

POSITION DESCRIPTION

Position:	Family Services Practitioner
Program:	Child FIRST and Integrated Family Services
Classification:	SCHADS Award Level 5 (Social Worker Class 2)
Hours:	Full time (negotiable)
Duration:	Ongoing and Limited tenure to June 29 th 2018
Location:	Morwell and Warragul
Accountability:	This position is directly accountable to the Family Services Team Leader
Date:	October 2017

INTRODUCTION

At Anglicare Victoria our focus is on transforming the futures of children and young people, families and adults. Our work is based on three guiding pillars, Prevent, Protect, Empower. We offer a comprehensive network of services and seek to ensure the provision of high quality services that will bring about significant improvements in the life experience of the young people, children and families/caregivers with whom we work.

Anglicare Victoria has an official Reconciliation Action Plan (RAP) that bears the Reconciliation Action Trademark. The RAP requires that staff continue to develop their cultural competence so as to maximise opportunities and improved outcomes for Aboriginal and Torres Strait Islander peoples.

Occupational Health & Safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees and volunteers are required to take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures.

OHS - Employees are required to complete the OHS requirements of the organisation, which may include local level training relating to equipment usage or Hazardous Chemicals.

Employees, contractors and volunteers are required to:

- understand and comply with all OHS legislation and regulations relevant to their activities at the designated workplace and undertake training as required
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to the Team Leader/Supervisor or Regional Manager

OVERVIEW OF PROGRAM

The Inner Gippsland Child FIRST & Integrated Family Services Program is a partnership of agencies which include Anglicare Victoria, Berry Street, Quantum Support Services, Queen Elizabeth Centre, West Gippsland Healthcare Group, Wanjana Lidl, Uniting Gippsland, Bass Community Health and all with the support of DHHS. CF&IFS provide family services assistance to families with complex needs. Child FIRST is the entry point to family services, providing initial intake, referral and assessment, whilst Integrated Family Services provide a range of longer term support including case management, in home support and advocacy. This community partnership works collaboratively to identify families at risk and effectively intervene and strengthen families capacity to meet the needs of their children and ensure their wellbeing and safety needs are met.

IFS supports families residing in Inner Gippsland targeting families with children newborn to 18 years, providing families with support and counselling within a managed case plan. Many of the families the program works with will have long histories of involvement with child protection and community agencies and require flexible and innovative interventions to address their needs, and to promote the best social, emotional, educational and health outcomes for their children. Individual family work is complemented by group work, with qualified staff and trained volunteers working collaboratively and respectfully with children and families to build upon their existing strengths, and to enhance and develop skills and coping strategies.

POSITION OBJECTIVES

Using a team approach and drawing on practice skills and experience, the Family Services Practitioner will;

- Provide an in-home family casework service, working in partnership with families to achieve their goals, aimed at enhancing child/children's development and family functioning.
- Take steps to reduce risks to children's safety and wellbeing and that of other family members.
- Work with families to empower them to manage their life situation and to take charge of their lives, including a positive engagement with their community.
- Work collaboratively with Child Protection, other professionals and families' broader social networks to ensure a co-ordinated support package is in place.
- Participate in group work, advocacy and community development as required.
- To offer direct casework service to referred families in a timely/culturally relevant way.
- All Family Service Practitioners will consult within the agency and with Aboriginal support services and resources to assist in strengthening the service approach for Aboriginal families.

KEY RESPONSIBILITIES

- Use a range of techniques and approaches to engage with children and families that are reluctant or ambivalent about using support services, and establish working relationships with which demonstrate respect and honest communication, particularly about protective concerns and consequences.
- Work with children and families in identifying motivations to change, acknowledge the difficulty and hard work required in achieving their goals, and provide genuine and empathic reflections of change observed within families
- Undertake comprehensive assessment of families, which includes both a child development and systemic perspective.
- Develop and regularly review specific family action plans with each child and family that will form the basis of long term case management and therapeutic interventions.
- Work with children and families to build supportive networks within the community that will provide enduring support and address isolation issues.
- Work alongside Community Based Child Protection staff in assessing and addressing risk levels with children and families.
- Promote positive parenting skills through working with families and children individually and in groups.
- Ensure familiarity with a range of therapeutic approaches and strategies relevant to working with children and their families, and build on these to add to the service's repertoire of knowledge and skills.
- Provide practical support and teach solution finding and coping skills both at an individual level and as a family unit, particularly for children and families where there are issues of neglect, utilizing role modeling to assist families to develop skills in this area.
- Introduce through processes such as role-play and modeling, strategies that encourage greater understanding, reduce levels of conflict, develop communication skills, and change patterns of interaction so that children and families experience positive outcomes.
- Assist families to obtain goods and services that are necessary for their ongoing viability as a family unit.
- Make an active commitment to the development and maintenance of a cohesive multi-disciplinary team and participate in staff meetings, team meetings and staff development, and participate in regular supervision, annual performance review, and provide supervision/mentoring for students on placement.
- Fulfill the program requirements regarding case records, statistics and other data collection requirements.
- Participate and generate community development and networking activities as required as well as action research and the ongoing development of the service model.

KEY SELECTION CRITERIA

Essential

1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.

- **Desirable skills, knowledge, and experience**

1. Demonstrated awareness and commitment to working within the 'Best Interest Principles' outlined within the Child, Youth and Families Act 2005. – important but can be learned - 2
2. An understanding of the social context and impact of child abuse and neglect.
3. Demonstrated ability to conduct comprehensive safety and wellbeing assessments and make sound judgments in relation to prescribed actions.
4. Demonstrated understanding and application of individual and systemic theories that underpin casework practice.
5. Sound understanding of Child Protection system and child welfare work and ability to liaise and negotiate with DHS Child Protection in relation to addressing protective concerns for children.
6. Effective written and verbal communication skills.
7. Skills in engaging with families who are reluctant to use support services.
8. Excellent organisational, time management skills, and ability to be self-directed.
9. Ability to think systemically in relation to client action planning, at the same time focusing on specific issues.
10. Ability to think broadly and holistically in relation to interventions with children and families.
11. Computer skills in Microsoft Office packages.
12. Understanding and appreciation of the community's cultural diversity.

TERMS AND CONDITIONS

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check and must provide a Working with Children Check prior to commencement.
- A current Victorian Driver's licence is essential.
- Anglicare Victoria is a member of HESTA (Health Employees Superannuation Trust). At present, we contribute 9.5% of ordinary time earnings to this fund. Staff may elect to choose their own superannuation fund.