

Position Description

Position Title	Specialist Family Violence Advisor
Position Number	30027320
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3, Social Worker G4 Y1 – Y4, Occ Therapist G4 Y1 – Y4
Classification Code	NP75- NP77, HR25 - HR28, HR9 - HR12
Reports to	Senior Psychiatric Nurse Consultant/Manager Mental Health Professional Development
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day

The Position

The Specialist Family Violence Advisor in Mental Health was developed in response to the Royal Commission into Family Violence. The position is based with the Mental Health Professional Development Unit and liaises closely with the *Strengthening Hospital Responses to Family Violence program* and sector partners to promote consistency and improve service and system responses to family violence.

The position provides family violence practice leadership by:

- Supporting capacity building within the Bendigo Health Mental Health & Wellbeing Service (MHWS) with providing family violence expertise and advice in identifying, recognising and responding to family violence in an agreed shared care model
- Promoting service improvement to support identification, assessment and responses into family violence for patients of MHWS
- Strategic activity within and related to MHWS to enhanced quality and consistency of the service response to victim-survivors and people using violence at whichever point they access the health and human services systems
- Promoting integrated pathways that provide an intersectional and collaborative health and human service system response to family violence
- Supporting and strengthening networks and collaborations between services and across relevant sectors and systems
- Responding to the requirements of the Specialist Family Violence Advisor Capacity Building Program in Mental Health and Alcohol and other Drug Services Program Guidelines

Responsibilities and Accountabilities

The initiative is a whole of MHWS response including bed-based and community programs across all age groups. MHWS are committed to providing services which are recovery focused, promoting self-determination and collaboration with consumers, families and carers.

Key Responsibilities

Key responsibilities of the role include to:

- Identify, establish and further develop intra and inter-agency processes and practices that support high-quality responses to individuals and families experiencing family violence.
- Advise on and support the Family Violence Information and the Child Information Sharing Schemes and the Multi Agency Risk Assessment Management (MARAM) Framework and develop or promote the establishment of policies, protocols, guidelines, systems and resources to support improved responses to people who experience family violence and to people who use family violence.
- Support integrated practice between MHWS and specialist family violence services to achieve better engagement with services for victim-survivors and people using family violence.
- Provide assistance and secondary consultation to MHWS staff to:
 - identify and assist people experiencing family violence (particularly people with complex presentations)

- to support best practice for clinicians when working with family violence under the MARAM Framework
- navigate and support referral to specialist family violence services
- Maintain and share an in-depth knowledge of the specialist family violence support services available.
- Develop and implement education and training programs to support the objectives of improving services responses people who experience family violence.

Key Selection Criteria

Essential

1. Either; Bachelor of Social Work, Occupational Therapy, Psychology or Bachelor of Nursing with Postgraduate qualification in mental health (or undergraduate specialisation) with experience in Mental Health & Wellbeing and/or Family Violence sectors.
2. Minimum 5 years of experience working in Family Violence and/or Mental Health & Wellbeing Services with a good knowledge of the sectors and a working understanding of relevant legislation and risk assessment frameworks pertaining to mental health and family violence.
3. A significant understanding of family violence including: the gendered and systemic issues affecting women and children, the perpetrators' pattern of coercive control and the impact on children.
4. Knowledge of the specialist family violence service system and the broader sector including child protection, and approaches employed to restore and enhance safe child-centred parenting, and a willingness and ability to engage with services working with perpetrators of family violence.
5. Understanding of systems and driving organisational change with experience in inter-agency liaison, consultation and building partnerships with key stakeholders with effective negotiation and problem-solving skills in a multidisciplinary cross sector environment.
6. Ability to work independently, flexibly manage competing priorities, and utilise initiative to develop the role across community-based organisations and specialist Mental Health & Wellbeing Services.
7. Excellent interpersonal skills and the ability to communicate and engage with diverse individuals from various communities and capacity to work in a culturally informed and respectful manner.

Desirable

8. Experience and demonstrated skills in the design and delivery of professional development and training programs to a range of service providers and a personal commitment to ongoing professional development.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.

- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.