



HUB PRACTITIONER – THE ORANGE DOOR

Department:	Family Violence	
Salary:	Dependent on qualifications	Classification Code:
Award/Agreement:	Community Health Centre (Stand Alone Services) Social and Community Services Employees Multi Enterprise Agreement 2017	
Position created:	Jan 2020	Date Reviewed: October 2022

PRIMARY OBJECTIVES	<p>THE ORGANISATION Sunraysia Community Health Services (SCHS) is a service providing primary and preventive care for our community members who are at risk of poor health outcomes, and experience health disparities. SCHS understands the influence of the Social Determinants of Health (SDoH) upon health inequities experienced by community members. The centrepiece of care at SCHS is providing a client relationship based care coordination approach, that identifies and attempts to address the SDoH for clients, work with consumers and community members, to structure their care around the context in which they live and work.</p> <p>THE PROGRAM To engage effectively, assess risk and safety plan with people accessing services at The Orange Door.</p> <p>POSITION PURPOSE To engage effectively, assess risk and safety plan with people accessing services at The Orange Door. It also includes responding to referrals to the service including family violence reports from Victoria Police.</p> <p>This includes victims/survivors, children and perpetrators of family violence (FV) in conjunction with other Hub practitioners and may include referral to specialist services. This is in line with the development of integrated FV service delivery including the Men’s Behaviour Change Program (MBCP). The Hub Practitioner will primarily work with person’s using violence but will also be required to work with victim survivors and vulnerable families.</p> <p>The position is an opportunity to work within The Orange Door at either Mildura or Swan Hill depending on the successful applicant’s location. If located in Mildura, there may be a need for travel to Swan Hill.</p>
---------------------------	---

KEY SELECTION CRITERIA	<p>ESSENTIAL</p> <ul style="list-style-type: none"> Ability to engage with a wide cross section of the community including survivors and people using violence. Knowledge of conducting assessments in relation to risk and safety concerns. Demonstrated ability to work collaboratively within a multi service delivery model. Demonstrated ability to work in a fast paced environment. <p>DESIRABLE</p> <ul style="list-style-type: none"> Degree or equivalent tertiary qualification in social work, social welfare or psychology (or working towards).
-------------------------------	--

SPECIFIC ACCOUNTABILITIES	<p>1. Service Provision</p> <ul style="list-style-type: none"> Ensuring reporting requirements are undertaken in a timely and correct manner as designated by SCHS and in accordance with service agreement requirements.
----------------------------------	--

	<ul style="list-style-type: none"> • Deliver high quality, safe and effective responses to clients seeking support and safety through The Orange Door keeping the perpetrator in view. • Identify, assess and prioritise risks and needs of all women, children/young people, families and perpetrators of FV. This is undertaken in conjunction with other specialist staff within The Orange Door. • Deliver services and supports via phone, within the Mallee region and outreach on a regular basis. • Apply for brokerage on behalf of clients in accordance with Brokerage guidelines. • Facilitate Family Violence reports and other referrals from The Orange Door to the Men’s Behaviour Change Program and other identified services. • Respond to men who use violence who are engaged in the justice system. <p>2. Teamwork</p> <ul style="list-style-type: none"> • Recognise that The Orange Door is an evolving service model and demonstrate the ability to work flexibly and manage change in a positive manner. • Work within a culturally sensitive and informed practice framework, understanding the complexities of the dynamics of FV within minority cultures. <p>3. Stakeholder Engagement</p> <ul style="list-style-type: none"> • Work within a manner that understands and recognizes the strengths and diversity of Aboriginal people and communities. <p>4. Service Improvement</p> <ul style="list-style-type: none"> • Work collaboratively with Orange Door practitioners to support integrated risk assessment and case planning including participation in and leading of case conferences. • Consultation regarding perpetrator tactics of power and control to The Orange Door practitioners in line with integrated practice and evidence based intervention planning. • Provide responses underpinned by appropriate theoretical and practice based frameworks. • Recognise the need for and seek cultural consultancy when required. • Participate in training and development opportunities including regular clinical supervision. <p>5. Service Promotion</p> <ul style="list-style-type: none"> • Participate in community education and engagement activities. <p>6. Program Evaluation</p> <ul style="list-style-type: none"> • Maintain accurate statistical data and program evaluation information. <p>7. Organisational</p> <ul style="list-style-type: none"> • Lead and exemplify a healthy and safe working environment, modelling and promoting ethical behaviour and practices and contributing to a positive environment free of occupational violence. • Operate, adhere to and demonstrate organisational Mission, Vision and Values. • Other reasonable duties as directed.
--	--

CONDITIONS OF EMPLOYMENT	<p>1. New employee Probation New employee appointments are subject to a probationary period of six months. Ongoing employment will be subject to successful performance during this time.</p> <p>2. Organisational Behaviour All employees are required to abide by organisational policies and procedures, SCHS Code of Conduct and Values, relevant standards including Child Safe Standards, codes of practice as well as various legislation both state and federal including but not limited to OH&S act, Drugs, Poisons and Controlled Substances Act, Public Health and Wellbeing Act, Privacy Act and Health Records Act.</p>
---------------------------------	---

3. Professional Standards

All qualified and Nationally Registered professionals are to respect and act in accordance with the laws of the jurisdictions in which they practise. Any professional bodies Codes of Conduct / Ethics / Standards should be interpreted with reference to these laws. The code is not a substitute for requirements outlined in the National Law, other relevant legislation, or case law. Where there is any actual or perceived conflict between the code and any law, the law takes precedence. The Codes / Standards should also be interpreted with reference to, but not necessarily in deference to, any organisational rules and procedures to which health professionals may be subject.

4. Continuous Improvement & Safety

All employees are required to contribute effectively to SCHS quality management and safety systems by assisting with monitoring and evaluating activities and mechanisms, identifying opportunities for improvement and correcting problems to improve customer care services and experience.