

Child Safety Officer

STATEMENT OF DUTIES		MAY 2011
Number	Generic	
Portfolio	Services for Children and Families	
Branch	Child Safety Services	
Section	N/A	
Sub-Section/Unit/School	N/A	
Supervisor	Practice Leader	
Award/Agreement	Allied Health Professionals Public Sector Unions Wages Agreement	
Classification	Allied Health Professional Level 1-2	
Employment Conditions	Permanent or fixed term. Full time, part time or casual	
Location	South, North, Northwest	
Check Type	Schedule 1	
Check Frequency	Pre-employment	

Context

Department for Education, Children and Young People brings together a range of functions, programs and initiatives aimed at enhancing and improving the lives of all Tasmanians. To create strong, inclusive, and proud communities the Department will collaborate with our community-based partners to empower individuals and families throughout Tasmania to lead fulfilling lives.

Department for Education, Children and Young People provides opportunities for all Tasmanians to participate in community life, sport, and recreation; supports, protects, and nurtures vulnerable children, young people, and their families; delivers and facilitates specialist disability services; and provides services to support social and affordable housing. The services of Department for Education, Children and Young People are based in all major centres throughout Tasmania; therefore, some roles may require intrastate travel.

Department for Education, Children and Young People creates an environment where children's safety and wellbeing are the centre of thought, values, and action - we are responsive to the needs of families and communities that we engage with. We are a child safe organisation that puts the safety of children and young people first, creating a culture, adopting strategies, and taking action to promote child wellbeing and prevent harm to children and young people.

Child Safety Officers are Authorised Officers under the *Children, Young Persons and their Families Act 1997* and are expected to work in accordance with section 20 of the Act. As a State Service employee, the Child Safety Officer is also required to work under the Code of Conduct contained in the *State Service Act 2000*.

The Child Safety Officer is a generic role, and the incumbent may be required to work across different areas of the service, including the Intake, Response, Case Management or Out of Home Care teams.

Primary Purpose

The *Children, Young Persons and their Families Act 1997* provides the legal mandate for the department to take action to protect children and young people from abuse and neglect and promote their safety stability and development. Child Safety Workers have a specific statutory role in protecting children and young people from harm and promoting their rights and healthy development. In Tasmania, Child Support Officers work within a legislative framework, the Child Protection Practice Framework, and the Child Protection Professional Practice Standards (attached).

Child Safety Officers are responsible for receiving, investigating, and assessing notifications of children at risk of harm from abuse or neglect. They work with families and other professionals to resolve problems and keep children safe. In circumstances of severe risk, Child Safety Officers may be involved in legal interventions in the Magistrates Court.

Child Safety Officers have sound self-management skills, self-awareness, and emotional maturity, with the ability to understand the personal impacts of child protection work and strategies for managing stress and building resilience. It is important that Child Safety Officers have the ability to conduct work with integrity and honesty, adhere to confidentiality requirements, and demonstrate a commitment to working with children, young people, and their families.

Level of Responsibility/Direction and Supervision

- Work within an allocated team, including Intake Services, Response Services, Case Management or Out of Home Care and Adoption Services, to undertake primary tasks assigned.
- Reports and information will be accurate and objective in order to be presented to the Court and other statutory organisations concerned.
- Work within designated delegations, legislative requirements, set guidelines and time frames.
- Adhere to relevant Work Health and Safety legislation in order to perform duties.
- Use general guidelines, Departmental procedure manuals and documents to exercise professional judgement when working under limited direction.
- Participate in supervision provided by the Practice Leader, Senior Practice Consultant or Manager - Child Safety as applicable.
- Undertake work with integrity and honesty, adhering to confidentiality requirements and demonstrate a commitment to working with children, young people, and their families.

The Department has a range of delegations in operational areas including Finance, Human Resources and Facilities. The occupant is responsible for ascertaining the delegations that are

assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with any specified limitations.

Primary Duties

1. Under general supervision, provide quality, timely and effective intervention, and case management services within a defined child safety service delivery framework, working within the Tasmanian Child Protection Professional Practice Standards.
2. Use effective pre-planning, planning and time management strategies to manage caseloads.
3. Establish and maintain effective partnerships with children, young people, their families, and service providers, using a range of appropriate communication, collaboration and decision-making processes.
4. Engage and work with children and young persons and their families to promote safety, stability, and development of the child, and to strengthen family capacity. This includes directly guiding, encouraging, and supporting the child and family while monitoring impacts and outcomes.
5. Respond to and investigate reports concerning children at risk of harm and undertake assessments of the child and their circumstances using standard assessment and intervention procedures.
6. Exercise legal delegations as an Authorised Officer and functions pursuant to the *Children, Young Persons and their Families Act 1997*.
7. In consultation with a Practice Leader, prepare and present information and documentation for relevant court processes, such as preparing affidavits to support applications before the Magistrates Court (Children's Division).
8. In consultation with a Practice Leader and other specialists, make recommendations to the Court on decisions and actions in the best interests of the child.
9. Work collaboratively with team members, practice leaders and other specialists in the development and review of best interests plans related to strengthening families and promoting a child's safety, stability and development.
10. Develop plans, compile reports, and accurately update and maintain client information, both written and electronic, to a professional standard and in accordance with departmental guidelines and confidentiality principles.
11. Provide information to children, families and service providers on procedures, practices, guidelines, and legislation and provide advice and case consultation on reports regarding child safety and wellbeing and the role of Child Safety in those matters.
12. Participate in professional supervision and development activities to maintain knowledge of legislative requirements, child's social and developmental needs, and case management techniques.

13. Participate in consultative processes to improve workplace health and safety and observe the safe work practices, including procedures, guidelines, and policies.
14. Develop an awareness and understanding of the Agency, its goals and operations, and the relevant legislative framework for child protection.
15. Ensure the safety and wellbeing of vulnerable people you may be working with (including children and young people) and immediately report any concerns, disclosures, allegations, or suspicions of harm. Actively participate in and contribute to practices that will ensure Department for Education, Children and Young People is a child safe organisation including reporting, record keeping and information sharing obligations.
16. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
17. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. **Building Relationships:** Identifies and initiates contact with key individuals and or groups who are important in decision making processes or who can provide information, support, expertise, or assistance, invests time to create and maintain professional relationships based on mutual respect and contributes to a supportive and collaborative team environment, including being an effective team member.
 2. **Casework:** Knowledge of and/or experience in assessment and casework intervention with individuals and families who have complex needs, and knowledge of theoretical perspectives that relate to child protection practice and the ability to apply this in a service delivery context.

3. **Interpreting and Analysing Information:** Capacity to draw upon relevant information, including alternate points of view and legislative requirements, to logically assess and analyse a situation, and use sound professional judgement to decide the best way forward.
4. **Communication:** Ability to confidently present both written and verbal messages, whilst seeking to respectfully understand a variety of stakeholder needs and tailoring communication style and message accordingly, even in complex and difficult circumstances.
5. **Self-Management:** Demonstrates initiative, self-motivation. Possesses well developed organisational and time management skills, with a proven ability to set clear goals and tasks to deal with competing demands within established timeframes, to plan and prioritise workloads along with a demonstrated capacity to be flexible, self-motivated and show initiative.
6. **Confidence and independence:** Act and speak confidently, respectfully, and independently especially in difficult or stressful circumstances; takes responsibility for own actions and exercises professional authority appropriately.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

Essential

- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.
 - Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)
- A tertiary qualification approved by the relevant National Board, for example a Bachelor of Social Work, and eligibility for membership with the relevant National Board or professional association; or
- An alternative tertiary qualification (AQF Level 7 Qualification) in a discipline considered relevant to the duties, for example Bachelor of Arts with a Major in Psychology, Bachelor of Youth Work, Bachelor of Psychological Science; or
- An Associate Degree, Advanced Diploma or Diploma (AQF Level 5 or 6 Qualification) in a discipline considered relevant to the duties, for example a Diploma in Community Services.

- Driver's Licence.
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:
 - 1 Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences
 - d) crimes involving dishonesty
 - e) serious traffic offences
 - 2 Identification check
 - 3 Disciplinary actions in previous employment check.

Desirable

- Relevant experience in case management/casework practice within a child safety or similar context or experience within the broader human/family services sector in particular child/maternal health, mental health, drug and alcohol, community health or youth health.

Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

Values, Behaviours and Workplace Diversity

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures.** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

State Service Principles and Code of Conduct

Employment in the State Service is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others. All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

Delegations

This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant manager can provide details to the occupant of delegations applicable to this position.

The Department has a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of the Fraud and Corruption Control Policy and reporting procedures.

Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control Policy and Procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager or to the Manager Internal Audit.

We are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Category/funding/restrictions: Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

HR Office use only:

APPROVED BY HRM DELEGATE: 973874 – Assistant Director Strategic Recruitment and Payroll Operations – MAY 2011

Request:

Date Duties and Selection Criteria Last Reviewed: 05/11 DCT
