



Position Description

Men's Behavioural Change Program Group Facilitator

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| Award or EBA: | Community Health Centre (Stand Alone Services) Social and Community Services Employees Multi Enterprise Agreement 2013 - 2015 |
| Classification/Grade: | Dependant on qualifications and experience |
| Reports to: | Team Leader |
| Direct Reports: | Mil |

Our vision is ensuring the health and wellbeing of our community.

Our values are:

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|-------------|-----------|------------|---------|----------------|
| Persistence | Integrity | Compassion | Respect | Responsiveness |
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Role Description

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

Roles Key Accountabilities

Service Delivery

- 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

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- 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
- Perform role within the philosophy and values of Family Violence and NTV minimum standards

Reporting, System and Analytics

- Maintain accurate and timely client records, statistical data, program documentation and statutory reports
- 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
- Actively use and promote the use of DPV Health systems such as TRAK, eCase, VHIMS, MyBookings, ESS, e3, Gemba, Trim and others

Financials, Budgets, Target, Funding

- Identify opportunities to enhance the financial sustainability of the Mens Behavioural Change Program
- Ensure that all financial transactions are undertaken in line with approved DVP Health policy and delegations
- Achieve targets/budgets for the Mens Behavioural Change Program

Culture, Engagement, Diversity – People Experience

- Demonstrates behaviours aligned with DPV Health Values and Code of Conduct
- Participate in regular supervision, annual work plans and annual performance reviews
- Actively participate in all required training, inductions and development
- Actively participate in and attend organisationally required meetings in a positive constructive manner. Offering balanced views and seeking solutions
- Actively supports and demonstrates inclusive behaviour with a zero tolerance for any bullying, harassment and inappropriate conduct

Health and Safety

- Take reasonable care to ensure no risk of harm to self and others in the workplace. This includes immediately reporting any incidents, near miss, hazards and injuries.
- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training.

- Demonstrate safe work behaviours and conducting work in accordance with our safety management system.

Risk Management and Compliance – Quality and Accreditation

- Ensure documentation supports both quality and department standards
- Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response
- Actively monitor and improve the quality and safety of their care and services
- Identify risks as they emerge and proactively addressed new and known risks.
- Commitment to partnering with clients to facilitate effective engagement and participation.

This position description contains the key roles and responsibilities and associated performance indicators for this position. The above list is not intended to be complete. Other tasks may be assigned from time to time to meet the needs of the organisation. Specific actions and objectives of this role will be outlined through the goal setting and review process.

DPV Health Requirements

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| • Current Victorian Drivers Licence | • Valid Working With Children Check |
| • Disability Worker Exclusion Check | • Satisfactory Policy Check |
| • Travel between sites is required | • |

Authority

The occupant of this position has authority as per the delegation manual.

Key Selection Criteria

Qualifications and Registrations

- 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.

Experience & Skills

- 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

- 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.
- 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.

Employee Acknowledgement

I, _____, acknowledge I have read and understood this position descriptions and the requirements of my role.

Signature _____ **Date** _____