

Family Violence Workforce Census

Workforces in scope guidance

**FAMILY
VIOLENCE
WORKFORCE
CENSUS**

VICTORIA
State
Government

The workforce census is designed for everyone who plays a role in primary prevention and responding to family violence. This document provides guidance on the workforces that are encouraged to participate in the census.

In addition to the crucial work done by the specialist family violence and primary prevention sector, workforces across the health, education, justice and community sectors all intersect with family violence and primary prevention in unique ways, and this census will help us to understand this better.

Other workers not specifically named in this guide are welcome to participate in the census if their work intersects with family violence.

Workers in Scope

Staff /employees who fit into the following categories are in scope for the employee survey:

- You spend a large majority of your time in doing one of the below:
 - responding to victim survivors of family violence in all its forms (including family violence against children and young people, older people and people with disabilities and in all types of families including same sex relationships, and familial and kinship relationships in Aboriginal communities)
 - working with perpetrators of family violence;
 - in a role focused on primary prevention of violence against women and their children, including family violence.
- Responding to family violence is not the core function of your role, but the nature of your work means that you are often in contact with victims (including children) and perpetrators of family violence.
- Primary prevention of violence against women and their children is not the core function of your role but you have responsibility for planning or overseeing prevention work as part of your job.
- Your core work is not family violence, but you work in a sector that responds to the impacts of family violence (e.g. housing services, medical general practice, drug and alcohol, mental health, etc.) or in an area where you may notice “early signs” of people experiencing or using family violence.
- Your core work is not family violence, but from time to time you are likely to have contact with victims or perpetrators of family violence because you interact with children, families and/or adults in your day to day work.

The following list provides examples of workforces across government and non-government sectors that are likely to be in scope for the Family Violence Workforce Census. **Please note that this is intended as guidance only and is not meant to be an exhaustive list.**

Workforce	Examples
Aboriginal Health	<ul style="list-style-type: none"> • Aboriginal Healing Services • Aboriginal Health Practitioners • Aboriginal Health Workers • Aboriginal Hospital Liaison Officers • Bringing Them Home Workers
Aboriginal Justice	<ul style="list-style-type: none"> • Aboriginal Legal Services for victims and/or perpetrators of family violence • Aboriginal Women's Diversion Programs staff • Aboriginal Healing and Time Out services staff • Koori Justice Unit staff, including Regional Aboriginal Justice Advisory Committee Executive Officer and Local Aboriginal Justice Action Committee Project Workers
Ambulance	<ul style="list-style-type: none"> • Ambulance Officers • Paramedics
Aged Care	<ul style="list-style-type: none"> • Aged Care Assessment Team members • Staff in residential and non-residential aged care services
Alcohol and other Drug	<ul style="list-style-type: none"> • Care and Recovery Coordinators • Case managers • Counsellors • Intake and Assessment workers • Outreach workers • Residential support workers
Child Protection	<ul style="list-style-type: none"> • Statutory child protection workers
Community Health	<ul style="list-style-type: none"> • Clinical staff – Allied Health, Medical and Nursing • Community Development Officers • Counsellors • Home and Community Care (HACC) staff • Respite Care workers
Corrections system	<ul style="list-style-type: none"> • Community Corrections staff • Offending Behaviour Treatment and other program staff • Pre and Post Release services staff • Prison staff (including privately operated prisons staff)
Disability	<ul style="list-style-type: none"> • Community based respite staff

Workforce	Examples
	<ul style="list-style-type: none"> • Disability advocacy program staff • Outreach support services staff • Support accommodation services staff including respite
Education	<ul style="list-style-type: none"> • Early childhood education and care professionals • Parenting services staff • Primary and secondary teachers and school leadership • School and area-based health and wellbeing service staff • School chaplains • School focused youth services staff • TAFE/Learn Local/University staff
Family Services	<ul style="list-style-type: none"> • ChildFIRST program staff • Community based case workers • Cradle2Kinder program staff • Healthy Mother, Healthy Babies program staff • Integrated Family Services staff
Family Violence Specialists	<ul style="list-style-type: none"> • Crisis phone line staff / Telephone support services • Family violence case management, accommodation and outreach staff • Family violence counselling staff, including counselling with children • Family Violence Regional Integration Coordinators • Indigenous Family Violence Regional Action Group staff
Financial Counselling, Tenancy and Gambling	<ul style="list-style-type: none"> • Financial counsellors (including those specialising in family violence) • Staff of programs funded by the Victorian Responsible Gambling Foundation • Tenancy Advice and Assistance Program workers
Health Services	<ul style="list-style-type: none"> • Allied Health Assistants • Allied Health professionals e.g. psychologists, social workers, occupational therapists, speech therapists, psychiatrists, pharmacists, physiotherapists, etc. • Any staff working in services that intersect with family violence (including reception, registration and triage staff) • Care/Discharge Coordinators • Domiciliary nursing services staff • Emergency department staff

Workforce	Examples
	<ul style="list-style-type: none"> • Hospital in the Home staff • Maternal and newborn services staff • Medical staff/specialists • Mental health and drugs services staff • Migrant support services staff • Nurses • Paediatric services staff • Parenting advice and educational services staff
Health Professionals (including in private practice)	<ul style="list-style-type: none"> • Allied Health Practitioners, including counsellors and psychotherapists • Clinical psychologists (including those specialising in family violence) • Dentists • General Practitioners • Psychiatrists
Homelessness	<ul style="list-style-type: none"> • Refuge staff • Staff providing transitional or housing support services to people experiencing homelessness
Justice system including courts and tribunals	<ul style="list-style-type: none"> • Consumer Affairs Victoria (e.g. Information and Dispute Service Centre Call Centre, Regional Inspectorate, Residential Tenancy Bond Authority) • Dispute Settlement Centre of Victoria staff • Infringement Management and Enforcement Service staff • Justice Service Centre staff • Sheriffs • Staff of all Victorian courts and tribunals, including specialists in family violence (not including judicial members)
Legal Services	<ul style="list-style-type: none"> • Community Legal Centre staff (including specialist legal services for women, older persons and people experiencing homelessness and people with disabilities) • Victorian Legal Aid
Mental Health	<ul style="list-style-type: none"> • Clinical Mental Health workers – Medical, Nursing and Allied Health • Lived experience workers • Staff working in Mental Health Community Support Services (MHCSS)
Out of Home Care	<ul style="list-style-type: none"> • Client placement support workers

Workforce	Examples
	<ul style="list-style-type: none"> • Home based care workers (paid only, excluding foster and kin carers) • Residential care workers
Perpetrator Interventions	<ul style="list-style-type: none"> • Men's Behaviour Change program staff • Men's case management staff • Men's Referral Service staff
Primary Prevention Specialists	<ul style="list-style-type: none"> • Family Violence/Violence Against Women Prevention specialists - including those in Women's Health services, community development organisations and local government • Aboriginal family violence prevention workers • Gender equality specialists • Regional/ local prevention strategy workers
Public and Social Housing	<ul style="list-style-type: none"> • Community housing staff • Public housing staff
Sexual Assault	<ul style="list-style-type: none"> • Centres Against Sexual Assault (CASA) staff • Sexual Assault Crisis line staff
Victim Support	<ul style="list-style-type: none"> • Community Operations and Victim Support Agency staff including Victims of Crime Helpline staff • Victims Assistance Program workers
Victoria Police	<ul style="list-style-type: none"> • Victoria Police (members and VPS staff) - all remaining staff • Victoria Police (members and VPS staff) specialising in family violence
Youth	<ul style="list-style-type: none"> • Youth Justice workers • Youth Workers