FAMILY SERVICES SPECIALIST DISABILITY PRACTITIONER

NORTH EASTERN MELBOURNE INTEGRATED FAMILY SERVICES
POSITION DESCRIPTION

EASTERN 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	Family Services Specialist Disability Practitioner
Program	Family Services
Classification	SCHADS Award Level 5 (Social Worker Class 1) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part Time
Hours per week	30.4
Duration	Fixed Term
Fixed term end date	30th June 2022
Location	Inner Eastern Region
Reporting Relationship	This position reports directly to the Team Leader, Family Services
Effective date	May 2021

Overview of program

Families who are vulnerable and where there are disabilities may require considerable support from services to access and participate effectively in the National Disability Insurance Scheme (NDIS). The complexity of accessing and navigating the scheme can leave vulnerable families at risk of exclusion from the scheme or unable to optimise the funded disability supports they are entitled to receive.

The Family Services Specialist Disability Practitioner role will assist vulnerable children and parents with disabilities to access disability supports and participate effectively in the NDIS. The role is also designed to build both disability and NDIS expertise across the Family Services system.

A key focus is to address challenges many vulnerable families face in accessing disability support needs, particularly those available through the NDIS. The role has the responsibilities of supporting families with NDIS access and participation, and assisting families to navigate systems of disability support, including the NDIS, disability advocates, disability service providers and mainstream services. The role will also provide disability-related case consultations to the broader Family Services system within the Inner Eastern region, with the aim of supporting practitioners working in Family Services to maximise disability supports and improve outcomes available through the NDIS for families where there is a disability.

The position sits within the Eastern Family Services program covers the outer-east catchment (Yarra Ranges, Maroondah and Knox local government areas) and consists of a range of programs including Child FIRST, Integrated Family Services, Rapid Response and Safecare.

Position Objectives

1.	Deliver a service that is sensitive to the needs of children and parents with disabilities and provide a flexible response that recognises and supports the strengths, dignity and desires of the person with a disability in their family context.
2.	Work with parents who are vulnerable to identify disability support needs, assist with NDIS access, undertake NDIS disability-related goal setting and help families to prepare for their plan reviews.
3.	Provide consultations to, and build the ongoing capacity of Family Services Practitioners within the catchment on disability and NDIS-related issues.
4.	Integrate both Family Services supports and disability supports to support whole of family functioning.
5.	Develop a comprehensive understanding of the NDIS funded supports that can contribute to building family capacity and sustainability of care.
6.	Work actively and collaboratively with the family and NDIA, Local Area Coordinators and/or Support Coordinators, NDIS providers and education providers to identify and address the disability support needs of families.
7.	Work collaboratively with DFFH Divisional Disability and Principal Disability Practice Advisors to identify families with complex disability support needs at risk of breakdown due to unmet disability support needs and who may require a DPA/PDA response.

Key responsibilities are as follows but are not limited to:

1.	Proactively identify and engage with families where there is a disability in either the parent, child or both. Conduct comprehensive family assessments that identify both the disability supports and family supports required to enhance positive family functioning.
2.	Work closely and collaboratively with key stakeholders, particularly NDIS-funded disability providers, to identify the disability support needs of families, ensuring that funding within the NDIS plan includes the supports required. Build relationships with specialist 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.
3.	Build the ongoing capacity of Family Services Practitioners in the Inner Eastern Region and Family Services Alliance to support families to navigate the NDIS in order to receive timely access to disability supports.
4.	Build on family strengths, resilience and parenting capacity by providing flexible and responsive outreach visits to deliver a range of interventions and approaches in a family-centred way. Approaches used will include strong advocacy, creativity and a willingness to source practical solutions that will make a difference to families.
5.	Make an active commitment to the development and maintenance of a learning environment and a cohesive multi-disciplinary team through team meetings, staff development and reflective practice.
6.	Fulfil requirements regarding case records and data recording. Participate in professional development activities appropriate to the position. Undertake other duties within capability as directed from time to time.

Key Selection Criteria

Applicants are required to provide a written response to the criteria listed below. The six criteria are to be addressed individually (no more than 2 pages in total).

	1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and / or related behavioural sciences at degree level or associate diploma level with substantial experience in the relevant service stream.
	2. Demonstrated experience and a strong knowledge of the NDIS and the disability sector, specifically regarding NDIS planning, advocacy and an understanding of the range of services that support children, young people and parents who have disabilities.
	3. A strong understanding of issues facing families where there is disability and demonstrated experience working with families who have children with a disability, including skills in engagement and holistic assessment of needs and action planning.
	4. Demonstrated awareness and commitment to working within the Best Interest Principles outlined in the *Children, Youth and Families Act 2005*, including demonstrated resilience to work with and support clients who have been exposed to trauma, violence or neglect.
	5. Demonstrated ability to work collaboratively with a diverse range of stakeholders to reach the best outcomes for children, young people and families.
	6. Demonstrated computer skills in Microsoft Office packages and other statistical databases. Excellent written and verbal communication, time management and organisational skills.

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.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____

Signature: _____

Date: _____