

# Position Description

<b>Title</b>	Family Preservation and Reunification (FPR) Practitioner
<b>Business Unit</b>	Support for Families & Community
<b>Location</b>	185 Baillie Street, Horsham, Victoria 3400
<b>Employment type</b>	Full Time (1 EFT) Fixed Term to June 30 <sup>th</sup> 2024
<b>Reports to</b>	Team Leader – Child, Youth & Families

## About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We’ve been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We’re there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We’re proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia’s First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

**Our purpose:** To inspire people, enliven communities and confront injustice

**Our values:** We are imaginative, respectful, compassionate and bold

### 1. Position purpose

This position delivers the Victorian Family Preservation and Reunification (FPR) Response as an evidenced based response working collaboratively with children and families to provide a rapid, intensive and sustained intervention aimed at preventing at risk children entering or re-entering care. The response will link to and build upon existing child and family services within the broader system providing an enhanced continuum of care, provide better support, and achieve measurable outcomes.

The target groups are: children subject to an unborn report to Child Protection, highly vulnerable children 0-5 years and adolescents 10-14 years who have had multiple Child Protection reports or on Child Protection Orders, where the child risk factors include reports to Child Protection under the age of two years; disability issues impacting on their care; adolescents with challenging behaviours. The parental risk factors include history of care; young parents; mental health / drug and alcohol and / or presence of family violence.

The FPR Practitioner role is critical in implementing a wrap around, evidence informed case management approach. The Family Preservation and Reunification (FPR) team will work in close partnership with the identified partner agencies. The FPR Response will be culturally safe and utilise a

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relational approach that is adaptable and responsive to family and individual needs and key case management frameworks including Family Decision Making and Common Elements.

The work is strengths based, child and family centred, integrating intensive assessment, care team planning, safety and risk planning and parenting strategies to promote resilience and self-determination. The FPR Practitioners will report to the Team Leader and will work collaboratively with the Local Aboriginal Organisation.

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## 2. Scope

### Budget:

**Nil**

### People:

This position reports to Team Leader – Child, Youth & Families, as well as being supported by the Uniting Wimmera Support for Families & Community Team.

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## 3. Relationships

### Internal

- Team Leader
- Manager Support for Families and Community
- Integrated Family Services Workers

### External

- Department of Health and Human Services
  - Department of Education and Training
  - Victoria Police
  - Local Community Controlled Organisations (ACCO)
  - Wimmera Child Youth and Families Alliance Partners
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## 4. Key responsibility areas

### Service Delivery

- Delivery of the Family Preservation and Reunification Response providing a rapid, intensive, wraparound response to meet the immediate safety and developmental needs of children/young people and support the adult needs of parents.
- Delivery of intensive case management based on the FPR Response Guidelines and Best Interest Principles as defined under the Child, Youth & Families Act 2005 with an understanding of how this is integrated within evidence-based programs.
- Work within a culturally safe framework in partnership with family members, specialist and universal service providers utilising principles of the Aboriginal Family Decision Making Framework.
- Work within the prescribed relational model of connecting and linking families to build safety and empower and create meaningful opportunities that build upon their strengths utilising a range of evidenced informed intervention strategies including the Common Elements
- Work intensively with children young people and families to support family preservation and reunification in line with the Child Protection case plan and Care Team.

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- Maintain effective risk assessment to regularly assess child safety concerns and engage with appropriate professionals to support the safety planning for children and family members. Provide court reports/evidence as required.
- Establish and lead care teams in line with the agreed action plan.
- Rapid engagement and use of Common Elements relevant to the individual case plan.
- Strengthen the family's connection to community by meaningful engagement with community supports that will sustain the family over time and be culturally appropriate.
- Access and utilise specialist resources and evidence informed frameworks that address the complex needs of family members including Family Violence, Drug and Alcohol, Mental Health, Disability and the impact of Trauma.
- Work collaboratively with the Aboriginal Practice Lead and FP&R practitioners/team leader to ensure that cultural safety is embedded in practice and to achieve good outcomes for Aboriginal children and young people.
- Proactively participate in case supervision, developing the practice framework including Communities of Practice approaches, case reviews, monitoring and evaluation.
- Work collaboratively with Child Protection.
- Provide families with practical and emotional support, advocacy, coaching, skill building and connection to social and economic resources.
- Participation in the afterhours on-call roster for FP&R service users.
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with agency's Values, standards, practices, policies, procedures, regulation, industrial instruments or legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

#### Quality Management & Improvement

- Ensure that the principles of Continuous Quality Improvement are an embedded element in all staff practice.
- Ensure a consistent application of the agency approach to Quality Management, Quality Assurance and Improvement.
- Work with Management to establish both Uniting's systems and procedures e.g. Service Delivery Reports, as well as local systems and procedures to lead and implement agreed quality assurance and improvement priorities.
- Lead program/service quality assurance programs to ensure compliance requirements are met.
- Provide training and development to staff in quality principles, systems and tools as required by the agency.

#### Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management

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- Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position.
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## 5. Person specification

### Qualifications

- A tertiary qualification in social work, psychology, community services work or equivalent.
- Current Victorian driver's license

### Experience

- Minimum of two years' experience in case management.
- Comprehensive understanding of Child and Family Services, the Child Protection system, relevant legislation and court orders
- Experience in delivering evidence informed risk and needs assessments with families and managing risk
- Excellent communicator with strong interpersonal, advanced written and oral communication skills
- Proven interpersonal skills and a strong ability to build relationships and partnerships to further agency objectives and improve client outcomes.
- Competent in self-management and solution focused.
- Contributes to the development of processes and systems to improve quality of service.
- Proficient in the use of MS Office, databases and knowledge of a range of IT platforms
- Basic to medium level personal computer skills in MS Software

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
  - Tertiary qualifications and expertise or demonstrated experience in a human services, welfare or social services role.
  - Demonstrated skills in staff supervision, support and performance management processes.
  - Significant experience working with vulnerable children, young people and their families.
  - Demonstrated understanding of risk and needs assessment in working with high risk children, young people and their families.
  - Demonstrated knowledge and understand of Child, Youth and Family Services Act including the Looking after Children Framework, Best Interest Planning Principles, Trauma and Attachment Framework and demonstrated knowledge of using a therapeutic approach within a complex service system.
  - Demonstrated understanding of current trends in legislation and professional practice relevant to the child and family sector.
  - Proven reporting, time management and administrative skills.
  - Demonstrated commitment to professional development, employee orientation and training working successfully in partnerships with internal and external stakeholders.
  - Sound judgement and problem-solving skills to contribute to the planning and development of the service and experience in managing change.
  - Competent computer skills.
  - An understanding of and commitment to the programs of Uniting Wimmera.
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## 6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With

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Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

**This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.**

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## 7. Acknowledgement

**I have read, understood, and accepted the above Position Description**

### Employee

Name:

Signature:

Date: