



Australian Government

Department of Education, Employment and Workplace Relations

CHCFAM806B Assist clients to develop parenting arrangements

Release: 1

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Modification History

Not Applicable

Unit Descriptor

Unit Descriptor

This unit of competency describes the skills and knowledge required to understand and assist parents to prepare parenting plans and arrangements in post separation contexts

Application of the Unit

Application

This unit applies to practitioners required to assist parents to develop and manage parenting arrangements in accordance with the requirements of the Family Law Act

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Not Applicable

Employability Skills Information

Employability Skills

This unit contains Employability Skills

Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element. Terms in italics are elaborated in the Range Statement.

Elements and Performance Criteria

ELEMENT

1. Assess current parenting practices

PERFORMANCE CRITERIA

- 1.1 Highlight *problematic areas for parents* to address and manage in the development of parenting arrangements
- 1.2 Conduct risk assessment for the protection and safety of all parties concerned.
- 1.3 Identify areas of significant distress/disorder and refer on where appropriate
- 1.4 Identify *family of origin issues* and kinship dynamics
- 1.5 Manage overt conflict and open hostility between parties so that successful negotiations may be achieved
- 1.6 Explore the *needs of the family* to ensure expectations of parenting arrangements are realistic and achievable

ELEMENT**PERFORMANCE CRITERIA**

2. Assist clients to agree on outcomes for parenting arrangements

- 2.1 Inform clients of the requirements and processes under the Family Law Act for the preparation of parenting arrangements
- 2.2 Inform clients of their rights and responsibilities in relation to establishing parenting arrangements
- 2.3 Encourage parents to consider the *expressed needs of the child and/or young person* when developing parenting arrangements
- 2.4 Set systems in place that will monitor and review parenting arrangements where necessary
- 2.5 Prepare parenting arrangements within the framework of *child focused practice*

3. Monitor parenting arrangements

- 3.1 Set review timeframes for established parenting arrangements in collaboration with all parties
- 3.2 Assist clients to review parenting arrangements regularly and to negotiate modifications or new arrangements as required.
- 3.3 Identify and manage any *issues that may arise as a result of revised parenting arrangements*

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This describes the essential skills and knowledge and their level required for this unit.

Essential knowledge:

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

These include:

- Thorough understanding of the provision for children and property in the Family Law Act, Child Support (Assessment) Act and how these are developed into accepted parenting plans
- An understanding of the sources of power imbalances in relationships and an ability to recognise and respond appropriately to the indicators of such imbalances in their clients
- Age appropriate methods of relating to and eliciting perceptions, information and responses from children
- Knowledge of impact of conflict, particularly high and or/ongoing conflict, on children, and the use of child focused techniques to address and minimise these impacts
- Understanding of the nature of domestic violence. Screen for indicators of family violence and its effects, power and gender issues, child abuse and associated criminal issues which may be present and impact on parenting arrangements
- Understanding of basic legal concepts and the law pertaining to the issues being discussed, and an ability to seek expert advice where necessary to clarify any legal issues including:
 - separation and divorce
 - asset division
 - maintenance
 - residence and contact
 - privacy and confidentiality
 - breaches of law and major trends in case law relating to the issues referred to above
- Awareness of issues impacting on separated parents and children in high conflict relationships attempting to establish parenting arrangements, examples may include: grief and loss, poverty, unresolved conflict, violence, abuse, alienation, isolation
- Understanding of own family of origin and importance of self awareness when working with separating and high conflict families
- Awareness of dynamics of wider kinship networks and their importance in development

REQUIRED SKILLS AND KNOWLEDGE

of parenting arrangements

- Understanding of *key concepts and principles* of each of the following theories and how these apply to the process of assisting clients to develop parenting arrangements:
 - attachment
 - family systems
 - human development
 - family, couple, and child dynamics in normal developmental and abnormal forms

Essential skills:

It is critical that the candidate demonstrate the ability to:

- Recognise the complexities of relationships both in and out of the immediate family environment and consider this in the context of assisting clients to develop parenting arrangements
- Apply age appropriate techniques when engaging children in the process of establishing their needs and wants regarding parenting arrangements.
- Undertake risk assessments for issues of domestic and family violence and child protection issues in regard to parenting arrangements
- Identify and consult relevant legislation to ensure parenting arrangements meet any requirements of legislation
- Identify appropriate steps to ensure own values do not impact on decision-making in practice
- Seek expert advice where necessary
- Apply the basic concepts of a range of conflict management processes including:
 - conciliation
 - negotiation
 - mediation

Relationship skills:

Ability to:

- Create and maintain rapport with clients and colleagues and allied professionals
- Establish and maintain trust
- Respect the clients rights to participate and make informed decisions about parenting arrangements
- Encourage client self determination and the inclusion of child's best interest

Content management skills include:

Ability to:

- Obtain, identify, organise, analyse, prioritise and evaluate information
- Assess the issues and options and reason logically
- Read, comprehend and use relevant written materials
- Write clearly and concisely, using neutral language

REQUIRED SKILLS AND KNOWLEDGE

- Create, maintain and organise records and materials in an appropriate manner

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

Critical aspects for assessment and evidence required to demonstrate this unit of competency:

- The individual being assessed must provide evidence of *specified* essential knowledge as well as skills
- Observation of workplace performance is preferred for assessment of this unit. However, where assessment takes place away from the workplace, the assessment environment should represent workplace conditions as closely as possible
- Consistency of performance should be demonstrated over the required range of situations relevant to the workplace
- Assessment must demonstrate understanding of the regulations of the Family Law Act in the relation to the development of shared parenting arrangements and the best interests of the child

EVIDENCE GUIDE

- Access and equity considerations:*
- All workers in community services should be aware of access, equity and human rights issues in relation to their own area of work
 - All workers should develop their ability to work in a culturally diverse environment
 - In recognition of particular issues facing Aboriginal and Torres Strait Islander communities, workers should be aware of cultural, historical and current issues impacting on Aboriginal and Torres Strait Islander people
 - Assessors and trainers must take into account relevant access and equity issues, in particular relating to factors impacting on Aboriginal and/or Torres Strait Islander clients and communities
- Context of and specific resources for assessment:*
- In cases where the learner does not have the opportunity to cover all relevant aspects in the work environment, the remainder should be assessed through realistic simulations, projects, previous relevant experience or oral questioning on 'What if?' scenarios
 - Assessment of this unit of competence will usually include observation of processes and procedures, oral and/or written questioning on essential knowledge and skills and consideration of required attitudes
 - Where performance is not directly observed and/or is required to be demonstrated over a period of time and/or in a number of workplace settings, any evidence should be authenticated by colleagues, supervisors, clients or other appropriate persons

EVIDENCE GUIDE

Method of assessment:

- Observation in the workplace (if possible) *together with a possible combination of the following:*
 - Written assignments/projects or questioning should be used to assess knowledge
 - Case study and scenario as a basis for discussion of issues and strategies to contribute to best practice.
- The assessment environment should not disadvantage the candidate
- Assessment practices should take into account any relevant language or cultural issues related to Aboriginality, gender or language barriers other than English
- Where the candidate has a disability, reasonable adjustment may be applied during assessment
- Language and literacy demands of the assessment task should not be higher than those of the work role

Range Statement

RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

RANGE STATEMENT

Factors affecting current parenting practices and possible family of origin issues may include:

- Socioeconomic influences
- Mental health concerns of a family member
- Drug and alcohol issues
- Disability of a family member
- Isolation from previously established networks
- Intergenerational and family of origin issues
- Specific cultural factors, isolation and alienation
- Stress disorders
- History or presence of domestic and family violence and abuse
- Ineffective communication and relationship formation

Needs of the family may include:

- Information on issues affecting decision-making about parenting arrangements
- Referral to other support services
- Advocacy services
- Access to counselling or relationship education services
- Access to or facilitated referral to Children's Contact Services

Express needs of the child and/or young person may include but is not limited to:

- Type, frequency and length of contact with parents
- Preference for recreational and social activities
- Education and peer relations
- Contact and relationship with significant others and/or extended family
- Place of residence
- Preferred communications styles with parents and significant others

Child focused practice includes:

- Engaging with the child and or young person using appropriate strategies to ensure their primary needs and concerns are identified and presented for inclusion in the development of parenting arrangements.

RANGE STATEMENT

Issues that may arise as a result of reviewed parenting arrangements may include:

- Need to consult and notify other individuals or agencies of changes to the arrangements in relation to legal or other obligations
- Further screening for domestic and family violence or abuse
- Review of any relevant court orders
- Referral to other agencies may be required e.g. family relationship counselling

Unit Sector(s)

Not Applicable