



Position Description

Program or Function name:	Family Services
Role Title:	Family Preservation and Reunification Practitioner
Award Classification: (If relevant)	SCHCADS 6
Location:	
Employment Status:	Full time, until 30 June 2021 (possibility of extension)
Reports to:	Family Preservation and Reunification Team Leader

OzChild

Founded in 1851, OzChild supports vulnerable children and young people by providing healing, preventing abuse and neglect and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

Child Safety

We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.



Role Purpose Summary

OzChild's Victorian Family Preservation and Reunification Response is an evidence-based response aimed at working collaboratively with the Children, Families, Communities and Disability Division to provide an immediate, intensive and sustained intervention which will provide better support and achieve real and measurable outcomes for vulnerable families.

Implementing a wrap around, evidence-informed case management led Family Preservation and Reunification (FPR) team, who will work alongside our SafeCare educators and Functional Family Therapy-Child Welfare (FFTCW) therapists, OzChild will deliver a culturally safe early intervention response through the evidence-based programs FFT-CW or SafeCare (see appendix 1). OzChild's FPR practitioners will work with DHHS Child Protection Practitioner to identify and prioritise clients for intervention, utilising a relational approach that is adaptable and responsive to family's needs to address individual issues and stressors. Our strengths-based approach is client centred, integrates the use of evidence informed elements like motivational interviewing, communication and parenting, respects self-determination and promotes resilience.

In doing so, the position will support the OzChild Way behaviours and accountabilities as follows:

- **We deliver evidence-based services:** Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.
- **Our customers determine our success:** Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high quality services to children and young people, their families and to carers/volunteers.
- **We deliver innovative solutions:** Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.
- **We set each other up for success:** Support collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.
- **I learn, adapt, grow, and embrace my cultural competence:** Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.



Position Specific Responsibilities

- Delivery of case management based on the Best Interest Principles as defined under the Child Youth & Families Act 2005 and understand how this is integrated within evidence based programs.
- Work intensively up to 8 - 10 hours per week with low caseloads (for up to 200 hours) for a period of one to four months and then step down to a sustained service response for a further 6 to 9 months with the child/young person and family to support family preservation and/or reunification in line with the Child Protection case plan.
- Address individual issues and stressors of each family created by factors of substance abuse, mental illness, disability, family and domestic violence, social isolation, housing, low income, intergenerational child abuse, neglect and trauma that is identified from completing the Child and Family Action Plan.
- Identify parental competencies in meeting the needs of their child/ren, coping skills exhibited, family strengths and informal social networks with the larger community.
- Strong engagement and use of Common Elements skills such as motivational interviewing, communication skills and goal setting.
- Use of a relational approach that is adaptable and responsive to family's needs that includes responding within 24 hours to referrals and the use of a flexible funding package to meet family's needs.
- A strengths-based approach that is client centred, respects self-determination and promotes resilience.
- Strengthen the family's connection to community by meaningful engagement with community supports that will sustain the family over time and be culturally appropriate.
- Use of the Safe & Together domestic violence evidence informed model that looks to identify the victim survivors' strengths, impact on child and family functioning and holding the perpetrator accountable for their behaviour will be utilised as will the MARAM risk assessment framework.
- Ensure collaboration with the allocated Child Protection practitioner.
- Based on family's needs, a referral to FFT-CW or SafeCare can occur in the sustained phase.
- Maintain IRIS recording and the use of the North Carolina Family Assessment Scale (NCFAS G +R), pre and post, to demonstrate outcomes.
- 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.

Key Job Relationships

Internal

- All OzChild employees
- Children and Young People and their families

External

- CPN Navigator, CP practitioner, DHHS and other Government Bodies
- Community organisations
- Other community/welfare agencies
- Peak welfare associations and network



Qualifications

Essential

- An appropriate tertiary qualification in Social Work, Psychology, Community Services Work or a related discipline is essential.

Desirable

- Post Graduate qualifications in family therapy.

Screening and Licences

- OzChild conduct interviews, reference checks and ensure the completion of satisfactory safety screening including National/International Police Check and Working with Children Checks relevant to the State or Territory that employment and undertaking of position occurs.
- Must be able to drive, provide and maintain a valid Drivers' Licence and have access to reliable transportation.

Skills and Experience

- Extensive experience and comprehensive understanding of Child and Family Services, the Child Protection system and court orders
- Experience in developing strengths- based risk and needs assessments with families and holding risk
- Solid understanding of the principles and challenges of supporting vulnerable families and knowledge of Child Protection issues in relation to children 'at risk'.
- An understanding of cultural contexts and the unique needs of Aboriginal children and young people, their families and communities
- Understanding of the broad range of issues impacting on the community services sector.
- Good communication and organisational skills.
- Excellent written skills.
- Effective network development skills.
- Sound computer skills, including the Microsoft Office suite and email, plus familiarity with web-based information management, communications and accounting systems.

Mandatory Training

All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

Conditions of Employment

The hours for this role are as per the employment contract (up to 76 hours per fortnight) between the hours of 7am and 7pm. In order to perform the duties of the role effectively you will be required to work additional hours or vary your working times as appropriate and necessary from time to time in order to provide flexibility to meet your clients' needs. OzChild has a flexible approach to hours of work.



Organisational Responsibilities

- Demonstrated ability to work as part of, and contribute to, a person-centred team.
- Facilitate good working relationships with all services of OzChild, the clients, their families and other people significant to the client.
- Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity.
- Attend client, employees related meetings, workshops, conferences and training as required.
- Ensure privacy and confidentiality are upheld at all times.
- Be familiar and comply with OzChild policies, procedures and other work instructions as updated from time to time.
- Represent OzChild and our services in a positive manner at forums, meetings and training with external agencies.
- Assist in the development of continuous improvement and service accountability initiatives as needed.

OzChild People Responsibilities

- Ensure compliance with OzChild's Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety;
- Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination;
- Participate in and complete all mandatory training, and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position;
- Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes;
- Ensure the safety and well-being of self and other;
- Work together as a team and encourage and support others within their team;
- Speak up, and making it clear when behaviour is unacceptable;
- Support those who are affected by breaches of policy or procedure and encouraging them to take action;
- Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

Safety and Wellbeing Responsibilities

- Assume accountability for safety and wellbeing for self and others;
- Undertake all duties safely and in accordance with applicable policy, procedures and processes;
- Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing;
- Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives;



- Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.;
- Report any work related or non-work related injury or illness;
- Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.

Responsibilities stated herein reflect the primary functions of this job and should not be construed as an exhaustive list of duties. They may vary or be amended from time to time without changing the roles level of responsibility.

I have read and understood the position description.

Team Member Name:

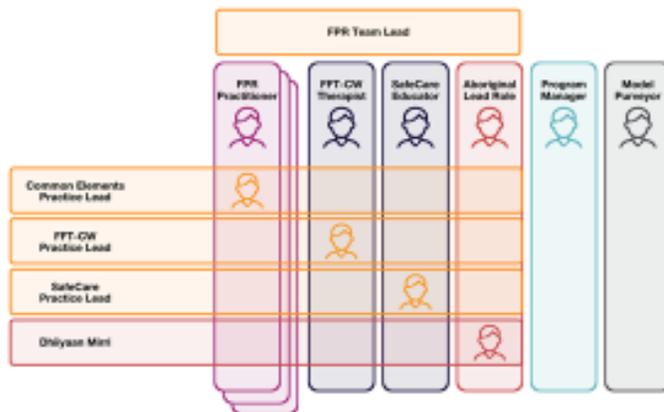
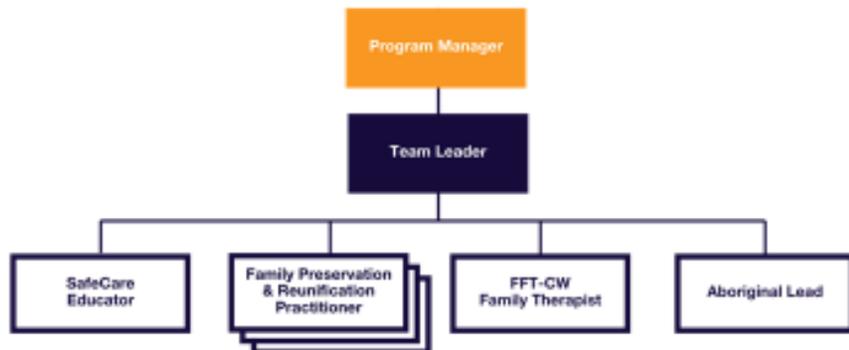
Team Member Signature:

Date:

[Click here to enter a date.](#)



OzChild's Family Worx Model & Structure



Hours and interventions will be prioritised based on family's need	SafeCare® Educator	Family Preservation and Reunification (FPR) Practitioner	Functional Family Therapist-Child Welfare (FFT-CW) Practitioner
Up to 200 hours		CONNECT <ul style="list-style-type: none"> Family identified at CP panel Allocation to FPR practitioners 24 hour response 	
		UNDERSTAND & PLAN <ul style="list-style-type: none"> Assessment incl Child and Family Action Plan Use of common elements 	
		BUILD SAFETY & EMPOWER <ul style="list-style-type: none"> Risk planning Intensive support to achieve stability Reunification focus 	
Up to 40 hours	SafeCare® <ul style="list-style-type: none"> Pregnant mother and/or child between 0 and 5 years Focus on child safety, health, parent-child interactions 	LINK UP <ul style="list-style-type: none"> Internal supports based on family needs External community supports 	FFT-CW <ul style="list-style-type: none"> Family with child/youth between ages of 0 and 17 years Focus on family therapy
	<ul style="list-style-type: none"> Sustainability of evidence-based intervention 	CREATING OPPORTUNITIES <ul style="list-style-type: none"> Sustainability plans Maintenance period 	<ul style="list-style-type: none"> Sustainability of evidence informed interventions
	<ul style="list-style-type: none"> Sustainability of evidence informed 	CLOSURE <ul style="list-style-type: none"> Achievement of goals 	<ul style="list-style-type: none"> Sustainability of evidence informed interventions

