

Ramahyuck District Aboriginal Corporation



Position Title	Aboriginal Family Preservation and Reunification Practitioner
Reports to	Child & Family Services Program Manager
Direct Reports	NIL
Status	Full time – Ongoing
Location	Sale VIC 3850
Organisational Background	
<p>Ramahyuck District Aboriginal Corporation (RDAC) was established as an Aboriginal Community Controlled organisation in 1992 to improve the social, health and economic outcomes for Aboriginal people. RDAC is a leading provider of primary health care and related social and family support services to Aboriginal people and communities across Gippsland. RDAC's services are provided at the following locations: Sale and Morwell. RDAC's services include: general practice; health assessment and education; dental, audiology; chronic disease management; drug and alcohol counselling; child and family services; child and maternal health; home and community care; immunisation and vaccinations; social and emotional wellbeing support and counselling; allied health; client transport and corporate services; child care service and Aboriginal Best Start program.</p>	
Team Information	
<p>The Family Services teams are responsible for providing a range of Family Service programs that range in diversity and intensity and aims to meet the individual needs of parents; children, individuals the family and Community. The Wanjana Lidj team is responsible for providing Aboriginal families with programs and activities that will promote a stable nurturing environment for children meet their needs and strengthen parent's ability to care for their children.</p>	
Position Purpose	
<p>The role is responsible for promoting the wellbeing of vulnerable children and young people by supporting and building the capacity of those adults responsible for their care. The Practitioner will work alongside Key assets in the provision of the Response to Aboriginal and Torres Strait Islander peoples; and to support Key assets in cultural support and ensuring cultural safe practices are adhered to.</p>	

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Key areas of accountabilities

Service Delivery

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- Provide a specialist response to priority cohorts, including response to infants, young children and adolescents, people with disabilities and/or people experiencing family violence
- Implement the FPR response including working collaboratively with stakeholders and Child Protection whilst ensuring the delivery of high-quality services to our vulnerable families in Inner Gippsland
- Undertake respectful solutions focussed approach to working with families while being open about risks, strategies to reduce risk and expectations in relation to parenting that promotes the wellbeing of children, young people.
- Ensure all service delivery is culturally safe; respectful and culturally competent
- Ensure that the protection of children and the promotion of their welfare is given absolute priority in all activities and that critical incidents/allegations/disclosures are recorded, investigated and acted upon appropriately
- Ensure positive and open communication with the Departmental staff; Key asset staff and internal Ramahyuck staff
- Ensure all funding requirements, KPI's and referral/placement targets for the program and ensure all reporting requirement are completed in a timely manner
- Be a productive, positive team member who contributes equally and honestly whilst respecting everyone's opinions
- Ensure information is recorded accurately and in a timely manner in the electronic health record system and that records are maintained in accordance with the Corporations standards obligations.

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2	<p>General</p> <ul style="list-style-type: none"> • Model the behaviours expected of others including RDAC's values • Provide and promote effective communication, excellent customer service; empathy and compassion; and cultural awareness in all activities. • Attend staff and medical team meetings • Undertake mandatory training as directed • Ensure personal and team contribution to support overall team effectiveness • Ensure compliance with Statutory and Regulatory requirements, and RDAC policies, processes and procedures • Foster productive working relationships with relevant external stakeholders, including specialist providers, hospitals and government departments. • Participate in regular supervision and debriefing • Complete other tasks as directed by the Child & Family Services Program Manager, General Manager Family Services or Chief Executive Officer
<p>Other responsibility areas (All staff)</p>	
<p>Quality and Risk Management Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with RDAC policies</p>	
<p>Professional Development & Education Actively participate in relevant continuing professional development as required. Participate in educational activities relevant to the role within RDAC</p>	
<p>Occupational Health and Safety Ensure a safe working environment is maintained to RDAC staff and clients.</p>	
<p>Cultural Diversity Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities with particular emphasis on the local East Gippsland demographic.</p>	
<p>Teamwork Work proactively with all members of the Family Services Team in supporting the Unit and its strategic aims.</p>	

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Position Requirements

Qualification/Licenses	
1	Tertiary qualification in Social Work, Psychology, Early Childhood, Community Services, and or related Behavioural Sciences degree or equivalent
2	Current Working with Children's Check
3	Satisfactory Criminal History Check
4	Current Victorian Driver's License
5	Satisfactory drug & alcohol screening

Key Selection Criteria	
1	Knowledge and understanding of Aboriginal and Torres Strait Islander cultures. Well-developed interpersonal skills with the ability to communicate effectively with people, particularly Aboriginal and Torres Strait Islander peoples
2	Understanding of confidentiality and privacy, critical incident and mandatory reporting requirements
3	Demonstrated skill in working autonomously in a care setting, in particular the ability to work as part of a multidisciplinary team
4	Proficient in the use of Office programs and word processing skills including reporting data bases
5	Demonstrated professional work ethic and superior time management skills