

Position Title: Manager - Family Violence

Campus: Grampians Health (all sites)

Department: Chief Nursing and Midwifery Office

Reporting to: Direct: Deputy Chief Nursing and Midwifery Officer

Direct Reports: Meredith Theobald

Appointment Terms/Conditions:

Classification and Code HS6- Victorian Public Health Sector (Health & Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2021-2025

Time Fraction: 0.8 FTE (part time, ongoing)

ORGANISATIONAL INFORMATION

Grampians Health (Employer)

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration <i>We are stronger together.</i>	Compassion <i>We show that we care.</i>	Accountability <i>We do what we say and say what we do.</i>	Respect <i>We appreciate and value all people.</i>	Innovation <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

The Family Violence manager is responsible for guiding and supporting the implementation and embedding of the Family Violence Multi Agency Risk Assessment and Management Framework (MARAM) and Family Violence Workplace Response Program across five Grampians Health sites. These include:

- Ballarat
- Horsham
- Dimboola
- Stawell
- Edenhope

The role will work closely with the Grampians Health Service Partnership Regional Manager, to ensure consumers and staff across all health care sites receive consistent response when disclosing family violence.

KEY RESPONSIBILITIES INCLUDE:

- Work in partnership with sites to guide and support them in their alignment to the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) including the Family Violence and Child Information Sharing Schemes.

- Support a region wide family violence response across the Grampians Region, providing oversight in addressing systemic issues, identifying and implementing family violence responses for staff and consumers.
- Support the Grampians Health sites in the continued implementation of the regional health services response in line with the implementation of the Multi Agency Risk Assessment and Management Framework within key timeframes and deliverables
- Embed the MARAM Framework across the health service, ensuring that its delivery is based on contemporary evidence and sustainable into the future
- Provision of regular and frequent reports to the executive sponsor, DHHS and Implementation Team on progress against the project plans and key timeframes
- Manage relationships with internal and external partners and stakeholders including consumers, to support the development and delivery of the MARAM Framework.
- Manage training in line with the MARAM Framework to support the continuous improvement of family violence training content and delivery.
- Provide expert advice in family violence responses, to roll out a whole of hospital response at all Grampians Health providers to implement a strengthened response in line with the MARAM Framework.
- Use appropriate project management methodology and tools.

KEY SELECTION CRITERIA

Qualifications and Experience

- Degree in a social science, health related discipline (eg, social work, medical, psychology, nursing, science, arts, gender/women studies, Human Resources, Change Management, or relevant field required.
- Knowledge of the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework preferred.
- In depth knowledge and expertise of the policy and service delivery environment of people impacted by family violence in the Victorian context.
- Experience delivering training, preferably training pertaining to family violence.
- Demonstrated experience in implementing and facilitating complex projects in a large institution, preferably in a health setting.
- 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 with a diversity of stakeholders.
- Strong strategic thinking and analytical capability.
- Team player who understands the value of sharing information, develops and maintains constructive relationships and shows commitment to team objectives.
- Experience in driving cultural change or leading organisation-wide development programs.
- In depth knowledge of how a person's identity (such as disability, gender, ethnicity and sexuality) can expose them to overlapping forms of discrimination and marginalisation.

Technical/Professional Knowledge and Skills

- Demonstrated proficiency in administration, most preferably in a healthcare setting.
- Exceptional leadership skills, providing direction, guidance, and support for the needs of Grampians Health sites.
- Proven ability to liaise effectively with vendors, health services, and other stakeholders to facilitate seamless communication and collaboration.
- Proficiency in working effectively across multiple sites, both remotely and on-site.
- Demonstrated experience in representing an organisation or project in various forums.
- Excellent written and oral communication skills, along with strong computer skills and adept time management abilities.
- Possession of a valid Driver's Licence is necessary.

Work Environment

- The role involves working within Grampians Health across all sites, encompassing both remote and on-site collaboration. Ability to travel across the region is necessary.

Personal Attributes

- Demonstrated ability to exhibit adaptability and flexibility to effectively respond to changes, shifting priorities, and evolving challenges as they arise.
- Proven capacity to maintain collaborative relationships with teams and professionals.
- Demonstrated ability to work autonomously with proficient problem-solving skills.
- Ability to work both independently and as part of a team

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.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- 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 an 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 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.