

JOB DESCRIPTION

Position title:	Men's Family Violence Pathways Practitioner
Approved by:	General Manager Operations
Date effective:	December 2020

PURPOSE

The Men's Family Violence Pathways Practitioner (MFVPP) role provides comprehensive Family Violence (FV) program assessment, developing individual pathway plans and active case coordination where required. It is funded by the Victorian State Government (Family Safety Victoria) to provide specialist family violence services to address individual perpetrator needs and is designed to address Recommendation 87 of the Victorian Royal Commission into Family Violence. In addition, this position delivers Men's Behaviour Change (MBC) Programs to enhance the safety and wellbeing of women and children who have experienced family violence whilst holding perpetrators accountable for their behaviour.

This position is covered by the Relationships Australia Victoria Staff Enterprise Agreement 2013-2017, but otherwise would be covered by the Social, Community, Home Care and Disability Services Industry Award 2010.

OUR ORGANISATION

Relationships Australia Victoria (RAV) is a secular, community-based, not-for-profit organisation with no religious affiliations. Our vision is for positive, respectful, safe and fulfilling relationships for all Australians. Our objective is to relieve suffering, distress and helplessness and to enhance physical, social and emotional wellbeing. Our services are for all members of the community, regardless of their religion, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances. RAV provides services across metropolitan Melbourne and regional Victoria.

POSITION SUMMARY

The MFVPP will have three (3) primary areas of responsibilities:

1. Undertake eligibility assessments for the FV Programs, risk assessment and risk management of program participants (including both perpetrators and victim survivors), facilitate MBC Programs as well as family safety support (where required).
2. Develop case plans for eligible clients that identify a range of realistic and achievable change goals and support needs, address risks and individual barriers to change, and engage each client with other social and universal services as appropriate. This position will ensure the delivery of high quality and timely professional case management services for clients, which keep them in view of services and relevant authorities and contribute to the ongoing safety of women and children through addressing barriers to engaging with behaviour change. The MFVPP will closely liaise with the MBC group facilitators and Family Safety Worker, who will support the client's partner and family members, and undertake risk assessment and management throughout the support period. Case management responses will be provided on an individual and tailored basis and provide an average of 20 hours of support to each client.

3. Develop links with other specialist service providers across the state, including in relation to referrals and short-term accommodation and other basic needs, physical and mental health, financial, alcohol and other drugs (AoD), legal services, and employment/education and other needs as relevant.

KEY RESULT AREAS

Area	Tasks
FV program assessment and group facilitation	<ul style="list-style-type: none"> • Accept and assess client suitability for MBC Programs, case management and other FV Programs and provide referrals where appropriate. • Undertake family violence comprehensive risk assessments (MARAM) of referred cases to MBC Programs and other RAV FV Programs. • Facilitate MBC Programs throughout a designated area i.e. centre, region, state-wide Victoria. This includes modelling a gender equitable relationship in the facilitation with co-facilitators, ensuring all group processes are followed as per RAV's MBC Program manual, including adequate and thorough group and session preparation procedures are followed along with other facilitation tasks. • Regularly meet with other FV program staff, facilitators and family safety workers to undertake risk management that promotes family members' safety. • Participate in secondary consultations for the MBC Programs and FV Programs. • Liaise with and make appropriate referrals to other relevant services around risk management and safety planning include child protection, police, specialist women's services and Courts. • Undertake consultation, case coordination and information sharing with relevant services, including women's services. • Represent RAV family violence services at other external agencies in absence of Senior FV staff.
Client contact	<ul style="list-style-type: none"> • Provide assertive outreach to engage difficult to engage clients. • Effectively manage face to face and telephone client contact. • Build effective working relationships with program participants • Consult with the Coordinator Family Violence or Senior Clinician Family Violence in relation to the necessary course of action for individual(s) as required. • Provide education about family violence and strategies to reduce violence. • Undertake safety planning with the client. • Engage with clients to challenge violent/inappropriate behaviours and to encourage clients to take responsibility for these and for meeting the goals within their case plans.
Case management	<ul style="list-style-type: none"> • Demonstrate an understanding and/or practice of effective case management practices, proactively managing risk with complex clients. • Develop comprehensive case plans with suitable clients, including specific goals and actions, and engagement with relevant family violence specific interventions. • Make appropriate and timely referrals to relevant services for clients, when and where required. • Communicate with family safety contact workers to ensure that case plans/interventions are responsive to the issues raised by victim survivors. • Allocate brokerage funding to facilitate delivery of case plan goals. • Undertake ongoing reviews

	<ul style="list-style-type: none"> Undertake role responsibilities in consultation with and guidance from the Coordinator Family Violence and Senior Clinician Family Violence
Service effectiveness and reporting	<p>Work closely with the Coordinator Family Violence and Senior Clinician Family Violence to:</p> <ul style="list-style-type: none"> provide service reports to management and/or for funding obligations, as and when required. Ensure reporting data is collected and entered into the Department of Health and Human Services (DHHS) IRIS data collection system and the RAV Client Management System as required.
Case note practices and case load	<ul style="list-style-type: none"> Ensure case notes are maintained in accordance with RAV policies and procedures. Manage case load with supervision from the Coordinator Family Violence. Participate reflectively and actively in clinical supervision to enhance skills and services delivered.
Policies, procedures and systems	<ul style="list-style-type: none"> Adhere to, and comply with RAV organisational policies, processes and procedures, using appropriate systems where required. Model the organisation's values, play a role in raising the profile of these values and associated behaviours across the organisation including a positive contribution to workplace harmony and displaying cooperative team behaviour. Proactively communicate, identify, report, assess OHS related risks and hazards within the centre(s).
Continuous improvement	<ul style="list-style-type: none"> Demonstrate commitment to the objectives of the team, centre and organisation and show considerable drive and effort in achieving work and organisational goals. Identify, develop and support and/or implement new initiatives, quality and continuous improvement activities as part of a continuous improvement process in own work, team, centre and organisational goals.
Other	<ul style="list-style-type: none"> Perform additional duties from time to time, as required by management. Some travel to other local organisations will be a requirement of this position.

REPORTING

Line manager:	Centre Manager
Manages:	Nil.
Key internal liaison:	Coordinator Family Violence, Senior Clinician Family Violence, Family Violence Practitioners, Family Violence Programs Manager, Family Violence Services
External liaison:	Clients, external stakeholders and other service providers.
Note:	Reporting arrangements may change from time to time depending on business requirements.

OUR VALUES

INCLUSIVITY	Treating all people equally.
RESPECT	Treating everyone with respect.
INTEGRITY	Behaving with integrity in all our dealings.
TRANSPARENCY	Being open and honest in our communications.
ACCOUNTABILITY	Using our resources responsibly.
EFFECTIVENESS	Providing high quality, effective services and maintaining the highest professional standards.
ADAPTABILITY	Proactively responding to change to meet the needs of the community.

KEY PERFORMANCE INDICATORS (KPI's)

- Effective completion of assessments, including risk assessments, where required, and provision of related information complying with the family violence comprehensive risk assessments (MARAM) framework.
- Evidence of intervention activities implemented with clients.
- Effective consultation, when appropriate, evident with the Coordinator Family Violence or Senior Clinician Family Violence.
- Appropriate client-centred case plans developed in partnership with client and documented to achieve identified outcomes and responding to clients in a timely and professional manner.
- Timely and accurate reporting and data requirements.
- Effective facilitation of groups for perpetrators seeking to change their violent and abusive behaviours.
- Responding to men's use of violence in keeping with RAV policies and Family Safety Victoria (FSV) Minimum Standards.
- Prompt reporting to Centre Manager and Family Violence Coordinator of safety concerns, and any serious matters or critical incidents.
- Maintain concise, accurate and legible client and group member details and records, including assessments, intake notes, case plans, completed forms and reports as required.
- Appropriate participation in secondary consultations as required.
- Manage demanding and changing workloads and competing priorities.
- Compliance with RAV policies and procedures, and associated funding requirements.

KEY SELECTION CRITERIA (KSC)

Mandatory KSC:

- Appropriate tertiary qualification in social work, or a related social science discipline.
- Completion of 'No to Violence' Graduate Certificate in Client Assessment and Case Management (Male Family Violence), Swinburne University (preferred) or significant relevant group work experience).
- Experience in the provision of high-quality risk assessments of individuals and families, where family violence is an identified risk.
- An understanding of the gendered nature of family violence and the ability to articulate a practise framework including engagement and assessment.
- Demonstrated experience with a range of family violence and family intervention models.
- Excellent written and oral communication skills, client engagement skills.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Candidates with demonstrable skills, from previous experience with organisations and or culturally diverse client groups, staff and workforces or stakeholders are highly valued at RAV.
- Satisfactory National Police Check, Working with Children check and International Police Check (if applicable).

Highly desirable KSC

- Current Victorian Driver's Licence and access to personal vehicle.
- Knowledge of the Family Violence Protection ACT 2008 and the Multi Agency Risk Assessment Management (MARAM) Framework and safety planning.
- Candidates who are Aboriginal, Torres Strait Islander's, people with a disability or others from under-represented culturally diverse backgrounds are encouraged to apply.