

# GIPPSLAND INTEGRATED FAMILY VIOLENCE SERVICE REFORM STRATEGIC PLAN & REPORTING GRID (JAN 08 / JUNE 09)

Priorities / Expected Outcomes	Strategies / Actions for Gippsland	By Whom	Achievements / Progress to Date	Timelines
<b>Priority 1</b>  <b>Establishment of regional coordination and planning structure.</b>	<ul style="list-style-type: none"> <li>Continuous bi monthly meetings of Gippsland Integrated FV Service Reform Steering Committee '07 and Sub Regional Reference Meetings (identified in Strategic Plan 07)</li> </ul>	Regional Steering & Sub Regional Reference Committees		01/ 08 -06/ 09
	<ul style="list-style-type: none"> <li>Establishment of an Integrated FV Service Reform Plan '08 by each of the Sub Regional Reference Groups.(DHS)</li> </ul>	Sub Regional Reference Groups		01/ 08 -06/ 09
	<ul style="list-style-type: none"> <li>Establishment of Practitioner Group structure for Sub Regions. (Identified in Gippsland Integrated FV Service Reform Steering Committee Terms of Reference)</li> </ul>	Sub Regional Reference Groups		01/ 08 -06/ 09
	<ul style="list-style-type: none"> <li>After Hours Working Group to achieve recommendations for final report to Regional Steering Committee. (identified through Gippsland Integrated FV Service Reform Steering Committee '07 &amp; commenced in '07)</li> </ul>	After Hours Working Group		01/ 08 –06/08
	<ul style="list-style-type: none"> <li>Leadership coordinator to attend Sub Regional Reference group meetings and relevant State, Regional and local meetings to promote the Integrated FV Service Reform Strategy. (identified in Strategic Plan 07)</li> </ul>	Leadership Coordinator		01/08 –06/ 09

<p><b>Priority 2</b></p> <p><b>Working together to provide quality services for clients eg.</b></p> <ul style="list-style-type: none"> <li>• <b>Development of close working relationships between services for men and services for women &amp; chn.</b></li> <li>• <b>Interagency protocols</b></li> <li>• <b>Arrangements for joint case work</b></li> <li>• <b>Information sharing protocols</b></li> <li>• <b>Agreements about resource sharing</b></li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement an ongoing strategy that will educate and train local GP's, nurses and Maternal and Child Health Nurses about FV and its effects. Include the Risk Assessment &amp; Risk Management Training. (Outcome from Regional IFVR Forum 07)</li> <li>• Development of a training DVD for workers and stakeholders from the Gippsland family violence sector. (Result of Best Practice Grants for Integrated F V Reform &amp; Young People's application).</li> <li>• Implementation of Police Education Strategy to promote interagency protocols and processes (identified through issues raised at Gippsland Integrated FV Service Reform Steering Committee '07 and an identified outcome from Regional IFVS Forum '07).</li> <li>• Establishment and operation of Practitioner's groups to include family violence workers and local stakeholder services to promote networking and reinforce best practice. Each Sub Regional Reference Group to devise a plan on how they will implement and operate the Practitioner groups. (Identified in Gippsland Integrated FV Service Reform Steering Committee Terms of Reference)</li> <li>• Support and assistance, where possible for the development of the Men's Behavioural Change Program's, especially in Wellington and Baw Baw. Eg. Promotion of the service through the printing and distribution of the "Say No to Violence Cards". (Identified at Gippsland Integrated FV Service Reform Steering Committee '07)</li> </ul>	<p>Leadership coordinator &amp; Regional Steering Committee with input from all</p> <p>Leadership coordinator with input from all</p> <p>Leadership coordinator &amp; Police Adviser for Gippsland</p> <p>Sub Regional Reference groups</p> <p>Men's Behavioural Change Program's &amp; Regional Steering Committee</p>		<p>07/08 –06/ 09</p> <p>01/08 – 06/08</p> <p>03/ 08 -10/ 08 ongoing</p> <p>01/08 –06/09</p> <p>01/08 – 06/09</p>
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<p><b>Priority 3</b>  <b>Development of Clear Referral Pathways and Intake Processes. Women &amp; chn experiencing violence and men who use violence will enter service system via a range of pathways eg.</b></p> <ul style="list-style-type: none"> <li>• <b>FV Services, including indigenous Healing &amp; Time Out services</b></li> <li>• <b>Police &amp; Courts</b></li> <li>• <b>Child Protection services, Child First (Community based intake) and family services</b></li> <li>• <b>Housing services</b></li> <li>• <b>Health Services (including GP's, hospitals, maternal &amp; Child health services &amp; mental health services)</b></li> <li>• <b>Other support services (including sexual assault services, victim support services, drug and alcohol services)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement an ongoing strategy that will educate and train local GP's, nurses and Maternal and Child Health Nurses about FV and its effects. Include the risk assessment &amp; risk management training. (Regional IFVR Forum Outcomes)</li> <li>• Promotion of Gippsland Time Out and Healing Services. Documentation of Clear Referral Pathways and Intake processes. (Outcome from Regional IFVS Forum '07 &amp; Indigenous 10 year plan Focus Group).</li> <li>• Development of a training DVD for workers and stakeholders from the Gippsland family violence sector. (Result of Best Practice Grants for Integrated F V Reform &amp; Young People's application).</li> <li>• Implement the Police Education Strategy (identified through Gippsland Integrated FV Service Reform Steering Committee '07 and Regional IFVR Forum Outcomes)</li> <li>• Support the FV Lawyer position that will be managed by Gippsland Community Legal Aid. Invite Lawyer when appointed to attend the Latrobe Sub Regional Reference group. (Identified by Gippsland Integrated FV Service Reform Steering Committee '07 and Latrobe Sub Regional Reference Group)</li> <li>• Develop and promote the close relationships with the local courts, between the registrars and FV practitioners through the Sub Regional Reference groups and Practitioners networking meetings. (Gippsland Integrated FV Service Reform Steering Committee '07)</li> </ul>	<p>Leadership coordinator &amp; Regional Steering Committee with input from all</p> <p>Time Out &amp; Healing Services, RAG, Leadership coordinator and input from Sub Regional Reference groups</p> <p>Leadership Coordinator &amp; Sub regional reference Groups</p> <p>Leadership Coordinator &amp; Police Adviser for Gippsland</p> <p>Regional Steering Committee, Leadership Coordinator &amp; Latrobe Sub Regional Reference group</p> <p>Sub Regional Reference groups &amp; Practitioners Groups &amp; Regional Steering Committee</p>		<p>07/08 – 06/09</p> <p>01/08-06/09</p> <p>01/08 – 06/09</p> <p>03/08 -10/ 08 ongoing</p> <p>01/08– 06/09</p> <p>01/08- 06/ 09</p>
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<p><b>Priority 4</b></p> <p><b>Continuous Improvement Strategies. Success and barriers for Integrated system eg</b></p> <ul style="list-style-type: none"> <li>• <b>Collecting and reviewing data including indigenous and other specific pop groups.</b></li> <li>• <b>Collecting information about clients' experiences of the service system</b></li> <li>• <b>Identifying cross – sector service issues and developing remediation strategies</b></li> <li>• <b>Monitoring local service system characteristics</b></li> <li>• <b>Sharing good practice models</b></li> <li>• <b>Monitoring progress against work plan milestones</b></li> </ul>	<ul style="list-style-type: none"> <li>• Continue with After Hours Working Group to achieve recommendations for final report to Regional Steering Committee. (identified through Gippsland Integrated FV Service Reform Steering Committee '07 &amp; commenced in '07)</li> <li>• Develop Data Collection framework to enable consistency when services are reporting back to the Gippsland Integrated FV Service Reform Steering Committee '07 (identified at Sub Regional Reference group meetings and the Gippsland Integrated FV Steering Committee 07).</li> <li>• Development of consumer feedback system, for both mainstream and indigenous consumers, to monitor service access of clients and their experience of the service system – review best practice models for potential application in Gippsland. (Gippsland Integrated FV Service Reform Steering Committee '07)</li> </ul>	<p>After Hours Working Group</p> <p>Regional Steering Committee &amp; designated working group</p> <p>Sub Regional Reference Groups Mainstream &amp; specialist services, Regional Steering Committee &amp; Leadership Coordinator</p>		<p>01/08 – 06/08</p> <p>01/08 – 06/08</p> <p>01/08-06/09</p>
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<p><b>Priority 5</b></p> <p><b>Access by Indigenous Victorians Working with Indigenous communities that may include:</b></p> <ul style="list-style-type: none"> <li>• <b>Training for mainstream staff in relation to cultural sensitivity</b></li> <li>• <b>Monitoring of service access by indigenous clients</b></li> <li>• <b>Actively seeking feedback from indigenous clients about their experience of the service system</b></li> <li>• <b>Cultural audits of service delivery</b></li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement an ongoing strategy that will identify education and training for local FV workers about working with indigenous clients and services. Will include training for mainstream &amp; specialist staff in relation to cultural sensitivity and promotion of FV services to indigenous people to “enable and encourage access” (Indigenous competency training from Elizabeth Hoffman House in conjunction with CALD competency training). Focus on an Indigenous Forum (Regional IFVR Forum Outcomes)</li> <li>• Development of consumer feedback system, in conjunction with Indigenous services and mainstream services, to monitor service access by indigenous clients and their experience of the service system. (Gippsland Integrated FV Service Reform Steering Committee '07)</li> <li>• Leadership Coordinator to attend the Indigenous Regional Action Groups (RAG) as an associate member to improve communications and understanding between indigenous and non-indigenous service systems and to inform practice reform (etc). (Identified Indigenous Ten Year Plan and DHS)</li> </ul>	<p>Gippsland Integrated FV Service Reform Steering Committee '07 &amp; Leadership Coordinator, Time Out &amp; Healing Services &amp; Regional Action Groups &amp; All.</p> <p>Sub Regional Reference Groups Mainstream &amp; specialist services, Regional Steering Committee &amp; Leadership Coordinator</p> <p>Leadership coordinator</p>		<p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p>
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<p><b>Priority 6</b></p> <p><b>Access by Diverse Groups (CALD, Disability, Gay, Lesbian, Bisexual and Transgender Links with organizations such as the</b></p> <ul style="list-style-type: none"> <li>• <b>Immigrant Women’s Domestic Violence Service</b></li> <li>• <b>Regional providers of services for people with a disability, and the</b></li> <li>• <b>ALSO Foundation for gay and lesbian victims of family violence</b></li> </ul>	<ul style="list-style-type: none"> <li>• Investigate the proposed strategies identified by the Victorian Women with Disability Network Advocacy Information Service. Invite representative to Sub Regional Reference Group meetings (Gippsland Integrated FV Service Reform Steering Committee &amp; Latrobe Sub Regional Reference groups)</li> <li>• Cultural &amp; Linguistic diversity competency training with the Immigrant Women’s Domestic Violence Service including how to access an interpreter and information (Regional IFVR Forum Outcomes)</li> <li>• Work with Sudanese community and develop links with Settlement Committees. (Regional IFVR Forum Outcomes)</li> <li>• Develop and reinforce links with the Gippsland Multicultural Service. Discuss possible training needs for their staff in identification of and responding to FV situations within their client base; referral pathways, etc. (Regional IFVR Forum Outcomes)</li> </ul>	<p>Leadership coordinator &amp; Latrobe Sub Regional Reference Group</p> <p>Leadership Coordinator</p> <p>DHS, Leadership coordinator &amp; South Gippsland /Bass Coast &amp; Latrobe Sub Regional Reference Groups</p> <p>Leadership Coordinator</p>		<p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p>
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<p><b>Priority 7</b></p> <p><b>Focus on Children and Young People. Child Protection to consult with FV services re the development of protocols with Child protection, Child First (Community based Intake) and Family Services</b></p>	<ul style="list-style-type: none"> <li>• Education of the sector re documentation relating to Statewide and Gippsland agreements, processes and referral pathways between Child Protection , Child First and Family Services. (Gippsland Integrated FV Service Reform Steering Committee 07)</li> <li>• Promotion and reinforcement of protocols and processes between Child Protection, Child First and Family Services through the development of training DVD. (Gippsland Integrated FV Service Reform Steering Committee &amp; )</li> <li>• Establishment and operation of Practitioner’s groups to include family violence workers and local stakeholder services to promote networking and reinforce Best Practice. Each Sub Regional Reference Group to devise a plan on how they will implement and operate the Practitioner groups. (Identified in Gippsland Integrated FV Service Reform Steering Committee Terms of Reference)</li> </ul>	<p>Regionally / Sub Regional Reference groups &amp; Practitioner networks, Police/Legal Services/Court</p> <p>Leadership Coordinator</p> <p>Sub Regional Reference Groups</p>		<p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p>
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<p><b>Priority 8</b></p> <p><b>Developing Critical Linkages Respective theoretical frameworks and practice approaches need to be understood and articulated to negotiate effective working relationships. Priority sectors may include:</b></p> <ul style="list-style-type: none"> <li>• <b>Child Protection &amp; Family Services</b></li> <li>• <b>Housing services</b></li> <li>• <b>Health Services</b></li> </ul>	<ul style="list-style-type: none"> <li>• Development of FV Website (Gippsland Integrated FV Service Reform Steering Committee 07)</li> <li>• Professional Resource Directory (Regional IFVR Forum Outcomes)</li> <li>• Community Education and awareness through the development of an event calendar, including locally developed initiatives as well as linking in with and promoting relevant International, National and Statewide community education activities regionally and sub-regionally. (Gippsland Integrated FV Service Reform Steering Committee 07)</li> </ul>	<p>Leadership Coordinator</p> <p>DHS &amp; Leadership coordinator</p> <p>Leadership Coordinator</p>		<p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p>
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<p><b>Priority 9</b></p> <p><b>Workforce Development to Support Quality Services, a highly skilled &amp; well supported workforce is critical to the delivery of quality services.</b></p> <p><b>Regional Committees &amp; service providers develop a workforce strategy that includes recruitment strategies, staff support and supervision processes, identification of local training needs and strategies to share local expertise.</b></p>	<ul style="list-style-type: none"> <li>• Immigrant Women’s Domestic Violence Service Cultural Sensitivity Training (CALD) - (Regional IFVR Forum Outcomes)</li> <li>• Sudanese Training (CALD) -(Regional IFVR Forum Outcomes)</li> <li>• DHS Indigenous Training including Elizabeth Hoffman House (Regional IFVR Forum Outcomes)</li> <li>• Forum for showcasing Best Practice when working with Indigenous clients for indigenous and mainstream services (Regional IFVR Forum Outcomes)</li> <li>• (Client) Risk Assessment Framework consultation, Benchmark Data Collection Training, Risk Assessment and Risk Management Training (All stakeholders and FV workers including GP’s, nurses and Maternal &amp; Child Health Nurses) (Regional IFVR Forum Outcomes &amp; Dept of Community &amp; Planning)</li> <li>• Development of a Workforce Strategy which will include recruitment strategies, staff support and supervision processes, identification of local training needs and strategies to share local expertise, through the Sub Regional Reference and Practitioner groups. (Regional IFVR Forum Outcomes)</li> </ul>	<p>Leadership Coordinator</p> <p>DHS &amp; Leadership coordinator</p> <p>Leadership coordinator</p> <p>Leadership Coordinator</p> <p>Dept of Community &amp; Planning &amp; Leadership Coordinator &amp; All</p> <p>Sub Regional Reference Groups, Practitioner’s networks, Regional Steering Committee &amp; Leadership Coordinator</p>		<p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/09</p> <p>01/08-06/08</p> <p>01/08-06/09</p>
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