



Australian Government

CSCOFM032 Develop and implement models of supervision for offenders who have experienced trauma

Release: 1

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Modification History

Release 1. This is the first release of this unit of competency in the CSC Correctional Services Training Package Release 4.0

Application

This unit describes the skills and knowledge required to understand the effects of current and historical trauma on offenders and how to establish rapport and trust with vulnerable individuals.

It includes developing a model of supervision for offenders that have experienced trauma by reducing risks to offenders, monitoring security and behaviour and monitoring needs and concerns.

In addition, correctional services officers working with vulnerable offenders must realise the prevalence of trauma and have the appropriate skills and knowledge to recognise the impacts and respond appropriately.

A person undertaking this role may work autonomously or as part of a team with support from a range of established sources. The role is complex, drawing upon the candidate's ability to extract, analyse and interpret information.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to, particularly those related to trauma informed practice.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Pre-requisite Unit

Not applicable.

Competency Field

Offender management

Unit Sector

Not applicable.

Elements and Performance Criteria

ELEMENTS

PERFORMANCE CRITERIA

Elements describe the essential outcomes.

Performance criteria describe the performance needed to demonstrate achievement of the element.

1 Develop a model of supervision for offenders affected by trauma

- 1.1** Prior to engagement with the offender check available background information and records to identify indicators of trauma
- 1.2** Recognise the signs and symptoms of trauma and take steps to preserve the safety and welfare of all people involved
- 1.3** Assess the environment for safety and health issues in accordance with organisational policies and procedures
- 1.4** Actively involve relevant stakeholders in the design of supervision model approaches
- 1.5** Apply flexible supervision practices to allow for individual differences
- 1.6** Ensure supervision model practices provide suitable and transparent protection for the rights and welfare of the offender and staff

2 Reduce risks to offenders affected by trauma

- 2.1** Use effective communication techniques and strategies with the offender to identify behaviour change and any associated risks
- 2.2** Consider internal and external factors that may trigger a response and minimise practices that may be retraumatising
- 2.3** Consider and monitor triggers that may arise from movements and transfers of the offender
- 2.4** Refer the offender to specialist services or programs where available and where required
- 2.5** Promote and maintain the rights and responsibilities of the offender
- 2.6** Act on breaches or risks to security, safety, health and hygiene promptly
- 2.7** Maintain contact with the offender to identify potential triggers and observe and monitor their behaviour,

	responses and environment
3 Engage offenders to implement effective supervision	3.1 Use ongoing effective communication to identify offender's needs and concerns
	3.2 Respond to expressed needs and concerns to promote confidence, trust and a collaborative approach
	3.3 Identify, analyse and assess changes in offender circumstances, mood and behaviour to determine the impact on security, safety and welfare needs and risks
	3.4 Engage collaboratively with the offender to understand their goals, strengths and support networks
	3.5 Use respectful communication to encourage self-agency in decision making and expression of choices
	3.6 Report security, safety and welfare risks promptly to authorised stakeholders in accordance with organisational requirements
	3.7 Create opportunities for the offender to express concerns while providing appropriate support
	3.8 Report information about offender's needs, concerns and behaviour to appropriate specialists and seek support or make referrals in accordance with protocols and agreed practice

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions may be found in the Companion Volume Implementation Guide.

Unit Mapping Information

This is a new unit. No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=114e25cd-3a2c-4490-baae-47d68dcd2fde>