

POSITION DESCRIPTION – Bayside Health

Date revised:	23/01/2026 2026
Position:	Changing Ways Men’s Specialist Family Violence Practitioner
Award / Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021 – 2026
Classification Title	Grade 2 Community Development Worker
Department / Unit:	Family Violence Services
Care Group:	Peninsula Health
Accountable to:	Operationally reports to Team Leader – Specialist Family Violence Services Professionally reports to Head of relevant discipline
Number of direct reports:	0

About Bayside Health

Bayside Health is a public health service delivering high-quality care across every stage of life for close to 1.2 million people living in metropolitan Melbourne, the Mornington Peninsula, Koo Wee Rup, Bass Coast and Southern Gippsland.

We have more than 15 main sites, including hospitals, centres and clinics that provide comprehensive care from welcoming newborns to supporting older people and a full range of services in between.

More than 22,000 dedicated staff are focussed on providing exceptional, equitable, and locally connected care through shared expertise, compassion, and a commitment to continuous growth. Education and training are central to staff development as we encourage all employees to strive and thrive.

Bayside Health was formed following the merger of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Kooweerup Regional Health Service and Peninsula Health on 1 January 2026.

Care Groups

Bayside Health is organised into three care groups:

- 1. Alfred Care Group** operates The Alfred, Caulfield Hospital, Sandringham Hospital and Melbourne Sexual Health Centre. Australia’s busiest Emergency and Trauma Centre and largest Intensive Care Unit is located

at The Alfred. From here we provide nineteen statewide services to support the Victorian community. It is also the largest site for clinical trials in Australia.

- 2. Peninsula Care Group** operates Frankston Hospital, the new Peninsula University Hospital and Rosebud Hospital among other sites and facilities. The new hospital will transform local care with dedicated wards and services. The group also operates MePACS, a personal alarm service, which cares for around 50,000 elderly and vulnerable people across Australia.
- 3. Bayside Regional Care Group** operates sites at Kooweerup, Korumburra, Leongatha, Phillip Island and Wonthaggi and specialises in rural and regional care.

Our Code of Conduct

Our staff are expected to demonstrate and uphold the behaviours set out in Bayside Health's Code of Conduct.

Division

Peninsula Health

Position Summary

Changing Ways is delivered by Bayside Health – Peninsula Care Group in partnership with Good Shepherd and aims to reduce the impact of Family Violence on women and children using an innovative and collaborative approach in working with men using violence. Eligibility for the program requires co-occurring AOD or Mental Health issues along with identified use of Family Violence. Changing Ways provides a case management and direct intervention response to meet the needs of participants to reduce the risk of family violence and support a holistic approach to wellbeing. The role will include a range of activities including risk assessment and management, safety planning, case management and referral, direct therapeutic interventions, post-participation responses and stakeholder collaboration. Due to the nature of this role, there may be a requirement to work flexible hours as required.

Key duties and responsibilities

- Undertake assessments, safety planning, risk management, delivery of therapeutic interventions and case management for a caseload of up to 10-12 men
- Provide post-participation support including, but not limited to:
 - Prioritising and strengthening healing work and cultural responsibilities and practices
 - Ongoing risk assessment, risk management and safety planning, in line with MARAM, relating to the adult using family violence and all victim survivors including children
 - Working with the adult using family violence to revisit, refresh and reinforce previously agreed strategies to support healing, safe behaviour and healthy relationships and
 - Facilitating further referrals to other services.
- Completing of MARAM assessments on TRAM
- Undertake initial, proactive and ongoing information sharing under the Family Violence Information Sharing Scheme and Child Information Sharing Scheme across key stakeholders to ensure transparency and accountability
- Collaborate and integrate with the Good Shepherd Case Management Practitioner in information sharing, risk management and program delivery
- Maintain excellent standards of documentation, statistics and record keeping in all aspects of daily program work. Participate in all aspects of accurate record keeping and quality assurance activities.
- Work in collaboration with internal and external stakeholders to promote Changing Ways and develop referral pathways

- Engage in all aspects of interaction with the community in an intersectional manner to address issues and needs
- Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification.
- Actively participate in team, program and organisational accountability mechanisms including undertaking an annual Performance Development Review.
- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development

Key capabilities

- Emotional intelligence (includes self-care and self-awareness)
- Continuous learning
- Critical thinking and problem solving
- Clear and effective communication
- Collaboration/teamwork
- Consumer service
- Courageous conversation
- Responsible for success
- Being open to change and continuous improvement
- Organisation skills

Quality, safety, risk and improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and guidelines.
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate safety, quality & risk concerns to the appropriate staff member if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient-Centred Care.
- Comply with Bayside Health's mandatory continuing professional development requirements.
- Comply with National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Maintain responsibility for supporting enterprise security.

Other requirements for all Bayside Health staff

- Ensure compliance with relevant Bayside Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Bayside Health.
- Comply with Bayside Health's medication management and medication safety policies and guidelines.
- Comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Research activities will be undertaken commensurate with the role.
- In accordance with Directions made by the Secretary, Department of Health, all Bayside Health employees working in Category A or B roles (as determined by the department's risk ratings) must be vaccinated against Influenza with a TGA approved vaccine

QUALIFICATIONS/EXPERIENCE REQUIRED

Essential

- Relevant qualification in Social Sciences or related fields. Qualifications must align with the Mandatory Minimum Qualification Requirements for Specialist Family Violence Practitioner (Recommendation 209) at the time of application
- Extensive experience working with male perpetrators who use violence
- Experience in direct specialist family violence services
- Demonstrated skills and strong clinical experience in assertive outreach, risk assessment and safety planning, case management and evidence-informed family violence interventions.
- Advanced skills in comprehensive risk assessment and safety planning.
- Proven interpersonal skills and a strong ability to build relationships and partnerships to further agency objectives and improve client outcomes.
- Hold a current 'Working with Children check'.
- Hold a current, valid Victorian Driver's Licence
- Willingness to undergo a National criminal history check
- Ability to work autonomously, manage competing priorities and manage time effectively.
- Demonstrated commitment to working collaboratively as a team member within a shared service and multi-agency environment with the capacity to negotiate and liaise with other agencies and the community.

Desirable

- Hold or working towards post graduate qualifications
- Experience working with people experiencing dual diagnosis mental health and/or alcohol and other drug issues
- Training and/or experience in family systems work
- Experience working with people from culturally and linguistically diverse populations

Personal Attributes

- Relationship Building – Establishes and maintains relationships with people at all levels, promotes harmony and consensus through diplomatic handling of disagreements, forges useful partnerships with people, builds trust through consistent actions, values and communication.
- Committed to delivering high quality outcomes for clients.
- Flexible and adaptable, accepts changed priorities without undue discomfort.

Commitment to child safety

Bayside Health has zero tolerance for child abuse and is committed to acting in the best interest of children in our care. We promote cultural safety and participation of Aboriginal children, children of cultural and linguistic diversity and those with disabilities to keep them safe at all times.

Position Description authorised by: Allen Curry, Director - PAF

Date: 6/02/2026