

Position Description

Position Title	Specialist Family Violence Advisor in Mental Health		
Unit / Branch	Division of Medicine (Mental Health)		
Classification	Multidisciplinary OT3/P3/SW3/SP3/RPN4 <i>allowances and salary as per the applicable Enterprise Agreement</i>	Employment Status	Part-time, ongoing
Position reports to	Operational: Community Development Team Coordinator Professional: Discipline Senior in Mental Health		
Location	The Royal Children's Hospital, Flemington Road, Parkville		
Position Contact	Gareth Simpson, Team Coordinator, 0419 521 929		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) has cared for the children and young people of Victoria since it was founded in 1870. As a tertiary and quaternary centre, the RCH cares for the most critically ill and medically complex paediatric patients in Victoria. In addition to providing a full range of clinical services, the hospital also supports many health promotion and prevention programs. With more than 6,000 staff, 12 wards and 350 beds, the RCH is the major specialist paediatric hospital in Victoria, and also provides care for children and young people from Tasmania, southern New South Wales and other states around Australia and overseas.

We are the state's busiest paediatric Emergency Department, often experiencing more than 300 presentations on any given day. The RCH is committed to working with health services across the state and plays a significant role in many critical state and nationwide services. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time, for the benefit of all Victorian children. The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety/>

In April 2016, the RCH became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). RCH has a strong focus on supporting the successful delivery of the Parkville Connecting Care program – a shared EMR with the Royal Women's Hospital, The Royal Melbourne Hospital and Peter MacCallum Cancer Centre.

The RCH is located within the Melbourne Biomedical Precinct, which is home to more than 45 world-class biomedical organisations, with collectively more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region.

Further information on the RCH including the new RCH Strategic Plan 2019-21 Great Care, Everywhere is available at www.rch.org.au

ROLE PURPOSE

In 2016 the Royal Commission into Family Violence made 227 recommendations to transform the way authorities, systems and services prevent and respond to family violence. The Victorian Government is committed to implementing all 227 recommendations. The royal commission highlighted the need to improve the way health and human services work together to ensure victims are consistently supported, regardless of where they enter the service system.

The royal commission found that mental health and alcohol and other drug (AOD) services must play a more direct role in identifying and responding to family violence, noting the need for health services to build capacity in these areas, and develop closer relationships with specialist family violence services.

Significantly, the Royal Commission found that workers in mental health and AOD services wished to improve their understanding and capability in relation to family violence, and workers in specialist family violence services needed to increase understanding in mental health, AOD and other individual risk factors for family violence.

Therefore, the royal commission made recommendations 98 and 99 to build capacity and support cross-sector collaboration across mental health, AOD and family violence services.

Recommendation 98: The Victorian Government fund the establishment of specialist family violence advisor positions to be located in major mental health and drug and alcohol services. The advisors' expertise should be available to practitioners in these sectors across Victoria.

Recommendation 99: The Victorian Government encourage and facilitate mental health, drug and alcohol and family violence services to collaborate by:

- resourcing and promoting shared casework models
- ensuring that mental health and drug and alcohol services are represented on Risk Assessment and Management Panels and other multi-agency risk management models at the local level.

Specialist family violence advisors in mental health provide expertise and support for workers in the mental health sectors to identify and respond to family violence with their clients, whether they are experiencing family violence or perpetrating family violence.

This position is embedded in The Royal Children's Hospital Child and Adolescent Mental Health Service and report to the Discipline Senior Social Work. The role will encourage joint practice and collaboration across the three sectors of mental health, AOD and family violence to provide an enhanced response to family violence. In doing so, advisors will promote the benefits of a catchment-wide understanding and collaborative response to family violence.

KEY ACCOUNTABILITIES

Strategic Focus

The strategic focus involves supporting the development of a more integrated service response between mental health, AOD and family violence services. This will be achieved through a broad set of activities that aim to improve service and system development, practice development, effective service responses and workforce development and support.

These activities include:

- identifying emerging trends, needs and gaps in service delivery and practice issues, and using this knowledge to generate changes in systems and approaches, including initiating and contributing to developing relevant policies, protocols and procedures
- facilitating engagement between and promoting joint work by mental health, AOD and specialist family violence services in the local area
- improving the quality and consistency of family violence-related information, assessment and interventions in mental health services
- developing the capacity of the mental health workforce to work effectively with the target client group by delivering and referring to relevant training and professional development activities.

Primary Objectives

Advisors will demonstrate leadership and ownership of activities in RCH Mental Health by:

- providing family violence practice leadership
- supporting capacity building within the mental health sector through providing specialist family violence expertise and advice in identifying, recognising and responding to family violence through an agreed shared care model
- supporting and strengthening networks and collaborations between services and across relevant sectors
- enhancing referral pathways that provide a more integrated and collaborative health and human service system response to family violence
- earlier recognition of and intervention into family violence situations for clients of mental health services
- enhanced quality and consistency of the service response to victim-survivors and perpetrators of family violence at whichever point they access the health and human services systems.

Key Duties

- Identify, establish and further develop intra and inter agency processes and practices that support high-quality responses to children, young people and families experiencing family violence.
- Further establish the implementation of the new Family Violence Information and the Child Information Sharing Schemes in mental health.
- Support joint work between mental health services and specialist family violence services to achieve better engagement with services for victim-survivors and perpetrators of family violence.
- Provide advice to mental health staff about individual clients experiencing family violence to clarify relevant issues and give guidance and support on how to respond and appropriately refer for ongoing management.
- Assist the mental health workforce to identify family violence-related risk and strategies to mitigate those risks for individual clients.
- Where required, advise on assessing clients at high risk, particularly clients with the most complex presentations.
- Assist mental health workers to understand and navigate the specialist family violence system.
- Maintain an in-depth knowledge of the specialist family violence support services in the local area and the eligibility requirements for

such services, including Support and Safety Hubs as they are established.

- Keep up-to-date information on waitlists and alternatives for family violence support services in the local area
- Liaise with members of the RCH Strengthening Hospital Response to Family Violence to align activities of the role with those of the wider RCH

QUALIFICATIONS AND EXPERIENCE

Essential

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration with AHPRA (where professionally relevant). For Psychologists, this means full registration with the Psychology Board of Australia and endorsement as Clinical Psychologist with the Psychology Registration Board of Australia
- Eligibility for Membership in Victoria of an appropriate Professional Body
- Experience in providing quality clinical/professional supervision
- Demonstrated effectiveness in working in true partnership with other community mental health teams and community/family welfare agencies to plan and implement effective interventions for children and young people experiencing complex mental health problems
- Depending on discipline, required years of experience in accordance with EBA will apply
- Experience in providing quality clinical/professional supervision
- For Psychology applicants only:
 - continuously satisfy the PBA continuing professional development standards
 - uphold the PBA Code of Ethics
- For Nurse applicants only:
 - Post graduate Mental Health nursing qualification or equivalent
- For Social Work applicants only:
 - Meet AASW accreditation standards for Continuing Professional Education
 - Uphold the AASW Code of Ethics
- For Occupational Therapist applicants only:
 - Uphold the OTA Code of Ethics
- For Speech Pathologist applicants only:
 - Meet the requirements of Professional Self Regulation program
 - Uphold the SPA Code of Ethics

Desirable

- Demonstrated expert clinical skills and substantial experience in the provision of effective and efficient child and adolescent mental health care.
- Demonstrated knowledge or experience driving organisational change, service development and/or working across sector boundaries (or similar).
- Familiarity with relevant support services in the western metropolitan region of Melbourne.
- Familiarity with the public mental health service system in Victoria.
- For Psychologists, Psychology Board Approved Supervisor status

Other Requirements:

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children's Check throughout their employment
- A current, full drivers licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties
- The employee needs to ensure that they maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure
- Extensive practical management and leadership experience (minimum two years) in the health sector.
- Significant experience working in family violence with a good knowledge of the mental health sector, preferably with supervisory experience.

- Working understanding of relevant legislation and how it impacts on family violence, including the *Mental Health Act 2014*, the *Family Violence Protections Act 2008*, the *Children, Youth and Families Act 2005*, the *Privacy and Data Protection Act 2014*, the *Health Records Act 2001*, The CRAF and the Victoria Police Code of Practice.
- Understanding of historical and contemporary issues that affect Aboriginal and Torres Strait Islander people in Australian society around health and family violence, and capacity to work in a culturally informed and respectful manner.
- Excellent skills in engaging people from culturally diverse communities and a sound understanding of the complexity of their needs and that a 'one size fits all' approach does not work.
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.

KEY SELECTION CRITERIA

- The ability to articulate and apply a practice framework focused on engagement and assessment, including extensive knowledge and experience of risk assessment frameworks and the Best Interests Case Practice Model, in the context of family violence.
- Ability to quickly acquire in-depth knowledge and understanding of Multi-Agency Risk Assessment and Management Framework (MARAM), and the Family Violence Information Sharing and Child Information Sharing Schemes.
- A significant understanding of:
 - the gendered nature of family violence and the social and systemic issues affecting women and children
 - the dynamics of family violence, including perpetrators' pattern of coercive control and behaviours
 - the impact on children and the ability of the protective parent to safely parent
 - the structure and nature of the specialist family violence service system, with a focus on local specialist family violence support services and approaches in the local area, and the mechanisms they employ to restore and enhance safe, child-centred parenting
 - the interface between specialist family violence services and other service systems, particularly child protection services
 - the unique set of difficulties an individual who is mentally unwell may face in a family violence context – for example, seeking help, being believed and assessing their risk or that of their children
- Demonstrated experience in inter-agency liaison, consultation and building partnerships with key stakeholders and relevant service sectors, particularly effective negotiation and problem solving in a multidisciplinary environment.
- Sound understanding of systems and how system change can be effected in different contexts.
- Extensive experience and knowledge of working with diverse individuals and communities.
- Willingness and ability to engage with services working with perpetrators of family violence for the purpose of service linkage and referral.
- Highly developed written and oral communication skills including accurately recording data, correspondence, reporting and providing written and oral evidence as required.
- Demonstrated ability to flexibly manage competing priorities in a timely manner.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- *We do better work caring for children and families when we also care for each other*
- *I actively promote and celebrate our diverse team*
- *I bring a positive attitude to work – I share, I laugh, I enjoy other's company*

- *I take responsibility for my behaviour and its impact on others*
- *I am curious and seek out ways to constantly learn and improve*
- *I celebrate the good stuff, the small stuff, the big stuff – it all matters*
- *I speak up when things aren't right*
- *I value the many different roles it takes to deliver great patient care*
- *I actively listen to others, because I want to make the best decision*

Potential employees will be required to undertake a National Criminal Record Check and a Working With Children Check.

QUALITY, SAFETY AND IMPROVEMENT

RCH Employees are required to:

- Act in accordance and comply with all relevant Safety and Quality policies and procedures
- Participate in and contribute to quality improvement programs and commit to RCH Values
- Comply with the Requirements of the National Safety & Quality Health Service Standards
- Comply with all relevant clinical and/or competency standards
- Comply with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, all members of the LGBTQI community and people with disability.

Position description last updated	2022
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