

SENIOR PRACTITIONER - COMPLEX DISABILITY POSITION DESCRIPTION FAMILY AND COMMUNITY SERVICES WESTERN REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position Details

Position	Senior Practitioner – Complex Disability
Program	Family and Community Services
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full Time
Hours per week	38
Duration	Ongoing
Location	Western Region
Reporting Relationship	Reporting to Team Leader - Intensive Family Services & Complex Disability
Effective date	October 2021

Overview of Program

This program supports families of children and young people with disability in voluntary care, or at risk of requiring care due to the child or young person's complex disability support needs.

The program intent is to intervene earlier to prevent families requiring care due to their child's complex disability support needs. The program identifies families where children and young people with a disability are at risk of requiring care and provide early help by providing proactive outreach and engagement with mainstream services, particularly Special Development Schools and paediatric hospitals. Travel for outreach appointments with families within the Western Melbourne region will be required. Some flexibility to work outside office hours may also be required.

Details of the families identified will be provided to the Department of Families, Fairness and Housing (DFFH) Principal Disability Practice Advisor (PDPA), who will provide a secondary consultation role to optimise NDIS supports and potential referral into the NDIS Complex Pathways team.

While not exclusive, it is anticipated that many of the families supported by this program are likely to have children who are:

- In the adolescent age group (10-18)
- Have an intellectual disability and/or and Autism Spectrum Disorder, and
- Have severe challenging behaviours such emotional dysregulation, hyperactivity, absconding, aggression towards parents and siblings, self-injury and poor sleep habits.

The program provides a dedicated practitioner, dedicated to a family. The family will be considered as a whole and the practitioner will deliver a persistent, assertive and challenging approach in achieving the program objectives.

Position Objectives

The objectives of the support delivered under the program are to:

1.	Help prevent children with a disability require care outside the family home because of their disability complex support needs by building family and parenting capacity.
2.	Help parents navigate the NDIS, advocating for plans that contain parenting and disability supports that will help maintain the sustainability of care or support family reunification, where possible.
3.	Support the continuation of the relationship between children and their family's when they are in care, and continue to build family capability with the aim of maximising the potential for the child to return home, where appropriate.
4.	Support the return of children to family or into non-residential care arrangements, including providing ongoing support, and continuing to engage periodically to provide additional support as required to prevent a return of the child into care.
5.	Build relationships with local disability services, such as Special Disability Schools, to encourage the early identification and early support of families where the complexity of the disability support needs is likely to cause increased family pressure.
6.	Support NDIS participation of children residing voluntarily in residential care, or at risk of requiring care due to complex disability support needs.

Key Responsibilities

The key responsibilities are as follows but are not limited to:


1.	Working in partnership with the DFFH Principal Disability Practice Advisor to prioritise families that will benefit from the implementation of targeted specialist supports.
2.	Working actively and collaboratively with the family and NDIS, Local Area Coordinator (LAC) and/or Support Coordinator to identify the disability support needs of the child to prevent families seeking alternative care arrangements for their child.
3.	Working collaboratively with the NDIS, LAC and/or Support Coordinator to ensure plan funding is used flexibly in the plan (within requirements) to secure these supports. Where the plan does not contain sufficient funding or does not allow for the funding of all required supports, the Case Worker will work with the NDIS, LAC and/or Support Coordinator to arrange an urgent review of the plan.
4.	Delivering a range of intervention modes and approaches to enhance parenting capacity, their parent-child relationships and social connectedness. These may include: advocacy and advice, practical support and/or material aid, counselling, parent-child interaction and community connection and social inclusion.
5.	Having a family-centred approach which build on family strengths and support strategies that allow parents and families to build greater capacity to provide care within the family home, or until alternative care arrangements can be identified.
6.	Providing proactive outreach and engagement and providing a flexible service response which may require work outside the normal business hours of 9 am to 5 pm, to support contact and engagement with the family.
7.	Participate in regular supervision and other program requirements such as timely case noting and data collection. Work effectively as part of the Family Service team and act as Complex Disability Subject Matter Expert as required.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework.

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 <p>Role Specific</p>	<ol style="list-style-type: none"> 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.
	<ol style="list-style-type: none"> 2. Resilience to work with and support clients who have been exposed to trauma.
	<ol style="list-style-type: none"> 3. Experience in working with children and families in any of the following service areas is desirable: disability, family services, child protection, housing, family violence, mental health, and/or alcohol and other drugs.
	<ol style="list-style-type: none"> 4. Demonstrated ability to conduct comprehensive safety and wellbeing assessments and make sound judgments in relation to prescribed actions using the Best Interest Principles and Framework.
	<ol style="list-style-type: none"> 5. Sound understanding of the NDIS and Child Protection systems and demonstrated ability to liaise and negotiate with NDIS and DFFH Child Protection in relation to addressing needs and protective concerns for children.

Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework.

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

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, contractors 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
- 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 their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of Employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 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, a current Driver's License and an Employment Working with Children Check prior to commencement.
- As an Authorised Worker the incumbent is required to comply with the Victorian Government's COVID-19 Mandatory Vaccination (Workers) Directions

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
