

# Department for Child Protection

<b>ROLE TITLE:</b>	<b>Aboriginal Family Practitioner</b>	<b>DIVISION:</b>	<b>Service Delivery and Practice</b>
<b>CLASSIFICATION:</b>	<b>AHP1</b>	<b>DIRECTORATE:</b>	<b>Multiple</b>
<b>POSITION NO:</b>	<b>Various</b>	<b>BUSINESS UNIT:</b>	<b>DCP Offices</b>
<b>DATE REVIEWED:</b>	<b>October 2019</b>	<b>FTE:</b>	<b>1.0</b>
<b>REPORTS TO:</b>	<b>Supervisor</b>	<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Nil</b>

## ROLE PURPOSE:

The Aboriginal Family Practitioner is a role within the Department for Child Protection (DCP) and is accountable to the Supervisor for case management and co-working on child protection assessments involving Aboriginal families. This includes making and supporting referrals for culturally appropriate interventions that foster strengthening of families and the safety and well-being of Aboriginal children and young people. The role is responsible for assisting in the development and implementation of a holistic culturally based service that provides specialised and innovative services and achieving a high quality service in the engagement of Aboriginal families.

## KEY OUTCOMES:

1. Respond to notifications of child abuse and outcomes of investigations involving Aboriginal families, and where necessary review and reassess and be open to a change of view in responding to new evidence.
2. Contribute to the protection of Aboriginal children, evaluate the risk of abuse, failure to protect and harm to self and other people and ensure that all matters regarding the care and management of Aboriginal children are reported in line with departmental policies and procedures.
3. Co-work in child protection assessments involving Aboriginal families.
4. Use a culturally accountable model of practice to identify problems and concerns, together with strengths and resources which enables families to mobilise their own resources and those from elsewhere, reviewing their progress and personal difficulties to promote and achieve independence.
5. Monitor the problem solving and coping capacities of individuals and assist in ensuring that Aboriginal families are enhanced through the provision of respectful consultation processes.
6. Identify, collect and share information and observe clients and their situations in a manner which promotes dignity and allows them to assess and determine strategies that contribute to their well being.
7. Support families to connect with community based services which can address their needs and which can support them to make sustainable changes which will enhance the well being and safety of them and their children.
8. Develop and maintain effective working relationships with the Aboriginal community and other key stakeholders in order to achieve quality outcomes for Aboriginal families and their children.
9. Contribute to the provision and coordination of culturally appropriate service delivery.
10. Provide culturally appropriate advice, information and assistance in relation to Aboriginal people to departmental staff which is comprehensive and contributes to the goals for intervention.
11. Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
12. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards and injuries in accordance with DCP policy & procedure, and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.

## KEY RELATIONSHIPS/INTERACTIONS:

- Supervisor (direct line manager)
- Management and staff within the office and across Department for Child Protection
- Aboriginal Community
- Other government departments
- Relevant Non-Government organisations

## QUALIFICATIONS:

**Essential:** A degree level qualification in Social Work which gives eligibility for full membership of the Australian Association of Social Workers.

*Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection (DCP).*



**KEY SELECTION CRITERIA:**

- Ability to managed workloads, organise and plan work activities taking in to account the need to prioritise tasks and responsibilities.
- Ability to develop and maintain strong working relationships with people both within government, non-government sector and community to promote positive outcomes for Aboriginal children and families.
- Ability to establish, lead and maintain formal and informal networks and partnerships with Aboriginal people through their kinship systems.
- Demonstrate knowledge of child development, counselling, crisis intervention, and working in a statutory environment or community.
- Demonstrated experience in problem solving and developing workable solutions.
- Ability to provide services that are inclusive of Aboriginal people and community from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.

CORE CAPABILITIES & EXPECTED BEHAVIOURS		PUBLIC SECTOR VALUES	
<p><b>Relating &amp; Communicating</b></p> <ul style="list-style-type: none"> <li>• Expresses facts and ideas both verbally and in writing in a clear, convincing and organised manner.</li> <li>• Adapt communication style to build effective rapport both with clients and across teams.</li> <li>• Develop team relationships and encourage active participation from all team members.</li> <li>• Develop a clear understanding of issues from client’s perspective.</li> <li>• Deliver high quality solutions and accurate information to clients in a timely manner to build positive client relationships.</li> </ul>	<p><b>Achieving Objectives</b></p> <ul style="list-style-type: none"> <li>• Manage workload and changing priorities.</li> <li>• Adjust activities/processes based on feedback.</li> <li>• Ability to explore alternatives and positions to reach agreements and solutions that gain support and acceptance of all parties.</li> <li>• Utilise Structured Decision Making © (SDM©) tools and relevant Department guidelines.</li> </ul> <p><b>Respect and Cultural Support</b></p> <ul style="list-style-type: none"> <li>• Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish</li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Service:</b> <i>We proudly serve the community and Government of South Australia</i></li> <li>✓ <b>Professionalism:</b> <i>We strive for excellence</i></li> <li>✓ <b>Trust:</b> <i>We have confidence in the ability of others</i></li> <li>✓ <b>Respect:</b> <i>We value every individual</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Collaboration &amp; Engagement:</b> <i>We create solutions together</i></li> <li>✓ <b>Honesty &amp; Integrity:</b> <i>We act truthfully, consistently and fairly</i></li> <li>✓ <b>Courage &amp; Tenacity:</b> <i>We never give up</i></li> <li>✓ <b>Sustainability:</b> <i>We work to get the best results for the current and future generations of South Australians</i></li> </ul>
<b>CORPORATE RESPONSIBILITIES</b>			

# Department for Child Protection

## Working in Partnership

- Operate within and across relevant professional networks.
- Work closely with various specialists and take advice
- Work cohesively with other government/non-government agencies and community to promote positive outcomes for children and families.
  
- Work effectively within a multidisciplinary team towards achieving the identified outcomes of the team and/or program.

## Continuous Improvement

- Contribute innovative ideas to improve departmental processes and encourage others to contribute.
- Monitor data integrity and apply appropriate procedures for maintaining security and confidentiality.
- Engage in a continuous process of self-

relationships and improve services.

- Engage in practices that build and support a culturally competent workplace by utilising culturally relevant assessments, tools and resources, interventions and processes specific to your practice area.
- Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice.

## Personal Drive & Professionalism

- Evaluate personal progress and develop new approaches to increase knowledge base and skill sets.
- Take action when receiving feedback from others to improve strengths and development areas.
- Takes responsibility and ownership for own decisions, actions and results.
- Resilience; demonstrated ability to persist through difficult situations, bounce back and grow from adversity.

- Maintain accurate and complete records in accordance with the State Records Act 1997 and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the Children and Young People (Safety) Act 2017, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the Public Sector Act 2009 and Work Health and Safety Act 2012.

## SPECIAL CONDITIONS



development, identifying and addressing learning and development needs to enhance own performance.

- The successful applicant is required to gain a Department of Human Services (DHS) working with children check (WWCC) prior to being employed which is required to be renewed every five years before expiry.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Supervisor.
- Some intra/interstate travel (including in a small aircraft) including overnight stay may be required.
- Some out of hours and weekend work may be required.
- A current Australian driver's licence (P2 or above) and a willingness to drive is essential.
- Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.
- Employees may be required to provide professional/clinical supervision to Social Work students on observational placements and to work experience students
- May be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- The incumbent will be required to undertake Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- *Pursuant to Section 56(2) of the Equal Opportunity Act, 1984 only people of Aboriginal and Torres Strait Island Descent may apply for this role.*

#### **Remote Far North Locations**

- Required to undertake 4wd training and be confident to travel dirt roads/long distances in terrain that is very remote.
- Required to fly on rotational roster, 8 days on and 6 days off, to APY Lands – Umuwa Base.
- Supervisor and team required to live in shared accommodation.
- A current remote first aid certificate is essential.
- Intrastate travel in a small aircraft on a regular basis will be required.

**Approval Date: 29 November 2019**

