

Position Description

Position title:	Children and Young Person Emerging Practice Statewide Lead (SHRFV)
Department:	Social Model of Health
Classification:	Social Worker (SC53 – SC46)
Agreement:	Health and Allied Services, Managers & Administrative Workers Single Enterprise Agreement 2021 - 2025
Reporting to:	Senior Program Manager, Family Violence

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is '**Creating healthier futures for women and babies**'. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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About the department/unit

The Social Model of Health (SMOH) division was established in July 2021 and has responsibility for ensuring the hospital's clinical and social support services are coordinated, aligned and leveraged to provide wrap around care for the women who need it most. In particular, the division has a focus on ensuring a woman's social, economic, cultural, environmental, geographic, and other factors are taken into account in her care plan, with the overall aim of reducing health inequalities and addressing systemic inadequacies that affect health access and outcomes.

Informed by a strong evidence base, the SMOH works to ensure the Women's can offer a continuum of care approach depending on the complexity of each woman's clinical presentation and social circumstance. The division plays a key role in guiding and supporting a number of specialist services as well as providing state-wide leadership and advocacy on a number of issues in this space.

SMOH brings together a number of established critical clinical and social services including:

- Women's Mental Health Service
- Social Work
- Badjurr-Bulok Wilam our Aboriginal Health Liaison Service
- FARREP Fertility and Reproductive Rights Education Program
- Spiritual Care
- Women's Alcohol and Drug Service (WADS)
- A range of highly specialised services focused on violence against women, including the Strengthening Hospital Response to Family Violence program, the Centre Against Sexual Assault service and the Sexual Assault Crisis Line
- The Cornelia Project, a multi-agency service focused on providing an accommodation for up to one year, with integrated health care and support to homeless mothers and babies.

With strong linkages and partnerships across the hospital and with several universities and research leaders, there is future scope to influence the research agenda across the Women's and elsewhere, and to draw upon the considerable in-house expertise to raise profile and awareness of this important work.

SMOH is responsible for leading the Department of Health funded Strengthening Hospital Responses to Family Violence (SHRFV) Program, Family Violence Workplace Support Program and associated projects. These initiatives aim to increase staff competence, develop and share resources and build hospital capacity across Victoria to respond to family violence and improve outcomes for patients and staff who experience family violence. The Women's provides leadership and support to Victorian hospitals and health services implementing SHRFV to embed and sustain a whole-of-hospital approach to family violence.

Position purpose

The Statewide Children and Young Person Emerging Practice (CYPEP) Lead plays a pivotal role in enhancing Victoria's health sector response to family violence, specifically focusing on children and young people as both victim survivors and users of violence. Embedded within the Strengthening Hospital Responses to Family Violence (SHRFV) initiative, this statewide practice-focused position is responsible for driving the development, implementation, and coordination of emerging best practices across hospital settings.

The role leads statewide strategic efforts to strengthen trauma- and violence-informed responses, ensuring alignment with key reforms including the Royal Commission into Family Violence and the Victorian Government's Child and Family Services reform agenda. By fostering collaboration with hospitals, community services, and government stakeholders, the position builds sector-wide capacity to identify and respond effectively to family violence.

Through leadership in practice development, stakeholder engagement, and training delivery, the role supports the creation of sustainable, evidence-informed systems of care. It ensures children and young

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people impacted by family violence receive early, appropriate, and effective interventions across the health system.

The role will align with the broader Social Model of Health, working in close partnership with the clinical workforce to provide education, training, and contribute to research and public policy development. A key focus will be fostering a collaborative working environment between hospitals and community-based services, with particular attention to early intervention opportunities, beginning from in utero, through programs such as The Women's Alcohol and Drug Service (WADS).

Key responsibilities

Clinical practice experience

- Deliver family violence education, training, and secondary consultation to establish and maintain effective working relationships with staff across public hospitals.
- Lead the statewide coordination and implementation of evidence-informed family violence response protocols for children and young people across Victorian public hospitals.
- Develop and embed emerging clinical best practices that are trauma- and violence-informed, child- and family-centred, and culturally safe at Victoria public hospitals.
- Support hospitals in responding effectively to both victim survivors and children and young people who use violence.
- Collaborate with specialist services (e.g. Royal Children's Hospital, Child Protection, Parkville Youth Mental Health and other relevant community services including Child Protection) to ensure clinical integration of family violence responses into paediatric and youth health care.
- Contribute clinical experience and expertise in the implementation, coordination and delivery of training and education resources and materials to staff in SHRFV hospitals for continued support of clinical practice as related to family violence response and prevention
- Support the implementation of several family violence deliverables as determined by Safer Care Victoria
- Attend operational and program advisory committees, networks and working groups that align with the Women's strategic family violence priorities
- Identify opportunities and support collaboration between SHRFV, CASA House, SACL and other Women's Departments/services and University of Melbourne researchers in relation to family violence and sexual assault
- Accurately enter information into the Women's electronic medical record (EMR)
- Review and maintain SHRFV related clinical practice resources internally and externally
- Any other duties as required that meet relevant standards and recognised practice

Communication and teamwork

- Participate in team meetings, supervision, peer resourcing and service planning forums
- Work collaboratively with team members, sharing knowledge and adapting to varying workloads
- Communicate respectfully and effectively with stakeholders from diverse backgrounds
- Establish and maintain collaborative partnerships with a range of stakeholders including hospital staff, specialist family violence services, community organisations, and government departments.
- Facilitate cross-sectoral working relationships to enhance coordination between hospitals and community-based supports, including child protection and early intervention services.
- Actively engage with existing SHRFV Clinical Champions and build a dedicated Family Violence Response Champion network to ensure sustained local leadership and knowledge sharing.

Quality, safety and improvement

- Contribute to SHRFV strategic planning and implementation
- Participate in documentation audits on an annual basis
- Critically review and keep up to date with professional literature relevant to family violence

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- Monitor and evaluate the effectiveness of family violence responses across the hospital system, identifying opportunities for improvement and innovation in partnership with the University of Melbourne.
- Lead the development of data-informed feedback loops to support continuous improvement in clinical practice and service delivery.
- Provide strategic advice and regular progress reports to key stakeholders, ensuring alignment with statewide reform priorities and accountability requirements.

Learning and development

- Participate in the development and delivery of SHRFV clinical and community education and training
- Participate in an annual performance development reviews and complete all mandatory competencies
- Design, deliver, and evaluate training and capacity-building initiatives for hospital staff on identifying and responding to family violence in children and young people.
- Promote trauma- and violence-informed practice as core clinical knowledge for health professionals working with children, young people, and families.
- Support sustainability by embedding family violence capability-building within hospital systems, policies, and workforce development strategies.

Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Key selection criteria

Experience/qualifications/attributes

Essential:

- A minimum qualification of a Bachelor of Social Work, and eligibility for membership with the Australian Association of Social Workers (AASW) or other professional body as relevant to the qualification held
- At least 10 years of experience in family violence education, training, and secondary consultation to establish and maintain effective working relationships with staff across public hospitals. This will strengthen the identification and response to family violence through the delivery of clinical education, capacity-building initiatives, and expert guidance.
- Evidence of formal training in MARAM Risk Assessment and experience conducting risk assessments and safety management
- Knowledge and understanding of the relevant legislation and practice frameworks relating to family violence practice, including the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS) and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM)
- Demonstrated experience working with women and children victim/survivors of family violence presenting with complex needs and behaviours (e.g. trauma, substance abuse, mental health, parenting issues, disability) and/or from CALD or indigenous backgrounds and/or LGBTIQ+ communities; and/or adolescents who use family violence.
- Proven clinical experience within a hospital setting, including navigating clinical systems, multidisciplinary teams, and acute or subacute care environments including family violence education, training, and secondary consultation to establish and maintain effective working relationships with staff across public hospitals.

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- The ability to work independently without supervision, show initiative, work to deadlines and manage competing priorities
- Strong IT skills including adapting to new systems, use of Microsoft Office, maintenance of website materials
- Demonstrated ability to communicate, both verbally and in writing, in a clear, effective and engaging manner to a diverse range of stakeholders
- Embodiment of the Women's values

Desirable:

- Experience using Electronic Medical Records (EMR)
- Demonstrated experience developing resources, presenting and delivering training, including group facilitation

Organisational relationships

Internal relationships

- Social Model of Health
- All areas of the hospital

External relationships

- Family Safety Victoria
- Department of Health
- Safer Care Victoria
- Health services
- Community and non-government health providers
- The Women's partners including The Royal Children's Hospital, Parkville Youth Mental Health and The Royal Melbourne Hospital

Direct reports: N/A

Indirect reports: N/A

Budget responsibility: N/A

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Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	N/A
Sitting – remaining in a seated position to complete tasks	Prolonged/Constant
Standing - remaining standing without moving about to perform tasks	Rare
Walking – floor type even, vinyl, carpet,	Occasional
Lean forward/forward flexion from waist to complete tasks	Rare
Trunk twisting – turning from the waist to complete tasks	Rare
Kneeling – remaining in a kneeling position to complete tasks	Rare
Squatting/crouching – adopting these postures to complete tasks	Rare
Leg/foot movement to operate equipment	N/A
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	Rare
Lifting/carrying – light lifting and carrying less than 5 kilos	Rare
– Moderate lifting and carrying 5 – 10 kilos	Rare
– Heavy lifting and carrying – 10 – 20 kilos.	N/A
Push/pull of equipment/furniture – light push/pull forces less than 10 kg	Rare
– moderate push / pull forces 10 – 20 kg	N/A
– heavy push / pull forces over 20 kg	N/A
Reaching – arm fully extended forward or raised above shoulder	Rare
Head/neck postures – holding head in a position other than neutral (facing forward)	Rare
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Prolonged/Constant
– Gripping, holding, twisting, clasping with fingers/hands	Prolonged/Constant
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	N/A
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Prolonged/Constant
Hearing – use of hearing is an integral part of work performance	Prolonged/Constant
Touch – use of touch is integral to most tasks completed each shift	Prolonged/Constant
Psychosocial demands	Frequency
Observation skills – assessing/reviewing patients in/outpatients	Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care	Prolonged/Constant
Working with distressed people and families	Rare
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare
Job demands – high workload, tight deadlines, and competing priorities	Rare/Occasional
Exposure to traumatic or distressing content or situations – including handling sensitive information arising from patient records, patient care activities, incident reports, adverse events, or investigations of adverse events.	Rare/Occasional
Role specific considerations Support is available for staff exposed to psychological risks. Any adjustments that may be required can be discussed with your manager.	
Definitions used to quantify frequency of tasks/demands as above	
Prolonged/constant	70 – 100 % of time in the position
Frequent	31 – 69 % of time in the position
Occasional	16 – 30% of time in the position
Rare	1 – 15% of time in the position
Not applicable	0% of time in the position

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Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.
- We are committed to the safety, wellbeing and empowerment of all children and young people. We prioritise an environment where children are protected and heard. We commit to safeguarding the social and emotional wellbeing of First Nations children, understanding that their connection to country, culture, kin and community is critical to their safety.

Vaccination requirements

COVID-19 vaccination

All employees are required to provide evidence of being fully vaccinated for COVID-19, or provide evidence from a medical practitioner certifying that an exception applies related to a contraindication to the administration of the COVID-19 vaccination.

Influenza and other vaccination and screening

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

As this role has limited direct physical contact with patients and clinical environments, employees are required to be vaccinated for or demonstrate immunity to influenza, whooping cough (pertussis), chicken pox and MMR (measles, mumps, rubella).

Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: 30/07/2025

Developed by: Senior Program Manager Family Violence

Date of next review: 30/07/2026

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