUL APPLICANTS**

- 6.1 A satisfactory Victorian and NSW Working with Children Check
- 6.2 International Police Check where relevant
- 6.2 A satisfactory Police Check
- 6.3 Current driver's license

## **7. WORK CHALLENGES/PRESSURES**

- Working with children and families in complex situations and needs
- Dealing with people with a variety of abilities and needs
- Dealing with distressed clients
- Working with external services with different priorities
- Adhering to timeframes as per IFS guidelines

## 8. SUPERVISION

At UMFC, supervision is considered to be an integral part of service delivery and workforce management. The development and maintenance of skilled and supported workers depend in large part on the support and structured reflection provided by the supervision framework. The supervision framework is supported by our Sanctuary commitments such as social responsibility, open communication and democracy.

Supervision has a number of benefits for workers, clients, and the organisation, including:

- protection and a commitment to quality service provision for clients through case review
- a forum of accountability for those to whom the worker is accountable (clients, organisation, profession)
- a reflective space for workers to identify their strengths and weaknesses and any personal issues that may impact their professional practice.
- an opportunity for workers to build their skills and identify areas for future development in a supportive environment.
- trauma informed, consistent conversations that are a protective factor to decrease the likelihood of developing vicarious trauma when undertaking challenging work.

Supervision is a requirement for all workers at UMFC and must, at a minimum, be provided:

- on an individual basis
- for 2 hours per month (pro rata) which may be in a single block or in smaller units.