

Position Title: CASA Graduate Sexual Violence Worker

Campus: Ballarat

Directorate: Allied Health

Department: Ballarat Centre Against Sexual Assault (CASA)

Reporting to: Manager CASA

Appointment Terms/Conditions:

Classification and Code: *Social Work Grade 1 (SC13 – SC15), 12 months fixed term with the possibility of extension.*

Enterprise Agreement: *Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement*

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

Working from a trauma informed practice framework and with an intersectional lens, the Graduate Sexual Violence Support Worker's primary role is to work collaboratively with the broader team and contribute to an integrated approach to service delivery, by supporting and assisting victim survivors and their non-offending family members to access relevant welfare and social support services that complement and support their recovery. This role will involve stakeholder relationship engagement and the development and provision of training to upskill professionals in identifying and responding to sexual violence.

KEY ACCOUNTABILITIES

- Demonstrate and uphold the values and mission of Grampians Health and Ballarat CASA.
- Support community members, and their carers, who have experienced sexual violence to access support at Ballarat CASA.
- With guidance, support and direction of a Counsellor Advocate, contribute to and participate in intake, assessment, case planning and client review processes, as appropriate.
- Work collaboratively with Counsellor Advocates and the broader CASA team to identify the welfare and social support service needs of victim survivors and their non-offending family members.
- Contribute to the development, facilitation and review of group programs provided by Ballarat CASA.
- Work with the CASA team to build Ballarat CASA's profile across the Central Highlands region by developing stakeholder relationships through providing information sessions on CASA service provision and referral pathways.
- Reviewing and updating CASA community education material to reflect current research and evidence; development and delivery of training to professionals and organisations across the Central Highlands region.
- Assisting victim/survivors to access support through the CASA brokerage service where applicable.
- Contribute to CASA project work through participation in working groups, committees and other relevant service improvement programs as agreed upon.

KEY SELECTION CRITERIA

Qualifications

- Bachelor or Masters of Social Work Degree, with eligibility for membership of the Australian Association of Social Workers or equivalent.
- A current driver's license.
- An understanding of the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM).
- An understanding of trauma-informed care and intervention.

Technical/Professional Knowledge and Skills

- Knowledge of the impacts of family violence and sexual violence as gender-based crimes.
- Experience assessing and identifying client needs, developing and reviewing care plans, facilitating referrals and linkages with relevant services and supports, and monitoring progress to achieve positive client outcomes.
- Ability to maintain timely, accurate and confidential client records in accordance with organisational requirements and standards.
- Ability to undertake project-based work that supports development of the organisation and contributes to positive client outcomes.
- Ability to support organisation and facilitation of groupwork for victim survivors of sexual violence.

- Willingness to support and assist service users to have awareness of and to access relevant welfare and social support services through the provision of information, initiating and facilitating referrals, and completing relevant follow up or following up as required.

Work Environment

- Work collaboratively with Counsellor Advocates and the broader team to identify the welfare and social support service needs of victim survivors and their non-offending family members (collectively referred to from here on as 'service users').
- Participate in regular supervision and attend and participate in training and professional development activities.
- Be familiar with and adhere to program and organisational policies and procedures regarding service delivery.
- Participate in continuous quality improvement processes.

Personal attributes

- Ability to work collaboratively as part of a team and autonomously.
- Good organisational skills and the ability to prioritise and complete tasks.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.