



the women's
the royal women's hospital
victoria australia

Position Description

Title	Senior Clinician, Family Violence
Employment status	Fixed term, Part Time
Department	Social Model of Health
Classification	Social Worker (SC31 – SC34)
Agreement	Health and Allied Services, Managers & Administrative Workers Single Enterprise Agreement 2021 - 2025
Responsible to	Senior Program Manager, Family Violence

The Royal Women's Hospital

The Royal Women's Hospital (the Women's) has provided health services to women and newborn babies in Victoria since 1856 and is now Australia's largest specialist women's hospital. The Women's is recognised as a leader in its field, with expertise in maternity services and the care of newborn babies, gynaecology, assisted reproduction, women's health and cancer services.

The Women's Vision and Values

The Women's believes that health equity for all women is more than a vision; it is the essence of who we are and what we do encompassing our values, role and purpose.

The Women's Vision is: *Creating healthier futures for women and babies.*

Our values are: *Courage, Passion, Discovery and Respect.*

The Women's Declaration

The Women's Declaration reflects the principles and philosophies so fundamental to the hospital that they are the foundation on which rests everything we do. This is a declaration of the Women's role, function, purpose and promise:

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

Strategic Directions

The Women's Strategic Plan 2022 - 2025 contains four strategic priorities and fourteen initiatives of strategic focus, to achieve our vision of *Creating healthier futures for women and babies.*

The Women's four strategic priorities are:

1. We provide leading care for women and newborns
2. We partner to create exceptional experiences every day
3. We are the best place to work, learn and contribute
4. We lead and partner to influence change

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Department Specific Overview

The Social Model of Health 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 Social Model of Health Division 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.

This division 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
- Family Accommodation
- 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 new multi-agency service focused on providing an accommodation for up to one year, 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.

The Division 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 objective of the Senior Clinician Family Violence will be to work closely with the Project Officer, Family Violence and the Senior Program Manager Family Violence to support metropolitan and rural health services to complete the embedding of the Strengthening Hospital Responses to Family Violence (SHRFV) model internally and externally. The Senior Clinician Family Violence has a role in the provision of consultation and training to other professionals, including delivery of community education. The role will also support the Project Officer Family Violence with maintenance of iCOPE (antenatal screening) and Clinical Champions and Contact Officers as well as delivering training, developing and maintaining resources to support the ongoing delivery of clinical family violence practice as related to SHRFV.

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The role will align with the broader Social Model of Health services, with the intention to work more closely to the Sexual Assault Services, providing education, training and research into public policy. All services are delivered within a clearly articulated intersectional feminist, rights advocacy, trauma and violence informed practice framework.

Key aspects of the role will include:

- Promote and support the embedding and alignment of the Multi-Agency Risk Assessment and Management (MARAM) framework.
- Possess high level theoretical understanding and an intersectional approach to your clinical practice in relation to working with victim survivors of family violence, sexual assault including knowledge of complex trauma
- Promote and support the embedding of the Information Sharing Schemes and identify gaps or problems to inform necessary practice changes. This will include supporting Information Sharing at the Women's.
- Contribute to the enhancing child safety and child wellbeing, in the context of the MARAM framework across the service.
- Contribute to capacity building with a particular focus on Social Model of Health and nursing, medical and midwifery mapped to MARAM Sensitive and Intermediate levels across the Women's.
- Strengthen family violence identification and response through the delivery of Family Violence clinical education and training across The Women's. Provide secondary consultation to health and other professional practitioners and assist them in making informed referrals and developing plans to respond to victim survivors presenting with multiple needs and complex issues
- Assist with the maintenance of the Prevention of Violence Against Women Clinical Champion Network at the Women's and work to embed the sustainability of the network statewide
- Provide some direct specialist clinical family violence responses to patients, as directed by the Senior Program Manager Family Violence and incorporating the following:
 - Participate in the development of multi-disciplinary case management plans for patients and take responsibility for facilitating discharge planning, where appropriate.
 - Liaise with other external agencies to co-ordinate, facilitate and communicate patient treatment and discharge planning incorporating appropriate family violence legislation.
- Contribute to the evaluation of clinical family violence practice and processes to ensure appropriate risk mitigation and enact appropriate escalation plans as required.
- Contribute to risk mitigation strategies including monitoring and reviewing extreme family violence alerts.
- Contribute to quality improvement activities, including family violence related data analysis and audits of extreme family violence alerts to mitigate risk and increase safety for patients, staff and the organisation.
- Using an intersectional approach, demonstrate an understanding of cultural issues with a view to provision of culturally safe and responsive practice
- Contribute to Community of Practice across the Women's and participating SHRFV sites.

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Responsibilities & Major Activities

The Senior Clinician Family Violence has the following responsibilities under the direction of the Senior Program Manager, Family Violence:

Clinical Expertise/Skills

- Establish and maintain effective working relationships with staff across the Women's to strengthen family violence identification and response through the delivery of family Violence clinical education, training and secondary consultation across The Women's.
- Establish and maintain effective working relationships with staff in antenatal clinics to support the change management process related to practice in family violence screening transitioning to the digital screening platform as needed.
- Participate in testing of the iCOPE platform and integration with EMR as required and facilitate training as necessary.
- Support capacity building as related to the PVAW Clinical Champions project, and maintain components of the project alongside the Project Officer, Family Violence.
- 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
- Review and maintain SHRFV related clinical practice resources internally and externally.
- Undertake other duties related to family violence, SHRFV or other projects as requested.

Research and Training

- Critically review and keep up to date with professional literature relevant to family violence and sexual assault.
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- Participate in the development and delivery of SHRFV clinical and community education and training
- 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

Practice Improvement and Service Development

- Contribute to SHRFV strategic planning and implementation

Information and data management

- Use of the Women's electronic medical record (EMR) where required to fulfil the duties of this position
- Participate in documentation audits on an annual basis

Professional responsibilities

- Participate in team meeting, supervision, peer resourcing and service planning forums
- Participate in an annual performance development review and complete all mandatory competencies

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- Create, maintain, coordinate and deliver training and education materials to staff across the hospital and for the state on the Women's website, strengthen professional relationships within the Social Model of Health, improving collaborative practice and training initiatives
- Recognising the intersect between family violence and sexual harm, supporting the embedding of the relevant legislation

Communication

- Excellent professional communication (verbal and written)
- Demonstrated ability to work as a member of a team and ability to establish and maintain functional networks with a wide variety of health personnel and services providers internally and externally

Stakeholder relationships

- Actively promote SHRFV and represent the Statewide position as required
- Establish and maintain effective working relationships with staff in clinics, Social Model of Health and departments across the broader hospital setting to support the embedding and uptake of SHRFV training
- Attend operational and program advisory committees, networks and working groups that align with the Women's strategic family violence priorities

Planning

- Establish an action plan for yourself to complete work efficiently and on time by setting priorities, establishing timelines

Key Performance Indicators

Key performance measures are how you will be measured as meeting the responsibilities of the position listed above. These will be set with you as part of your Performance Development plan within the first six months of your appointment to the position.

- Provision of a service based on an intersectional feminist, rights advocacy, violence and trauma informed practice framework
- Participation in Annual Performance Review process and ensure all mandatory competencies are completed
- Participate in the development and delivery of SHRFV clinical and community education and training
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- Participation in Annual Performance Review process and ensure all mandatory competencies are completed
- Participate in the development and delivery of SHRFV clinical and community education and training
- Critically review and keep up to date with professional literature relevant to family violence and sexual assault.
- Create, maintain, coordinate and deliver training and education materials to staff across the hospital, strengthen professional relationships within the Social Model of Health, improving collaborative practice and training initiatives

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- Develop and write high quality project related reports contributing to research and evidence based outcomes
- 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

Key Selection Criteria

Essential Criteria

- The minimum qualification required for is a university obtained Bachelor Degree in Social Work
- Eligibility for membership with the Australian Association of Social Workers (AASW) or other Professional Body as relevant to the qualification held
- Knowledge and understanding of the relevant legislation and practice frameworks relating to family violence practice, including but not limited to the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS) and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM).
- Formal training completed in MARAM Risk Assessment and experience conducting risk assessments and safety management.
- Experience working clinically in a hospital system
- Experience delivering training and/or developing resources to support clinical practice
- Strong IT skills including adapting to new systems, use of Microsoft Office, maintenance of website materials etc.
- Experience engaging, communicating and managing relationships with a diversity of stakeholders
- Demonstrated ability to communicate, both verbally and in writing, in a clear, effective and engaging manner
- Demonstrated ability to work independently without supervision, show initiative, work to deadlines and manage competing priorities

Desirable

- 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.
- Experience supporting projects with competing deadlines and timeframes
- Experience using Electronic Medical Records
- Experience in training delivery and community education
- Experience in group work facilitation

Attributes

- **Interpersonal skills:** Relates well to all kinds of people at all levels; builds appropriate rapport; liaises effectively with stakeholders, colleagues and managers regarding complex and sensitive issues; capacity to develop and maintain key partners' involvement and commitment to project objectives.
- **Project management skills:** Demonstrated ability to work to deadlines and manage competing priorities. Ability to support the preparation of documentation with a high level of attention to detail.

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- **Presentation skills:** Confidently conveys ideas and information in a clear and interesting way; understands and meets the target audience needs.
- **IT skills:** High level of computer literacy, particularly in Microsoft Office software.
- **Organisational skills:** Excellent time management and prioritisation skills; operates in a high pressure environment and meets tight deadlines.
- **Personal:** Embodies the Women's values of courage, passion, discovery and respect; has a "can do" and flexible approach; professional demeanour.

Organisational Relationships

Internal relationships

Social Model of Health and all other areas of the organisation.

External relationships

Department of Health, health services, community and non-government health providers, the Women's partners.

Inherent Requirements

There are a number of critical work demands (inherent requirements) that are generic across all positions at the Women's. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Occupational Health and Safety.

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, 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

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Problem Solving issues associated with clinical and non clinical care	Prolonged/Constant
Attention to Detail	Prolonged/Constant
Working with distressed people and families	Rare
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare
Exposure to distressing situations	Rare

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	0–15% of time in the position
Not Applicable	

Employee Responsibilities and Accountabilities

- Be aware of and work in accordance with Hospital policies and procedures, including:
 - Code of Conduct
 - Confidentiality
 - Data Accountability Framework
 - Infection Control
 - Occupational Health and Safety
 - Patient Safety
 - Performance Development Management
 - Respectful Workplace Behaviours
 - Risk Management
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Our vision is a future free from violence in which healthy, respectful relationships are the norm. The Women's expect all staff to contribute to a culture that promotes gender equity, respect and a safe working environment.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to Victorian women.
- Data integrity is an essential element of clinical and corporate governance and a key performance indicator for the Women's. The management of data influences and directly affects patient care, patient decisions, and ultimately the quality and reputation of our service delivery.

As a consequence all staff are responsible and accountable to ensure that (within their area of work):

- Data recording and reporting, (including RWH external reporting) is timely, accurate (ie error free) and fit for purpose
 - Data management system policies and control processes are complied with on all occasions
 - Where data issues and/or problems become apparent these matters are immediately referred and reported to supervisors/managers.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for the Royal Women's Hospital to undertake a national Police check

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- The Women's expects staff to identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients.
- Contributes to a positive and supportive learning culture and environment for health professional students and learners at all levels.

Staff Vaccination Requirements

COVID 19 Vaccination

Provide evidence that they have received a full COVID-19 Vaccination, or provide evidence from a medical practitioner certifying that an exception applies related to a contraindication to the administration of the COVID-19 vaccination. This includes employees in all roles at the Women's Hospital. This requirement is in line with the directions pursuant to section 200 (1)(d) of the Public Health and Wellbeing Act 2008 (Vic).

Influenza Vaccination

In line with the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020, some health care workers are now required to have their flu vaccination to work in health care. Evidence of vaccination is required.

As this role fits into category C of the departments risk ratings, applicants are strongly encouraged (although not required) to be vaccinated against influenza.

Statutory Responsibilities

- OHS Act 2004
- Freedom of Information Act 1982
- The Victorian Public Sector Code of Conduct

Declaration

I have read, understood and agree to abide by responsibilities and accountabilities outlined in this position description.

Developed Date: August 2024

Developed by: Senior Program Manager Family Violence

Date of next Review: June 2025

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