



Ballarat Health Services Workforce Mapping Document V 3. 11/2021

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This document outlines Ballarat Health Service's (BHS) workforce with recommendations for mapping departments and staff groups to **Victim Survivor Training** according to the ten responsibilities for risk assessment and management under MARAM. A description of the ten responsibilities can be found following the mapping table, below.

The Strengthening Hospital Responses to Family Violence (SHRFV) team has collaborated with the Grampians Area Mental Health Services (GAMHS) Family Violence Advisor, People and Culture and the Learning and Development Committee to identify the different roles across the service, using the BHS Competency Matrixes as a basis for capturing all staff roles/groups.

Note:

- This workforce mapping document outlines staff requirements for completing Victim Survivor Training. MARAM (person using violence) training is in development, anticipated in 2022, and will require additional workforce mapping for this training in the future.
- The mapping is based on a minimum requirement, where appropriate departments and particular staff roles may complete a higher level of training, *as outlined in the Mapping hospital and health services workforce for MARAM Alignment Resource A*
- All staff are mapped to Information Sharing Scheme Training in addition to discipline/area specific training, as outlined below
- The following MARAM training is required to be completed once every three years
- Training can be completed via eLearning **or** by attending a face to face/MS Teams session, as offered

Resources used to reference the mapping include:

1. Mapping hospital and health services workforce for MARAM Alignment Resource A.
2. Decision Guide for MARAM Responsibilities
3. Grampians Area Mental Health Service (GAMHS) MARAM Workforce Mapping document V 2 (August 2020)
4. BHS Organisational Chart and Competency Matrixes
5. The Women's Workforce Mapping document.

Key:

Staff groups	
Full responsibility	
Contribute to responsibility	

Frequency of Training	eLearning module or face to face training once every 3 years <i>until review</i>
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[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Theatre Technicians	Instrument Technicians											
	Theatre Technicians											
Volunteers												
Ward Assistants												
Ward Clerks												

Collaborative Training – This is external training to be offered and promoted hospital wide, highlighted are key areas of focus.

Staff groups	
Full responsibility	
Contribute to responsibility	

MARAM Responsibilities

Risk Assessment and Management Responsibilities	Expectation of prescribed organisations
Responsibility 1: Respectful, sensitive and safe engagement	Ensure staff understand the nature and dynamics of family violence, facilitate an appropriate, accessible, culturally responsive environment for safe disclosure of information by service users, and respond to disclosures sensitively.
Responsibility 2: Identification of family violence	Ensure staff use information gained through engagement with service users and other providers (and in some cases, through use of screening tools to aid identification/ or routine screening of all clients) to identify indicators of family violence risk and potentially affected family members.
Responsibility 3: Intermediate risk assessment	Ensure staff can competently and confidently conduct intermediate risk assessment of adult and child victim survivors using structured professional judgement and appropriate tools, including the Brief and Intermediate Assessment tools
Responsibility 4: Intermediate risk management	Ensure staff actively address immediate risk and safety concerns relating to adult and child victim survivors, and undertake intermediate risk management, including safety planning.
Responsibility 5: Seek consultation for comprehensive risk assessment, risk management and referrals	Ensure staff seek internal supervision and further consult with family violence specialists to collaborate on risk assessment and risk management for adult and child victim survivors and perpetrators, and make active referrals for comprehensive specialist responses, if appropriate.

Responsibility 6: Contribute to information sharing with otherservices (as authorised by legislation)	Ensure staff proactively share information relevant to the assessment and management of family violence risk and respond to requests to share information from other information sharing entities under the Family Violence Information Sharing Scheme, privacy law or other legislative authorisation.
Responsibility 7: Comprehensive assessment	Ensure staff in specialist family violence positions are trained to comprehensively assess the risks, needs and protective factors for adult and child victim survivors.
Responsibility 8: Comprehensive risk management and safety planning	Ensure staff in specialist family violence positions are trained to undertake comprehensive risk management through development, monitoring and actioning of safety plans (including ongoing risk assessment), in partnership with the adult or child victim survivor and support agencies.
Responsibility 9: Contribute to coordinated risk management	Ensure staff contribute to coordinated risk management, as part of integrated, multi-disciplinary and multiagency approaches, including information sharing, referrals, action planning, coordination of responses and collaborative action acquittal.
Responsibility 10: Collaborate for ongoing risk assessment and risk management	Ensure staff are equipped to play an ongoing role in collaboratively monitoring, assessing and managing risk overtime to identify changes in assessed level of risk and ensure risk management and safety plans are responsive to changed circumstances, including escalation. Ensure safety plans are enacted.

*** Please note that while the MARAM Framework outlines responsibilities for staff working with perpetrators (people using violence), current alignment requirements focus on working with victim survivors. Practice guides and other supporting resources relating to how an organisation works with and responds to people using violence are to be released and added to mapping at a future date. For this reason, this description only outlines capabilities relating to working with victim survivors.*



Overview of MARAM Victim Survivor Training –

Training	Time	Access to training	Comments
Information sharing	60 minutes (made up of three 20 min modules)	Via eLearn module On the Regional Learning Management System (LMS)	While awaiting access to the LMS this training is currently available on the Whole of Vic Gov (WOVG) website and staff are encouraged to complete here. Link - Information Sharing eLearn WOVG website *Please email copy of certificate to nicole.kramer@bhs.org.au so that this can be recorded on system
SHRFV MARAM Foundational Practice Victim Survivor Training	30 minutes	Via eLearn module On the Regional Learning Management System (LMS)	Not available on the Whole of Vic Gov (WOVG) website Staff encouraged to attend MS Teams sessions, as offered, while awaiting access on the LMS.
SHRFV MARAM Sensitive Practice Victim Survivor Training	45 minutes	Via eLearn module On the Regional Learning Management System (LMS)	Not available on the Whole of Vic Gov (WOVG) website Staff encouraged to attend MS Teams sessions to complete this training, as offered, while awaiting access on the LMS.
SHRFV MARAM Antenatal Family Violence Screening & Response Training	60 minutes	Via eLearn module On the Regional Learning Management System (LMS)	While awaiting access to the LMS this training is currently available on the Whole of Vic Gov (WOVG) website and staff are encouraged to complete here. Link - Information Sharing eLearn WOVG website *Please email copy of certificate to nicole.kramer@bhs.org.au so that this can be recorded on system
SHRFV MARAM Intermediate Victim Survivor Training	2 hrs 15 min	Via eLearn module On the Regional Learning Management System (LMS)	While awaiting access to the LMS this training is currently available on the Whole of Vic Gov (WOVG) website and staff are encouraged to complete here. Link - Information Sharing eLearn WOVG website *Please email copy of certificate to nicole.kramer@bhs.org.au so that this can be recorded on system
SHRFV Workplace Support Training - <u>Clinical Managers</u>	30 minutes	Via eLearn module On the Regional Learning Management System (LMS)	Not available on the Whole of Vic Gov (WOVG) website Staff encouraged to attend MS Teams sessions, as offered, while awaiting access on the LMS.
SHRFV Workplace Support Training - <u>Managers</u>	90 minutes	Via eLearn module On the Regional Learning Management System (LMS)	Not available on the Whole of Vic Gov (WOVG) website Staff encouraged to attend MS Teams sessions, as offered, while awaiting access on the LMS.



Summary Table: Required MARAM Victim Survivor Training for each Staff Competency Matrix/Area –

	Competency Matrix / Area	SHRFV MARAM Victim Survivor Training
1.	Administration	MARAM Foundational Practice + Information Sharing Scheme Training
2.	AHA (Allied Health Assistants)	MARAM Sensitive Practice + Information Sharing Scheme Training
3.	Audiologists	MARAM Sensitive Practice + Information Sharing Scheme Training
4.	Care Coordinators (Emergency Department)	MARAM Intermediate Practice + Information Sharing Scheme Training
5.	Case Managers	MARAM Intermediate Practice + Information Sharing Scheme Training
6.	Clinical Managers	MARAM role specific Training (either Sensitive/Antenatal/Intermediate) MARAM Workplace Support (Clinical Manager Training, shorter module) + Information Sharing Scheme Training
7.	Consultants	MARAM Sensitive Practice + Information Sharing Scheme Training
8.	CSSD (Instrument Technicians – Central Sterile Service Department)	MARAM Foundational Practice + Information Sharing Scheme Training
9.	Dental	MARAM Sensitive Practice + Information Sharing Scheme Training
10.	Dieticians	MARAM Sensitive Practice + Information Sharing Scheme Training
11.	(EN) Enrolled Nurses	MARAM Sensitive Practice + Information Sharing Scheme Training
12.	Engineering Staff	MARAM Foundational Practice + Information Sharing Scheme Training
13.	Environmental / Cleaning Staff	MARAM Foundational Practice + Information Sharing Scheme Training
14.	Exercise Physiologists	MARAM Sensitive Practice + Information Sharing Scheme Training
15.	Food and Domestic Services Staff & Meal support Services	MARAM Foundational Practice + Information Sharing Scheme Training

16.	Hospital Medical Officers (HMOs) & PGY2+	MARAM Sensitive Practice + Information Sharing Scheme Training
17.	Junior Medical Officers (JMO's) / Interns (PGY-1)	MARAM Sensitive Practice + Information Sharing Scheme Training
18.	Management	MARAM Workplace Support (Manager) Training (<i>longer module includes Foundational Practice</i>) + Information Sharing Scheme Training
19.	Mental Health Clinicians	MARAM Intermediate Practice + Information Sharing Scheme Training
20.	Midwives	Antenatal MARAM Family Violence Screening & Response (<i>module includes Sensitive practice</i>) + Information Sharing Scheme Training
21.	Mortuary Staff	MARAM Foundational Practice + Information Sharing Scheme Training
22.	Orderlies	MARAM Foundational Practice + Information Sharing Scheme Training
23.	Orthoptists	MARAM Sensitive Practice + Information Sharing Scheme Training
24.	OT (Occupational Therapists)	MARAM Sensitive Practice + Information Sharing Scheme Training
25.	Patient Flow Coordinators	MARAM Intermediate Practice + Information Sharing Scheme Training
26.	Prosthetic & Orthotic Clinicians	MARAM Sensitive Practice + Information Sharing Scheme Training
27.	Prosthetic & Orthotic Technicians	MARAM Sensitive Practice + Information Sharing Scheme Training
28.	PCW (Personal Care Workers)	MARAM Sensitive Practice + Information Sharing Scheme Training
29.	Pharmacists	MARAM Foundational Practice + Information Sharing Scheme Training
30.	Physiotherapists	MARAM Sensitive Practice + Information Sharing Scheme Training
31.	Podiatrists	MARAM Sensitive Practice + Information Sharing Scheme Training
32.	PSA (Patient Residential Services Assistants)	MARAM Sensitive Practice + Information Sharing Scheme Training
33.	Psychologists	MARAM Sensitive Practice + Information Sharing Scheme Training

34.	Registrars	MARAM Sensitive Practice + Information Sharing Scheme Training
35.	RN (Registered Nurses)	MARAM Sensitive Practice + Information Sharing Scheme Training
36.	RUSONs (Registered Undergraduate Student of Nursing)	MARAM Sensitive Practice + Information Sharing Scheme Training
37.	Safety Link	MARAM Foundational Practice + Information Sharing Scheme Training
38.	Security Staff	MARAM Foundational Practice + Information Sharing Scheme Training
39.	Social Workers	MARAM Intermediate Practice + Information Sharing Scheme Training
40.	ST (Speech Therapists)	MARAM Sensitive Practice + Information Sharing Scheme Training
41.	SWEP (State-wide Equipment Program)	MARAM Foundational Practice + Information Sharing Scheme Training
42.	Volunteers	MARAM Foundational Practice + Information Sharing Scheme Training
43.	Ward Assistants	MARAM Foundational Practice + Information Sharing Scheme Training
44.	Ward Clerks	MARAM Foundational Practice + Information Sharing Scheme Training