

Restoring Families Practitioner

POSITION DESCRIPTION

Service:	Child and Family Services
Program:	Restoring Families
Position Title:	Restoring Families Practitioner
Location:	27-29 Stanley Street, Wodonga or 36 Mackay St, Wangaratta by negotiation
Award:	Social, Community, Home Care and Disability Services Industry Award 2010
Classification:	Social and Community Services Employee
Level:	Level 5 (Based on qualifications and experience)
Travel:	Travel local/regional on a day to day/regular basis may be/is required 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, as well as psychosocial wellbeing, fostering recovery from adversity through the creation of a trauma-informed community. Through the implementation 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) is made up of Strengthening Families, Restoring Families and Early Years and it 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.

Restoring Families is funded by the Victorian Department of Families, Fairness and Housing (DFFH). The Response aims to support and build strong families with children who are safe, healthy, resilient and thriving, and to support parents and other care givers to create a safe and nurturing home environment.

The response is an innovative new way to support families to stay together or reunify them when children have been in care services.

The Response:

- Is an innovative new approach to delivering evidence-based and coordinated support to the children and families at the right time.
- Embeds evidence-informed practices such as ‘The Common Elements Framework to promote strong families – with children who are safe, health and 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 into care or where safe and rapid reunification is appropriate.

The Restoring Families Practitioner will deliver rapid, culturally safe, flexible and intensive services to children and families using a therapeutic 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. The Restoring Families Practitioner will also work within a comprehensive evidence-based and monitoring and evaluation framework.

2. COMMUNICATION WITH OTHERS

Position supervised by:	Team Leader Restoring Families
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 Deliver High-Quality Child and Family Case Management

Undertake complex case work 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 wellbeing 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 domains information.
- Involvement of children and families in the development, implementation and review of Child and Family Action Plans.

• Provision of case-coordination, Including the coordination and facilitation of care team and professional team meetings. • 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 data base (Csnet – services and case notes) and all relevant documentation within CaFS timelines and guidelines. • Undertake timely closure of cases, and acceptance of newly allocated cases. • Monitor and review case progression using the Practice Fidelity tools.
KRA 3.2 Contribute to Service Quality and Continuous Improvement Contribute to continuous improvement of all CaFS services for children and families, including participation in Child and Family Services networks in the local catchment.
KRA 3.3 Risk Management and Compliance Work collaboratively with Senior Leadership and Operations 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.
KRA 3.4 Child Safety and Cultural Inclusion 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).
KRA 3.5 Organisational Culture and Values Contribute to the creation and maintenance of a 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.
KRA 3.6 Team Collaboration and Professional Development 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.
KRA 3.7 OHS Compliance, Physical and Psychosocial Safety Responsibilities • Actively fulfil all Occupational Health and Safety (OHS) responsibilities relevant to this position, including both physical and psychosocial safety obligations. • Actively identify and report physical and psychosocial hazards in the workplace • Participate in risk assessments and implement agreed controls to reduce physical and psychological harm • Support a positive workplace culture that promotes emotional, psychological, social and physical wellbeing, with colleagues and clients. • Contribute to maintaining a safe, trauma-informed environment consistent with UMFC's policies, values and procedures.

KRA 3.8 Additional Duties

Other duties as directed.

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:
 - a. Preparedness to consult and collaborate extensively
 - b. Highly developed ability to adapt and innovate
 - c. Highly developed interpersonal skills including working in partnership with others

6. ADDITIONAL COMPLIANCE REQUIREMENTS OF THE POSITION

- 6.1 A satisfactory National Police Check (International Police Check if relevant)
- 6.2 A satisfactory Victorian and NSW Working with Children Check
- 6.3 A current driver's licence

7. WORK CHALLENGES/PRESSURES

- Competing priorities
- Working with client expectations that may not be realistic
- Working with people with a variety of abilities and needs
- Working with distressed clients
- Working with external services with different priorities
- Managing competing priorities and deadlines while maintaining safe work practices.
- Maintaining personal resilience and wellbeing while supporting clients and colleagues.
- Adhering to timeframes as per IFS guidelines

8. REFLECTIVE SUPERVISION

At UMFC, Reflective Supervision is considered to be an integral part of service delivery and ensures oversight over workforce design and psychosocial hazards. The development of skilled and supported staff is dependent on the support and structured reflection opportunities provided by the Reflective Supervision framework. The supervision framework is supported by our Sanctuary commitments such as social responsibility, open communication and democracy.

Reflective Supervision has a number of benefits for staff, 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 staff is accountable (clients, organisation, profession).
- a reflective space for staff to identify their strengths, areas for development and any personal issues that may impact on their professional practice.
- an opportunity for staff 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.
- reflection on psychosocial hazard exposure, understanding how work impacts wellbeing, and implementing strategies to enhance psychological safety.

Supervision is a requirement for all staff 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.