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| Position description |
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| Position Title: | Senior Practitioner |
| Branch/Division/Team: | Community Operations and Practice Leadership | Statewide Disability & Housing Operations Group | Forensic Disability Services |
| Work location/s: | 145 Smith Street Fitzroy (hybrid working arrangement available) |
| Classification: | AH-3 |
| Salary: | $91,418 – $103,725 (plus superannuation) |
| Position reports to | Manager, Forensic Disability Statewide Access Service |

# Role purpose

The Senior Practitioner, Forensic Disability Statewide Access Service sits in a small team of staff responsible for managing referrals and direct requests for access to Forensic Disability Program and supports delivered or funded by the Department of Families Fairness and Housing. The Senior Practitioner will complete assessments and provide advice on the eligibility in relation people with a disability involved in the justice system. The Senior Practitioner will:

1. Complete assessments of eligibility, need and risk for proposed and eligible clients of forensic disability services.
2. Provide clinical advice to internal and external stakeholders

## Department of Families, Fairness and Housing

The Department of Families, Fairness and Housing has a dedicated focus on the community wellbeing and the social recovery of Victoria.  The Department is working to deliver important work started before the pandemic, while building on opportunities it has presented to lead bold and innovative reform. We work to create equal opportunities for all Victorians to live safe, respected and valued lives. We lead policies and services dedicated to community wellbeing by empowering communities to build a fairer and safer Victoria. The Department includes Child Protection, Prevention of Family Violence, Family Safety Victoria, Homes Victoria, Housing and Disability and Seniors and Carers. The Department is also responsible for the key portfolios of Multicultural Affairs, LGBTIQA+ communities, Equality, Veterans and of offices of Women and Youth, enhancing the alignment with policy areas and portfolios focusing on the recovery and growth of our diverse communities. The Department also supports Victorian Disability Workers Commission and Respect Victoria. We are building an inclusive workplace that embraces diversity and difference. All jobs can be worked flexibly, and we actively encourage job applications from Aboriginal and Torres Strait Islander people, people living with disability, LGBTIQA+, veterans and people from varied cultural backgrounds.

## Forensic Disability Services

Forensic Disability Services within the Department of Families, Fairness and Housing operates under the *Disability Act 2006* and supports people with cognitive disability involved in the criminal justice system, who require specialist support and adapted intervention to address criminogenic needs.

The program operates alongside the broader justice and disability service system and other mainstream services, to address disability specific factors contributing to a person’s risk of offending.

The primary objective of forensic disability services is:

* enhance community safety by reducing the risk of reoffending among clients.
* foster clients’ independent living and enable them to achieve personal goals by improving their adaptive functioning skills and quality of life.

The services that make up the Forensic Disability Program are:

* Forensic Disability Statewide Access Services
* Disability Justice Coordination
* Forensic Residential Services
* Forensic Disability Clinical Services
* Youth Forensic Disability Clinical Services

## Forensic Disability Statewide Access Service

FDSAS provides a single point of entry for intake and referrals for people seeking access to Forensic Disability Services. FDSAS is also responsible for managing referrals and vacancies within the Specialist Forensic Disability Accommodation (SFDA) network which is funded by the program and operated by a range of community service organisations. The SFDA network consists of a range of community-based accommodation services located throughout the state.

Referrals are received from many sources. The program determines eligibility, responds to requests for information from the Courts, Victorian Police, other government departments and the general community.

# Key accountabilities

### Accountabilities

1. Provide assessment and advice in relation to the eligibility criteria to access supports through the Forensic Disability Program as well as client risks and needs to help inform service model requirements.
2. Conduct and have a good working knowledge of various assessment (Functional Behaviour Assessments, Adaptive Behaviour Assessment System, etc.) that assist in the identification of adaptive and maladaptive behaviours and to confirm eligibility to disability services as per the Disability act 2006.
3. Provide advice and opinion to professionals in other disciplines and agencies on individual clients and participate in client conferences with other professionals, including the National Disability Insurance Agency, Disability Justice Coordination Teams, Corrections Victoria, Youth Justice, Victorian Courts, policy and mental health services and a range of external agencies and service providers.
4. Provide mentoring and coaching support as required to staff members within the Forensic Disability Statewide Access Service.
5. In partnership with service providers, provide information to clients, their families and carers on procedures, practices, guidelines, and legislation. Provide advice and consultation on justice-based plans and reports regarding client safety and wellbeing and the role of the department in providing this support.
6. Prepare reports, briefs and correspondence on individual clients for the purpose of referrals and for senior management
7. Maintain prescribed registers, reporting systems and client records ensuring the need to adhere to matters of confidentiality and diversity within a sensitive environment.
8. Operate as required by legislation and departmental standards and exercise the appropriate authorities and legal delegations pursuant to relevant legislation and other specific delegations and functions.
9. As required, attend hearings at the Magistrates’, Children’s, County and Supreme Courts as well as the Victorian Civil and Administrative Tribunal.
10. Participate actively in professional development opportunities.
11. Contribute to team planning, work process improvements and day-to-day administration.
12. Be professionally accountable for autonomous decisions that impact on clients and staff, made within bounds of department policy and with management support.
13. Keep accurate and complete records of your work activities in accordance with legislative requirements and the department's records, information security and privacy policies and requirements.
14. Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the department's occupational health and safety (OHS) policies and procedures.
15. Demonstrate how the actions and outcomes of this role and work unit impact clients and the department’s ability to deliver, or facilitate the delivery of, effective support and services.

# Selection criteria

### Knowledge and skills

1. Written Communication: produces a range of complex client reports and other documents, at an advanced and professional level.
2. Stakeholder management: takes concrete steps to add value for the stakeholder; links people with other areas (as appropriate), monitors client and stakeholder satisfaction; constructively deals with stakeholder issues.
3. Service excellence: constantly looks for continuous improvement opportunities and ways to innovate, and encourages others to do the same; takes responsibility for correcting problems promptly and without becoming defensive; makes specific changes in work methods to improve outcomes, quality and timeliness of service; monitors client and stakeholder satisfaction.
4. Self-management: plans and prioritises work to ensure outcomes are achieved; resists the temptation to react immediately without taking time to think things through; uses strengths to contribute constructively and consciously manages the impact of own weaknesses; anticipates own reactions to situations and prepares accordingly.

### Personal qualities

1. Client focus: listens to clients; actively seeks to meet client needs; seeks ways to improve services; committed to delivering high quality outcomes for clients.
2. Empathy and cultural awareness: pays attention to words, expressions and body language; paraphrases messages to check understanding; shapes responses to individuals, based on a range of information they have noted; communicates well with, relates to and sees issues from the perspective of people from a diverse range of cultures and backgrounds.
3. Teamwork: cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for others feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.
4. Integrity: committed to the public interest; operates in a manner that is consistent with the organisations code of conduct; inspires trust by treating all individuals fairly.

### Qualifications (Mandatory)

* A graduate or post-graduate qualification in psychology or equivalent.
* Registered Psychologist with APHRA
* To be eligible for registration with the appropriate professional body or association, such as the Australian Association of Social Work.
* A current full driver’s license is required as travel to other offices within the Department may be required.

**Specialist expertise**

1. Demonstrated knowledge of relevant legislation, policy and services and experience in disability, forensic disability and justice is desirable.
2. Demonstrate experience in the psychological assessment and a willingness to work with a variety of offenders, both in the community and in custody, who have committed a wide range of offences.
3. Demonstrated awareness of the interface between the *Disability Act* *2006* and the:
   * Sentencing Act
   * Children, Youth and Families Act
   * Crimes (Mental Impairment and Unfitness to be Tried) Act
   * Serious Sex Offenders (Detention and Supervision) Act
4. Demonstrated knowledge and experience of working with people with disabilities and with the disability sector is desirable.
5. Ability to undertake travel throughout Victoria.

# Values and behaviours

The Department of Families, Fairness and Housing employees are required to demonstrate commitment to:

**The public sector values and behaviours** – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

**Recordkeeping** – The department is committed to good record keeping and requires all staff to routinely create and keep full and accurate records of their work-related activities, transactions and decisions, using authorised systems.

**Diversity** – The department values an inclusive workplace that embraces diversity and strongly encourages applications from Aboriginal people, people with disability, people from the LGBTQI+ community, and people from culturally diverse backgrounds.

# Important information

The salary range for this position is set out in Schedule C of the *Victorian Public Service Enterprise Agreement* 2020. For further information refer to [Department of Treasury and Finance](https://www.dtf.vic.gov.au/home) <https://www.dtf.vic.gov.au/home>).

Department policy stipules that salary upon commencement is paid at the base of the salary range for the relevant grade. An executive delegate must approve any above base requests. These will be by exception only or where required to match the current salary of a Victorian Public Service staff transferring at-level.

Individuals who have received a Voluntary Departure Package from a Victoria Public Service department/agency are ineligible for re-employment for a minimum of three calendar years from the date of separation.

Individuals who have received an Early Retirement Package (ERP) from a Victoria Public Service department/agency are ineligible for re-employment for a minimum of 12 months from the date of separation.

The department is a key emergency management partner and contributes significantly to Victoria’s emergency management arrangements. As part of a whole-of-government agreement, employees may be required to undertake training in emergency management and support functions during an emergency and may be redeployed to facilitate this need.

The department provides and maintains a safe working environment that does not risk the health of its employees.

# Pre-employment checks

All appointments require reference checks, national criminal records checks and pre-employment misconduct screening. Some positions also require a Working with Children Check and screening through the Disability Worker Screening List.

Applicants who have lived overseas in one country for 12 months or longer in the last ten years must provide an international police check from the relevant overseas police agency. Applicants can obtain a check through an organisation providing international police checks via an internet search.

Pre-employment checks may include checking whether an applicant’s name is on the Disability Worker Screening List. This incorporates:

* the Disability Worker Exclusion List which includes names of persons unsuitable for employment as a disability support worker in a disability residential service provided, funded or registered by the Department of Families, Fairness and Housing.
* the National Disability Insurance Scheme Quality and Safeguards Commission which has compliance and enforcement actions, including banning orders
* the Victorian Disability Worker Commission prohibition orders.

# COVID-19 Vaccination

The department strongly recommends (but does not mandate) that employees maintain their COVID-19 vaccination status in accordance with current [**ATAGI (Australian Technical Advisory Group on Immunisation) advice**](https://urldefense.com/v3/__https:/dffhinternalcomms.cmail20.com/t/y-l-pykfdk-idikkrlhur-y/__;!!C5rN6bSF!H6CXxDfLBvqg9rEgbXDpYWA3WTHZn2OnDJhKeq0kxH-ACrRChd8KszaSeb1LyWwAcRzC24ygBFEglV9-MxD2nlA3BC5C4uEEwWgG6qpjPw$), given their individual circumstances. As of June 2023, DFFH does not require evidence of COVID-19 vaccination status.

# Further information

For enquiries regarding the position please phone the contact on the position description. If you experience difficulties in applying online, please contact Workforce Services via email at [COPLWorkforceServices@dffh.vic.gov.au](mailto:COPLWorkforceServices@dffh.vic.gov.au)

DFFH values the contribution of all employees and fair and equitable treatment of all people is integral to all activities. As such, the DFFH offers reasonable adjustments for applicants with disabilities on request at [aboriginaldiversityinclusion@dffh.vic.gov.au](mailto:aboriginaldiversityinclusion@dffh.vic.gov.au)

For further information visit [‘About the Department’ on Department of Families, Fairness and Housing’](https://www.dffh.vic.gov.au/about) <www.dffh.vic.gov.au/about>.

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