

Position Description

Position Title	Parenting Assessment Skills Development Practitioner
Salary & Conditions	FamilyCare Enterprise Bargaining Agreement
Classification	Level 2.3 – 4.4 (<i>Dependent on qualifications and experience</i>) Social, Community, Home Care and Disability Services Industry Award 2010
Department	Child and Family Services
Position reports to	Team Leader
Performance Review	At six months, then annually thereafter

FamilyCare is one of regional Victoria's largest and most progressive community service organisations, with offices across five Local Government Areas: Greater Shepparton, Mitchell, Murrindindi, Strathbogie and Moira.

FamilyCare is the main provider of child and family services in our region and in addition, we provide support to families of children with disabilities, NDIS Support Coordination and a variety of carer support options.

Vision

Strong families and communities.

Purpose

FamilyCare works with individuals, families and communities to increase wellbeing, build strengths and encourage optimism.

Core Values

The Code of Conduct reflects and supports FamilyCare's core values, which are:



RESPECT

for all people and of their right to reach full potential



EMPOWERMENT

of clients and staff to achieve individual and collective goals



INTEGRITY

actions consistent with beliefs



LEADERSHIP

on issues that impact adversely on individuals, families and community



COMMUNICATION PROFESSIONALISM

a commitment to open and ongoing dialogue with all stakeholders



in all aspects of our work

Role Summary

Parenting Assessment Skills Development (PASD) Practitioners provide an intensive in-home family intervention service, which is designed to work with families to address identified protective concerns and enhance family functioning.

Referrals are only accepted from the Department of Families Fairness and Housing - Child Protection, for infants, children and young people under 18 years deemed at risk.

The service criteria for PASD is infant (zero to two years) involved with Child Protection and assessed to be at high risk and there are concerns regarding the parent's ability to provide care for the infant. The intervention is conducted up to 12-week timeframe, which includes a 3-week assessment and follow up 9-week skill development phase, as assessed appropriate.

PASD Practitioners work collaboratively and in partnership with the protective manager the Department of Families Fairness and Housing. Child Protection Unit Practitioner.

Key Performance Responsibilities

Service Delivery

1. Conduct in home assessments identifying needs, strengths and risk in families and individuals.
2. Provision of therapeutic casework in partnership with children and families to improve and/or address safety and stability.
3. Work collaboratively with the Child Protection Unit and other key stakeholders and professionals in the best interests of the child.
4. Participation in weekly care plan meeting with the Child Protection Unit regarding progress of children and parent/carer in addressing protective concerns.
5. Establish a working relationship with children and families, which demonstrates respect and honest communication, particularly in relation to protective concerns and consequences.
6. Provide final recommendations and report to the Child Protection Unit.
7. Maintain program administrative requirements including maintenance of comprehensive case notes.
8. Conduct quality improvement activities including the development of program plans, case reviews, and implementation of evaluation mechanisms and monitoring of client and stakeholder satisfaction.

Data Collection and Reporting

1. Maintain program administrative requirements including maintenance of comprehensive case notes.
2. Electronic data collection.
3. Provide internal reports to the Team Leader.

Representation and Advocacy

1. Identify gaps in services available to clients and advocate on their behalf.
2. Attend network meetings and other related local forums or meetings.
3. Actively network locally and regionally to raise awareness and knowledge of the Child and Family Services' programs and the issues affecting children, adolescents and families.
4. Attend internal program and team meetings.

Community Development and Education

1. Increase community awareness regarding issues affecting families and available support services through the provision of information, education, and advocacy.
2. Provide specialist consultation to other community agencies and professionals to assist their ability to deliver services to children, adolescents, and families.
3. Promote a broader understanding of relevant State and Federal legislation that impact upon children and family welfare including the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005.
4. Prepare or participate in media initiatives associated with the program.

Quality Improvement and Evaluation

1. Meet occupational health and safety requirements.
2. Ensure that relevant policies and procedures are followed.
3. Participate in regular supervision activities.

4. Identify training needs in consultation with Supervisor and attend professional development as deemed appropriate.
5. Be aware of and meet relevant Quality Management System responsibilities.
6. Participate in relevant evaluation activities.
7. Be aware of FamilyCare's responsibilities to contribute to children's safety and wellbeing and report any concerns about neglect or abuse to a supervisor or manager.

Key Selection Criteria

Knowledge and Skills

1. Experienced in working with vulnerable families, including capacity to engage clients and establish an effective professional relationship to bring about change.
2. Knowledge and experience in a range of relevant intervention strategies and frameworks including strengths based solution-focussed approaches.
3. Excellent written, verbal and report writing skills.
4. Well-developed skills in formulating recommendations to address child safety and wellbeing concerns.
5. Experience addressing :
 - a. Children's developmental needs
 - b. Child abuse and neglect
 - c. Risk and safety
 - d. Parent capacity
 - e. Skills development
 - f. Trauma informed practice.
6. Administration and organisational skills, including strong computer literacy.
7. Understanding of relevant legislation in particular the Children Youth and Families Act 2005 Child Wellbeing and Safety Act 2005.
8. Willingness to work across flexible weekday hours to meet the needs of infants, children and families and participation in an after-hours on call roster as required.

Qualifications

Essential

- Bachelor of Social Work or other tertiary qualification relevant to social welfare practice.

Desirable

- Minimum two years' case management experience, including expertise in working with infants, children and young people at risk.
- Further qualifications in Nursing or Early Childhood development.

Safety Screening

All applicants are subject to a National Police History Check.

Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check.

A current Employee Working with Children Check (WWCC) card is required.

Current Australian Drivers Licence is required.

Other Information

Salary packaging offered within prescribed guidelines.

FamilyCare Enterprise Agreement has provision for salary and conditions over and above of SCHADS Award base rates.

All staff and volunteers must abide by a Code of Conduct.

FamilyCare promotes a respectful and safe workplace environment that does not tolerate or excuse any forms of violence including family violence.

FamilyCare is committed to:

- ensuring the safety of children;
- respecting diversity; and
- providing a workplace free from discrimination and harassment.