

Position: Aboriginal Family Violence Support Worker/Family Violence Counsellor

Based: David St , Horsham, with outreach as required within the Wimmera region

Program: Supported Accommodation Assistance
National Partnership Agreements on Homelessness
Family Violence Support Services

Funded By: Dept Human Services

Team: Housing & Family Violence (HFV) Team

Responsible To: HFV Program Manager and through them to the Direct Care Programs Manager and Chief Executive Officer.

Tenure: **June 2012**
Subject to the signing of an Employment Schedule
All positions are subject to a three month probationary period with a review being conducted before employment is confirmed. The period of employment is subject to ongoing funding & satisfactory work performance

Classification: Social & Community Award Social Worker Class 2 Level 1– Class 3 Level 2 depending on skills and experience

Hours: 0.8EFt (30.4hrs or 4 days per wk)

Date: July 2010

GRAMPIANS COMMUNITY HEALTH - PREAMBLE:

Grampians Community Health (GCH) formerly Grampians Community Health Centre Inc, has operated since 1986 and provides a multi-disciplinary approach to psychosocial health in line with a Social Model of Health philosophy including the social determinants of health as stated in the Ottawa Charter et al. GCH is embedded in and operates from a number of sites servicing primarily but not limited to the local government areas of Northern Grampians Shire, Rural City of Ararat, Pyrenees Shire and Horsham Rural City.

Balgarnie joined GCH in 1996 as a Psychiatric Support Service – it has since broadened its role to encompass rehabilitation and sub regional outreach.

Palm Lodge joined GCH in 2002. Palm Lodge has been in existence since 1976, first as a residential rehabilitation unit for people with a substance abuse problem and more recently as a counselling & health promotion unit for substance abuse, family violence & housing support and gambling problems.

Nexus joined GCH in November 2005. Nexus developed in Horsham to meet a need young people had expressed in 1999 after the closure of another youth project, Banjo's. It now provides an opportunity for young people in and around the Wimmera to participate in the development of services and recreational activities in a supportive, safe & innovative environment.

Staff at the Centre work in many areas including: Drug & Alcohol Counselling & Withdrawal services, Social Work, Community Nursing, Community Psychiatric, Youth Work, Supported Accommodation, Family Violence, Community Development, Health Promotion and Education, Palliative Care and complex service delivery for Senior Adults, people with disabilities and their carer's.

Vision Statement:

GCH, in collaboration with the communities we serve, will provide excellence & leadership in the development & delivery of primary health care & community services. GCH will facilitate the achievement of healthy living for all throughout the Grampians/Wimmera

Philosophy Base:

GCH's Philosophy is grounded in the Ottawa Charter for Health Promotion (WHO 1986), the Jakarta Convention (WHO 1996) and the Health Development Paradigm now better known as the Social Model of Health, and more recently the Victorian Charter of Human rights and Responsibilities.

The process of information, skill development, empowerment, community collaborative ventures, resilience and self-responsibility embedded in a caring framework of non-judgemental acceptance of diversity underpins the GCH approach to both its staff & clients.

Management philosophy is loosely based around the Deming Management Philosophy, Social Model of Health for staff, Total Quality Improvement and Facilitatory Management

Background to this position

In 2005/06 the State Government undertook a reform of Family Violence Services across the state resulting in a redeveloped service system with an emphasis on integration of services providing expanded choices for incident response, increased counseling and support for women and children, behaviour change programs for men and increased housing options. The reforms, known as Integrated Family Violence Response (IFVR) prioritise:

- increased safety for women and children
- improved accountability for those who use violence
- womens' right to have control and agency over their lives and future
- increased recognition and greater coordination of services in responding to the independent rights and needs of the child, including with respect to appropriate cultural frameworks.

In 2009, the Commonwealth Government endorsed the White Paper, *The Road Home*, which sets out clear directions to address homelessness across Australia by 2020. It places a significant emphasis on prevention and early intervention strategies and on the need for improved links between homelessness support and child protection, early childhood education and primary education. The four year National Partnership Agreement on Homelessness (NPA –H) is an outcome of the White Paper through which Victoria will implement socially inclusive responses that are coordinated across government, the service system and the community..

Family violence remains a significant challenge in aboriginal communities. The Ten Year Aboriginal Family Violence Plan, *Strong Culture, Strong Peoples, Strong Families: Towards a safer future for Indigenous Families and communities* sets out a process of community led partnership with Government to educate, prevent, reduce and respond to family violence in aboriginal communities. The Plan can be found at www.dpcd.vic.gov.au/aav. GCH supports this plan and our work is aligned with the priorities of the Grampians Regional Action Plan that stems from it.

Intensive Case Management (ICM) was introduced in 2006 as a service component of the IFVR. It attempts to address the issues faced by women who are extremely vulnerable, are at highest risk of lethal violence being perpetrated against them, have experienced numerous barriers to services, have had multiple attendances by police and have had a crisis family violence service response.

The GCH Supported Accommodation & Assistance Family Violence and Cross Target Programs have 12 cross target and family violence workers based in Horsham & Stawell/Ararat. Two of these positions are aboriginal family violence specific.

The objective of SAAP is to achieve, through the provision of supported accommodation and related support services, the maximum possible degree of self-reliance, empowerment and independence for people who are homeless or at imminent risk of homelessness.

Breakdown of this Position

The 0.8EFT for this role is comprised of:

0.4EFT Aboriginal Family Violence Support, in conjunction with Central Grampians counterpart, providing:
Intensive Case Management for aboriginal women and children who are at high risk and face the complexity of associated issues (target of 3 clients per year, Wimmera region)
Regional Outreach Support for aboriginal women and children to address their safety needs and assist them to remain in the community where it is safe to do so (target 4 clients per year Wimmera region).
Aboriginal Family Violence Case Management Support information, support, advocacy and referral in regards to housing and related issues (target 8 support periods per year Wimmera region)

0.4EFT Family Violence Counselling

The family violence counselling component addresses the needs of both aboriginal and non aboriginal women and children experiencing or escaping family violence.
In conjunction with the Central Grampians Family Violence Counsellor, the position's priority is primary consultation via direct client contact, crisis counselling and the provision of assessment & counselling interventions for people dealing with underlying or ongoing family violence related trauma and other issues. The role may include therapeutic group work interventions as well as individual work

Key Tasks and Responsibilities

In conjunction with the other Family Violence workers and counsellors in GCH:

- Provide client focussed assistance, including intensive case management, to aboriginal women and their children experiencing family violence.
- Liaise and further develop strong partnerships with relevant local and regional aboriginal services and programs to ensure clients have culturally appropriate support and pathways
- Provide family violence counselling to women and children survivors, utilising a variety of intervention methods and strategies appropriate and responsive to client needs, in a supportive and accepting manner.
- Ensure access and advocacy for aboriginal clients to relevant services such as cultural support, family violence related services, housing, income security, legal assistance, financial management, parenting support, children's support services and health issues, providing some of these services where necessary.
- Respond to crisis calls, within service hours and in conjunction with other family violence works where necessary, by using culturally appropriate protocols put in place with Victoria Police, Department of Human Services, Child Protection Unit and other SAAP services.
- Maintain appropriate confidential records including data collection for computer based programs.
- Maintain knowledge of current and relevant information/legislation appropriate to the position.
- Assist with the ongoing development of a relevant service delivery model for survivors of family violence to ensure that the service is responsive.
- Continue to develop skills & knowledge by actively participating in professional development activities and/or ongoing training, both within and away from GCH.
- Develop case plans relevant to the specific needs of the individual, maintain accurate case files and collect data according to the GCH & SAAP standards.
- In a pro rata way actively participate in the Quality Assurance programs of G.C.H. These include weekly casework meetings, professional supervision, G.C.H. staff development days and annual staff weekend and G.C.H. staff meetings.

- Participate in Centre wide and program specific Health Promotion and community development activities.
- Be familiar with and work within the GCH policies and philosophies and SAAP standards.
- Ensure the up to date and accurate collection, recording and reporting of statistical and service data as required by National Data Collection Agency, Department of Human Services and GCHC.
- Other duties as agreed with the Direct Care Programs manager, HFV Manager or CEO.

Key Selection Criteria:

1. Strong awareness of family violence issues as they relate to survivors.
2. Cultural awareness and sensitivity in regards to aboriginal culture
3. Well developed counselling skills and sound ethical practice
4. Demonstrated ability to apply a flexible, non-judgemental and empowering approach to service delivery.
5. Knowledge of local accommodation, community and legal services.
6. Demonstrated ability to work independently and as a team member in a challenging role.
7. Demonstrated capacity to develop effective linkages with staff of other agencies.
8. Well developed communication skills, verbal and written.
9. Ability to prepare clear and concise reports, submissions and other relevant documents and data.
10. A thorough understanding of the issues related to confidentiality and mandatory reporting provisions.
11. Understanding of the Social Model of Health and its implications for this position

Qualifications & Experience:

Essential

1. Appropriate tertiary qualifications in counselling and welfare work
2. Current Victorian Drivers Licence.

Preferred

3. Experience in working with aboriginal communities
4. Relevant expertise in working with people who have experienced family violence.

Other Conditions:

1. No overtime allowance is made for this position. Time in lieu of time worked will be available but must be taken at a mutually agreed time with the H&FV Program Manager and/or Direct Care Programs Manager and may not be accrued to more than **15hrs/fortnight pro rata of employed hours**. Time in lieu should be used for exceptional circumstances instead of becoming a regular practice. It is expected that no more than 15hrs of TIL will be carried forward from one pay period to the next.
2. GCH cars can be used for work related activities, depending on availability. Use of own car will be reimbursed at the modified RACV mileage rate. **Note:** The use of a private vehicle to travel in excess of 40km return needs to be approved in advance by the Program Manager, Resources Manager or the CEO

3. This position will have an annual appraisal at which time the job description will be reviewed by the Housing & Family Violence Program Manager and a GCH Core member in consultation with the employee and modified if necessary.
4. Ensure knowledge of current GCH Occupational Health & Safety policies as they relate to this sphere of work. OH&S is a shared responsibility at GCH.
5. Annual Leave and Sick Leave will be payable on a pro rata basis.
6. GCH understands that "normal working hours" are between 8am - 6pm Monday to Friday. Appointments, programs and other work may, at times, fall outside these hours but for OHS reasons are subject to the signing of the "Out of Hours" book.
7. Superannuation contributions will be paid by Grampians Community Health in line with the Superannuation Guarantee Act
8. All permanent GCH staff have access to salary packaging which is offered in line with current legislation. The employee will incur any costs or liabilities associated with these requirements during the period of the contract
9. A National Police Check & Working with Children Check (if required) will be carried out at GCH's expense prior to commencement of employment.
10. Grampians Community Health is an Equal Opportunity Employer and a smoke free workplace.

Additional Information to Applicants

- **Key selection criteria must be specifically addressed in your application**
- Applications should include clear details of work experience and qualifications
- Applications should include references and the name, address and daytime telephone number of two work-related referees
- For further information on Grampians Community Health please refer to the website www.grampianscommunityhealth.org.au

**Applications must reach the address below by
5pm Friday 30 July 2010**

Late applications will not be considered.

Applicants should include day and evening telephone contact numbers so that we can readily arrange interview times if necessary. If you are emailing your application, you will be sent an email confirmation of receipt of your application. If you do not receive this, please contact reception to confirm that your application has been received.

Please ensure a signed Privacy Statement is returned with your application – this document can be downloaded from the website www.grampianscommunityhealth.org.au. Successful applicants would be required to undergo a police check

Address applications to:

“CONFIDENTIAL”
Jill Miller, CEO
Grampians Community Health
8-22 Patrick Street
STAWELL Vic 3380

Ph: **5358 7400** Fax: **5358 4113**
email: gch@grampianscommunityhealth.org.au