

Position Definition	
Position:	Men's Behaviour Change Program Group Facilitator
Agreement:	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2013 - 2015 (the Agreement).
Classification:	Dependant on Qualifications & Experience
Position Reports to:	Manager Community Services
Effective date:	January 2019
Approved by:	Director Clinical/Community Services

Organisational Context

DPV Health provides a comprehensive range of primary health, dental, disability and social support services to the growing population of the Plenty Valley growth corridor in the northern suburbs of Melbourne.

Our challenge is to meet an increasing demand through the provision of new and innovative services, emphasising partnerships, prevention and health education, through a range of health promotion and research activities. There is an expectation that all staff will contribute to these activities.

DPV Health a registered Community Health Centre and a Company Limited by Guarantee. It is funded by government grants and other self-managed revenue activities. It is governed by a Board of Directors elected and appointed from the community.

Our expectation is that staff will operate as a co-operative team. Our staff will be flexible, multi-skilled and able to work with a diverse range of individuals, multidisciplinary groups and community agencies.

Our staff will continually update their knowledge to take on new responsibilities and challenges.

Purpose and Scope

The position delivers specific family violence assessment, counselling, group programs and support to men who have used violent or controlling behaviours towards family members. The purpose of the program is to increase the safety of women and children by holding men accountable, and encouraging men to take responsibility for their own behaviour. Programs to be delivered as per DHHS funding agreement and internal plan.

The role encompasses –

- A close working relationship with the DPV Health Partner Contact Worker, DPV Health Men's Behaviour Change Program (MBCP) Co-Facilitator and Senior Practitioner, DPV Health Enhanced Intake service, L17 MAT Triage worker plus planned NEMA Support & Safety Hub team
- Regular Supervision
- Regular Case Review.
- Liaison with external bodies/stakeholders

Key Responsibilities and Duties	
Service delivery:	<ul style="list-style-type: none"> ◆ Perform role within the philosophy and values of Family Violence and NTV minimum standards ◆ Liaise with relevant women's and children's service providers as directed. ◆ Initiate telephone contact with referred men, as directed. ◆ Provide counselling and support services to referred men in a MBC group work program. ◆ Identify, respond and report to safety risks for women (ex) partners relevant family members and children following established protocols, as directed. ◆ Identify, respond and report safety risks for men, following established protocols in consultation with DPV Health MBC Co Facilitator. ◆ Refer men, who are interested in men's behaviour change to relevant out of district men's behaviour change program providers, as directed. ◆ Work together with other Community Health staff to provide a comprehensive approach to addressing family violence, as directed. ◆ Provide high quality, ethical & professional individual assessment, referral, secondary consult and co-facilitation of MBCP Group work interventions ◆ Ensure role complies with relevant acts including Privacy Act, Health Records Act, Children Youth & Family Act, Family Violence Act, Confidentiality and State-wide Family Violence guidelines ◆ Maintain contemporary knowledge of relevant government policy at both state and federal levels in relation to family violence ◆ Ensure safety is a priority by confirming all clients have undertaken risk assessment and appropriate strategies are implemented to manage risk. Refer or report serious or complex issues to the Manager/Senior Practitioner/Supervisor. ◆ Assess client needs within evidence informed framework and provide referrals internally or externally as appropriate ◆ Demonstrate highly developed skills in assessment, counselling and group work with men who have engaged in family violence ◆ Deliver the agreed number of MBC Programs in accordance with funding, DPV Health Policies and Protocols. ◆ Liaise with relevant external agencies and professionals and promote DPV Health MBCP to external stakeholders eg. Referral agencies

Key Responsibilities and Duties	
	<ul style="list-style-type: none"> ◆ Maintain accurate and timely client records, statistical data, program documentation and statutory reports ◆ Maintain positive collegiate relationships with DPV Health family violence services team and contribute to the ongoing development of the MBCP and its delivery within the integrated framework across DPV Health, including planning the content of sessions ◆ Participate in relevant DPV Health professional development activities, regular supervision, support and debriefing where required, team meetings, performance planning and reviews in line with DPV Health procedures ◆ To meet, and strive to exceed, personal and workgroup targets for Key Performance Indicators as set from time to time by DPV Health and/or funding bodies in areas such as Safety, Efficiency and Effectiveness, amongst others.
Organisational:	<ul style="list-style-type: none"> ◆ To abide by the Policies & Procedures of DPV Health (which may be amended from time to time). ◆ To actively support the Vision, Purpose and Values contained in the DPV Health Corporate Plan. ◆ To ensure that the confidentiality of DPV Health clients is respected and upheld at all times. ◆ Actively promote DPV Health and its services within the community. ◆ To undertake Continuing Professional Development. ◆ To abide by and actively support DPV Health's OH&S policies to ensure the safety and wellbeing of clients, colleagues, contractors and visitors. ◆ Other duties as directed.
Risk	<ul style="list-style-type: none"> ◆ To identify and evaluate risks in the work area.
Leadership:	<ul style="list-style-type: none"> ◆ Ability to manage time, to take initiative and to work in cooperation with DPV Health MBCP Co-Facilitator.
Management:	<ul style="list-style-type: none"> ◆ Not applicable.
Financial:	<ul style="list-style-type: none"> ◆ Not applicable.
Others (specify):	<ul style="list-style-type: none"> ◆ Participate in relevant record keeping and planning evaluation activities as required. ◆ Commit to active and ongoing staff development, clinical supervision and professional development to enhance the service for the target population. ◆ Actively participate in team, program and organisational accountability mechanisms as directed by the Manager. ◆ Maintain accurate client and program records.

Core Competencies, Attributes and Capabilities	
Clinical/professional:	<ul style="list-style-type: none"> ◆ Demonstrated commitment to the principles of diversity, EEO and participatory work practices. ◆ Demonstrated commitment to and use of appropriate ethical standards and behaviours.
Client orientation:	<ul style="list-style-type: none"> ◆ Demonstrated commitment to social justice and advocacy on behalf of clients. ◆ Demonstrated sensitivity to Culturally and Linguistically Diverse (CALD) individuals and communities. ◆ Demonstrated commitment to access and equity for individuals from disadvantaged communities.
Interpersonal:	<ul style="list-style-type: none"> ◆ Well-developed written and oral communication skills. ◆ Ability to liaise effectively with clients, community groups, other employees and external agencies. ◆ Ability to negotiate and gain co-operation and support from others in a team environment. ◆ Willingness to support team members and work as part of a cohesive team across DPV Health.
Leadership:	<ul style="list-style-type: none"> ◆ The capacity to inspire trust and confidence by others. ◆ Ability to manage competing priorities. ◆ Capacity to contribute to and influence plans and decisions at appropriate levels.
Management:	◆ Not applicable.
Computer:	<ul style="list-style-type: none"> ◆ Sound demonstrable knowledge of MS Outlook, MS Office (including Word, Excel, PowerPoint) and Internet Explorer. ◆ The employee must have the capacity to learn to effectively use the DPV Health electronic records systems (for example VHIMS, TRIM, TrakCare, Titanium).
Others (specify):	◆ Not applicable.
Financial:	◆ Not applicable.

Key Selection Criteria	
Mandatory:	<ul style="list-style-type: none"> ◆ A Bachelor degree in Social Work or similar Tertiary qualification. ◆ Eligibility for membership of a relevant professional body. ◆ No To Violence (NTV) Graduate certificate Social Science (Male Family Violence) or willingness to undertake this qualification or willingness to be supervised by MBC Facilitator with this qualification. ◆ Knowledge, skills and prior experience providing family violence or related services to men (including facilitation of MBCPs and ongoing counselling), and/or family violence services to women and children, or willingness to participate in training, mentoring and supervision to enhance this knowledge. ◆ An understanding of the social and gendered context of family violence and the impact of violence on women and children. ◆ An understanding of appropriate service responses for culturally and linguistically diverse communities and indigenous clients and for diverse client groups including same sex attracted men and men with a disability. ◆ An understanding of relevant risk and needs assessment frameworks. ◆ The ability to undertake client centred intake. ◆ Excellent verbal and written communication skills ◆ Relevant experience that demonstrates the Core Competencies, Attributes and Capabilities. ◆ An Employment Working with Children’s Check Card
Desirable:	<ul style="list-style-type: none"> ◆ A demonstrated willingness to participate in professional development. ◆ Current Driver’s Licence. ◆ An understanding of integrated family violence service systems and of the Victorian Government reforms to hold male users of family violence accountable for their behaviour. ◆ Strong understanding of AOD and mental health service delivery. ◆ Proficiency in a community language would be an advantage. ◆ First Aid Certificate would be an advantage.

Conditions of Employment	
Remuneration:	<ul style="list-style-type: none"> ◆ The employee will be paid in accordance with the Award/Agreement. ◆ Salary Packaging is available for permanent and fixed term positions, in accordance with prevailing legislation and PVCH Policy. ◆ Novated Car Leasing is available for all permanent employees.
Location:	<ul style="list-style-type: none"> ◆ The employee will be expected to work, either temporarily or permanently, at any site operated by DPV Health .
Hours of duty:	<ul style="list-style-type: none"> ◆ The hours of duty will be as rostered by your Supervisor which may include evening and/or weekend shifts.
Pre-employment checks:	<ul style="list-style-type: none"> ◆ A Police Check and WWCC is mandatory. In accordance with DPV Health Policy, relevant convictions will be taken into consideration when considering applicants for this position. ◆ All employees of DPV Health must be either an Australian Citizen, Permanent Resident or have an appropriate Australian visa that will legally enable them to fulfil the obligations of the contract of employment.
Probationary period:	<ul style="list-style-type: none"> ◆ Confirmation of new employees to DPV Health is subject to a 6 month probationary period, during which time the employee must demonstrate satisfactory capability to perform the Key Responsibilities and Duties. This probationary period is regarded as an extension of the interview process.

Acknowledgement

Position Descriptions may be modified from time to time in accordance with DPV Health Policy, relevant Awards, Agreements or Legislative amendments. Awards and Agreements may be modified or replaced in accordance with the Fair Work Act 2009.

Employee signature:

Employee name:

Date: