

<b>Position title</b>	Male Perpetrator Support Worker	<b>Cost code</b>	HFV13
<b>Position holder</b>	Vacant		
<b>Program</b>	Healthy Lifestyles		
<b>Funded by</b>	Department of Health and Human Services (DHHS)		
<b>Based at location</b>	Stawell or Horsham		
<b>Responsible to</b>	<ul style="list-style-type: none"> <li>• Program Leader Healthier Relationships</li> <li>• Manager Healthy Lifestyles</li> <li>• General Manager People and Community Support</li> <li>• Chief Executive Officer</li> </ul>		
<b>Award</b>	Community Health Centre (Stand Alone Services) Social And Community Service Employees Multi Enterprise Agreement 2017		
<b>Classification</b>	Welfare Worker Level 2 (Unqualified) Class 1 PP1-4 to Level 3 Qualified Welfare Worker Class 1 PP1-4 Social Worker Level 3-4 Class 1 to Level 4 PP1-4		
<b>Hourly rate</b>	\$27.34 to \$38.31	<b>Annual</b>	\$43,219 to \$60,560
<b>Status</b>	Ongoing		
<b>Hours per week</b>	30.4 FTE		
<b>PD last updated</b>	August 2019		

#### Position summary

The Royal Commission into Family Violence found that in order to achieve the overall objective of keeping victim survivors safe, the range of perpetrator interventions needed to be both broader and better integrated to create a 'web of accountability' to keep perpetrators in view of the service and justice systems.

GCH has received funding to provide the case management for male perpetrators. This role will be positioned in the Healthier Relationships program alongside the Men's Behaviour Change Program group facilitators and the Male Family Violence Educational Worker.

The Male Perpetrator Support Worker will aim to increase the perpetrator's motivation to change and to develop strategies and skills to achieve their goals, negotiate the service system and to take responsibility for their behaviour and for the goals within their case plan. This position also supports men to access independent housing where required.

#### Key responsibilities

1. Keep perpetrators in view of services and relevant authorities.
2. Contribute to a 'safe at home' approach.
3. A face to face assessment of risk assessment based on the Victorian Family Violence Risk Assessment and Risk Management Framework.
4. Assessment of suitability for case management, including readiness to take responsibility for use of violence and willingness to actively engage.
5. Assessment of needs, including health, financial, mental health, AoD, legal, and accommodation services.
6. Assessment of risk of self-harm.
7. Sharing of information with other service providers will be required under the information sharing scheme to contribute to victim survivor risk assessment and management.
8. Engagement and referrals process with perpetrators should:

- Challenge violent, threatening and controlling attitudes and behaviours.
  - Encourage the recognition of the effects of violence on others, including children and extended family members.
  - Encourage perpetrators to take responsibility for their behaviour and for the goals within their case plan.
  - Development of a case plan, including goal setting and engagement with required services.
  - Support for perpetrators to achieve their goals and negotiate the service system.
  - Proactive and assertive practical and psychological support to work with perpetrators to address barriers to motivation and readiness to change through strengths-based practice and use of approaches such as motivational interviewing.
  - Activating referral processes and relationships with local support services, including supporting attendance at appointments with housing services and health services.
  - Use of brokerage funding to deliver on case plan goals.
9. Actively engage perpetrators with a view to identify key changes necessary to enable perpetrators to take responsibility and enable the victim survivor to live safely, including the ongoing use of risk assessment and risk management
  10. Provide a more tailored service response through the coordination of specialist services, including mental health, alcohol and other drug, and housing services
  11. Assist in engagement with programs that aim to stop family violence, including but not limited to MBCPs.
  12. Actively involve the perpetrator in planning and decision making to encourage engagement with other social and universal services.
  13. Meet key performance indicators specified by the Department of Health and Human Services.

#### Key selection criteria

##### Qualifications

- Appropriate tertiary qualifications in Social/Welfare Work

##### Mandatory:

- Experience working in the Family Violence field

##### Desirable

- Completion of 'No to Violence' Graduate Certificate in Male Behaviour Change Group Facilitation
- Training in CRAF (Comprehensive Risk Assessment Framework) or MARAM (Family Violence Multi-Agency Risk Assessment and Management Framework)
- At least two years' experience in provision of assessment, case management or counselling

##### Demonstrated skills, experience and/or understanding of:

- A comprehensive understanding of Family Violence and the implications on individuals, families and the community
- A demonstrated understanding of the men's behaviour change process and the gendered nature of family violence
- Commitment to advocating for non-violence, and to living non-violently
- Clear understanding of the mandating process and an ability to work effectively with involuntary clients.
- A demonstrated ability to undertake comprehensive needs assessments within the Comprehensive Risk Assessment Framework (CRAF)
- Possess proficient and empathetic interviewing skills
- Demonstrated attention to detail with well-developed administrative and organisational skills to effectively manage high volumes of work and determine priorities, meet targets and deadlines.
- Ability to maintain confidentiality at all times.

- Well-developed organisational skills with the ability to prioritise multiple tasks.
- Demonstrated knowledge and application of computer software, including Microsoft Office and the Internet.
- High level verbal and written communication skills that enable effective and appropriate communication with a broad range of people at all levels.
- Demonstrated ability to contribute to positive workplace cultural and practices.

#### Licences and registrations

- Current Victorian driver licence
- Current National police check (less than 3 months old)
- Current Working with Children Check
- Disability Worker Exclusion check

#### Personal attributes

- Ethical and inclusive
  - Self-disciplined
  - Collaborative and supportive
  - Flexible and resilient
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#### Conditions of employment

This position is ongoing subject to funding and is subject to the successful completion of a six month probationary period

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### Chief Executive Officer approval:

**CEO signature**

**Greg Little**

**Date**

### General Manager approval:

**General Manager signature**

**Kathy Day**

**Position**

General Manager People and Community Support

**Date**

### Manager review:

I have reviewed and approve this position description

**Manager**

**Caleb Lourensz**

**Management position**

Manager Healthy Lifestyles

**Date**

### Employee acceptance of position:

**Employee signature**

**Vacant**

**Date**