

Position Description

Title	After Hours Family Violence Practitioner
Employment Type	Casual
Reports to	Client Services Manager- Warrnambool
Work Location	Warrnambool
Date of review	January 2024

About The Sexual Assault & Family Violence Centre (The SAFV Centre)

The Sexual Assault & Family Violence Centre (The SAFV Centre) was established in 1978 and continues to grow, delivering integrated specialist response, early intervention, education and prevention services and programs.

Supporting the Victorian community throughout Barwon, Wimmera, and the South West regions, we offer a specialist range of support services to all people impacted by sexual and family violence, encompassing 24 hour crisis care, case management, therapeutic counselling and group programs, early intervention programs, refuge and housing support, legal services, professional training and primary prevention initiatives.

In the South West region of Victoria, we offer a range of services to women, children and young people impacted by family violence and also those seeking legal support, and through the delivery of the Victims Assistance Program, we support all people who are a victim of crime, including sexual and family violence.

Working across multiple sites and locations, including co-location within the Barwon Multi-Disciplinary Centre, The Orange Doors in Barwon and the South West, outreach locations and within the locally known service Emma House in Warrnambool, our unique combination of services allows us to respond to those that need us, supporting them throughout their journey toward recovery and resilience, while also educating and working with our communities for gender equality to prevent violence from happening in the first place.

We are a collaborative organisation where work is rewarding and team spirit permeates strong culture, values and a client-first focus. At The SAFV Centre, you have the opportunity to grow, and a connection to purpose that makes a difference to our community.

Role Purpose and Accountability

Purpose

As a member of the Family Violence After Hours team, the Afterhours Practitioner provides high quality direct service delivery to service users. The following frameworks and approaches underpin the work: a feminist framework, empowerment and strength-based approaches, and is trauma informed.

This position is responsible to provide an after-hours specialist family violence response for women, young people and children experiencing family violence. A team of afterhours practitioners will be rostered on call to support the work of the organisation during weeknights and weekends. The practitioners are based in their home and are able to respond to phone calls, to provide practical support or to attend the Police station, hospital or other location if required. A recall allowance is paid for any phone or in person support.

Accountabilities: *role accountabilities include, but are not limited to;*

Direct Service

- Respond in a timely manner to 'call outs' received during rostered shifts
- Provide crisis intervention and emotional support to people who have experienced family violence and if needed, to their supportive families and friends.
- Conduct an initial risk assessment to ensure immediate safety of women; and accompanying children if appropriate, safe accommodation, food and medical needs, safety plan, mental health and other immediate needs are addressed until the next business day.
- Provide accurate information and facilitate access to medical and police support, emergency assistance and appropriate accommodation.
- Liaise, consult and advocate with Safe Steps, Victoria Police, Hospitals, accommodation providers and other professionals as required.
- Consult with on call back up for issues requiring clarification or authorisation.
- Document case notes and record accurate data and relevant information immediately after a callout.
- Facilitate a referral to our business hours' Intake service and provide external referral information, as appropriate.

Organisational Responsibilities

- Participate in staff and program meetings, supervision, training and professional development.
- Ensure compliance with relevant legislation, policy, procedures and practice guidelines.
- Actively contribute to the development of a positive and high-performing organisational culture, including by identifying opportunities to improve team work practices.
- Participate in the continuous quality improvement of the SAFV Centre and the development of best practice.
- Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of the professional association of which the employee may be a member.
- Other duties as required

Key Selection Criteria

Your application must address the following:

Essential Qualifications and Experience

- A relevant qualification in psychology, social work, welfare, community development or other relevant discipline.
- A minimum one year relevant experience is desirable.

Essential Skills and Knowledge

- Knowledge of the causes of family violence and impacts on adults, children and families.
- Knowledge and understanding of legal, medical and emergency accommodation service options.
- Knowledge of the range of issues that may be experienced by women, young people and children who have experienced family violence.
- Knowledge and understanding of trauma, as it relates to family violence.

- Demonstrated experience in the provision of crisis intervention, risk assessment and safety planning.
- Ability to demonstrate culturally sensitive and respectful practice, including understanding of the needs of people from diverse cultures.
- Effective engagement and communication skills (verbal and written) and well-developed assessment skills.
- Demonstrated ability to advocate, liaise and work collaboratively across complex systems and to liaise effectively with a range of key providers and stakeholders.
- Demonstrated capacity to apply theoretical frameworks to practice.
- Proven ability to manage work autonomously and as part of a team.
- Demonstrated ability to maintain accurate and confidential case notes and proficiency or capacity to use MS Office, relevant programs / databases.

Other

- Commitment to the vision, philosophy, aims and objectives of The SAFV Centre.
- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.

Referees

Applicants must provide the name and current contact details of 2-3 professional referees including the most recent or current supervisor.

Period of Appointment

This position is casual depending on funding.

Hours of Work

- The casual hours of work will be on a rostered, on call basis after hours (5.00pm – 9.00am weeknights and 9.00am – 9.00am weekends and public holidays)
- Location of the position is remote working or outreach locations.
- Hours will usually be worked during business hours of 9.00am to 5.06 pm between Monday to Friday.
- The days are based on the needs of the service.
- Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

Annual salary is \$84,197.36 plus superannuation (pro rata for part time).
Salary will be commensurate with experience and skills.

Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2023.

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap. The Sexual Assault & Family Violence Centre is a Public Benevolent Institution.

Superannuation: The employer will also make superannuation payments on your behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.

Probationary Period - 6 months with a review conducted during this time.

Employee Responsibility – Mandatory prior to commencement

Employee expense:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense
- Working rights in Australia

Other

This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.

I, _____, have read and understood this position description and agree to the requirements of this role as set out by The Sexual Assault and Family Violence Centre.

Signed: _____ Date: ____ / ____ / ____

Print name: _____