

PENINSULA HEALTH

POSITION DESCRIPTION

Position Title: Men's Behaviour Change Programs Facilitator

Cluster: Operations

Location: Based at Yuille Street but may be required to work across all sites

Agreement: As per EBA

Hours: As per contract

Operationally Reports to: Program Manager, Family Violence and Counselling

Professionally Reports to: As per EBA



OVERVIEW OF PENINSULA HEALTH

Peninsula Health is the major metropolitan health service for Frankston and the Mornington Peninsula. We care for a population of 300,000 people, which swells to over 400,000 people during the peak tourism seasons between December and March.

We care for our community across the life continuum from obstetrics, paediatrics, emergency medicine, intensive care, critical care, surgical and general medicine, rehabilitation, and oncology, through to aged care and palliative care. We also provide extensive services in community health, health education and promotion, ambulatory care, and mental health.

Peninsula Health has over 6000 staff and 750 volunteers. We have undergone significant growth and transformation in recent years and are recognised as a leading metropolitan health service and major teaching and research hospital.

Our vision is to provide exceptional health and community care and our purpose is to work together to build a healthy community.

OUR VALUES

Our values are at the core of everything we do. In representing Peninsula Health, we expect all employees and volunteers to:



BE THE BEST

We strive for excellence in all that we do.



BE A ROLE MODEL

Together, our behaviours build our culture.



BE OPEN AND HONEST

We are transparent, accountable and innovative.



BE COMPASSIONATE AND RESPECTFUL

We embrace diversity, advocate and care for our consumers, support our peers and grow our teams in a safe, kind and meaningful way.



BE COLLABORATIVE

Our impact is better and stronger when we are inclusive and engaging of a broad network of people.

We acknowledge and pay respect to the traditional people of this region, known as the Myone Buluk of the Boon Wurrung language group of the greater Kulin Nation. We pay our respects to the land this organisation stands on today. We bestow the same courtesy to all other First Peoples, past and present, who now reside in this region.



We are proudly inclusive.

POSITION SUMMARY

[This position/s is part of a dedicated and skilled Family Violence Service and support the primary focus of the Mens Behavioural Change Program (MBCP) to maximise the safety of women and children. The MBCP achieves this by working with men 18 and over to hold individuals accountable for their use of violence and explore new ways of relating to their partner, children and others. The Group Facilitator works with a co- facilitator to plan, deliver and evaluate MBCP group sessions in accordance with No To Violence standards including coordinating pre- and post-group meetings and relevant reporting. Evening work is required for this position

KEY RESPONSIBILITIES

- Plan, deliver and evaluate Mens Behaviour Change Program group sessions in accordance with NTV minimum standards
- Co-facilitate group sessions, providing relevant introductions and using evidence based primary themes.
- Ensure effective and appropriate, clinically informed support and service options are provided to clients at all times.
- Promote and practice respectful relating and non-violence
- Demonstrate positive workplace behaviours and relationships at all times.
- Build and expand personal skill levels and ensure that clients receive service reflecting up to date, evidence based professional practice.

KEY RESULTS AREAS/MAIN PRIORITIES

OPERATIONAL/CLINICAL PERFORMANCE

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.
- Maintain a good working knowledge of and adherence to standards and legislation relevant to the role (such as Child Safe Standards, Aged Care Act etc) and actively promote compliance to any such standards and legislation.
- Complete all mandatory training by the due date.
- Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification.
- Recognise, respond and escalate changes in the patient's condition.
- Participate as part of the team to achieve all organisational key performance indicators.
- Conduct all client centred aspects of the role within the standards of the Family Violence Service and guidelines set by No To Violence, One DHS Standards and Peninsula Health Policies
- Provide appropriate, clinically informed support to the men referred to the Family Violence Service, their partners and family members.
- Participate in all aspects of accurate record keeping and quality assurance activities.
- Facilitate client access to other care, health promotion and education services.

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- Liaise with Community Health staff, Peninsula Health staff and other family violence workers in the sector, as necessary, to ensure a comprehensive and coordinated approach to service delivery.
- Support and assist other Family Violence Service facilitators and students to ensure an appropriate and safe standard of service delivery.
- Actively contribute to program, team and service meetings and activities, including pre- and post-group briefing sessions, group work reviews and supervision.
- Actively contribute to the ongoing planning, development and evaluation of the Community Health Service's programs, in particular the development of the Family Violence work by the writing and review of protocols, procedures and clinical practice guidelines in conjunction with the Team Leader.
- Actively participate in team, program and organisational accountability mechanisms including undertaking an annual Performance Plan.
- Attend regular supervision and relevant meetings as required.

PENINSULA HEALTH VALUES

- Display the Peninsula Health values when carrying out duties and in all dealings with patients, consumers, clients, volunteers and colleagues.
- Contribute to a supportive and inclusive work culture that embraces diversity.

CONSUMER FOCUS AND PERSON CENTRED CARE

- Ensure an excellent standard of service is offered by partnering with patients, consumers and/or carers and the community at all levels of health care provision, planning and evaluation.
- Demonstrate a commitment to the patient 'Charter of Healthcare Rights.'
- Maintain a professional and friendly approach in all interpersonal communication with patients, consumers and colleagues.
- Recognise and respond to the needs and requirements of each individual patient, consumer and/or carer.

QUALITY AND SAFETY

- Ensure patient and consumer safety and quality of care is the highest priority.
- Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all patients and consumers.
- Maintain a good working knowledge of the National Safety and Quality Health Service Standards, take the initiative to pursue opportunities for quality improvement, and actively contribute to the accreditation of the service being delivered.
- Ensure and take all reasonable care for your personal safety and the safety of patients, consumers and colleagues.

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- Ensure direct support workers are compliant with The Disability Worker Exclusion Scheme, which aims to strengthen the protections and safeguards for people with a disability.
- Ensure any hazards or incidents identified are reported promptly and that risk controls are implemented to eliminate/reduce risks and ensure the safety of staff as well as others.
- Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace.
- Comply with all Policies and Procedures, including the 'Hand Hygiene' Policy, 'Smoke Free Work Environment' policy and clinical/operational practice guidelines.
- Maintain confidentiality as per Peninsula Health policies and procedures and in accordance with relevant privacy and health records legislation.
- Actively involve patients, consumers and/or carers in quality and safety improvement activities.
- Maintain up-to-date immunisation status related to own health care worker category.
- Ensure that the principles of general and patient manual handling are adhered to.
- Allied health clinicians are accountable for making clinical judgements about their own practice and operating within their own capacity and scope of practice. This must be conducted in accordance with Peninsula Health Policies and Clinical Practice Guidelines as well as discipline specific standards, policies, guidelines and codes of practice.

PEOPLE AND CULTURE

- Create and develop a positive working relationship with team and colleagues.
- Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies.
- Actively participate in relevant professional development.

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Relevant qualification in Social Work, welfare studies, social sciences, community development or other relevant discipline
- Demonstrated expertise in psycho-social assessment with diverse clients.
- Familiarity with the key underpinning legislation including the Privacy Act, Health Records Act, Children, Youth and Family Act, Family Violence Act
- Well developed skills in working with complex clients including defusing, self-management and reflective practice.
- Well-developed interpersonal skills and an ability to work collaboratively in all professional relationships
- Demonstrated well developed organisational and administrative skills, including ability to effectively manage time and competing priorities.
- Demonstrated ability to work both independently and as member of a high-functioning multi-disciplinary team
- Demonstrated flexibility and capability to work effectively in a changing environment

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- Current Victorian drivers licence, Working with Children Check and a satisfactory police check.
- Computer skills – excellent working knowledge of MS Windows, Excel, Outlook and the Internet

DESIRABLE CRITERIA

- Experience and/or capacity to work with diverse communities including Aboriginal, Torres Strait Islanders, Disability and Lesbian, Gay, Bisexual, Transgender, Queer and Intersex communities.
- Familiarity with the key recommendations of the Royal Commission into Family Violence.
- Establishes and maintains relationships at all levels
- Committed to delivering high quality outcomes for clients

PERFORMANCE APPRAISAL/REVIEW

1. Where a new employee is appointed to this position, a review of the appointment will occur prior to the end of the six month probationary period.
2. A Performance Development Review will be conducted on an annual basis.

POSITION DESCRIPTION AUTHORISATION

AUTHORISED BY (Relevant Director)	
NAME :	
SIGNATURE:	DATE:

I have read and confirm I understand the information above.

POSITION INCUMBENT NAME :	
SIGNATURE:	DATE:

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