



Australian Government

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

Release: 1

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

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>

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

Modification History

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Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria on two separate occasions and include:

- adapting communication techniques in recognition of individual needs
- adapting responses to individual needs and situations
- considering offenders' experience of trauma and applying strategies to not retraumatise
- establishing and maintaining a supportive and collaborative professional relationship with offenders
- prioritising actions in response to risk
- seeking advice from specialists
- referring to relevant support services
- writing clear, accurate and relevant reports.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include knowledge of:

- adaptive approaches to supervision based on trauma
- duty of care
- relevant safety and security procedures
- triggers for trauma including:
 - sounds
 - smells
 - images
 - objects
 - flashbacks
 - organisational procedures
- states of hypervigilance as a result of trauma
- offender management system
- organisational policies and procedures related to supervision of offenders

- relevant legislation and organisational policies and procedures related to protecting offenders from risk and harm and reporting risks and incidents
- processes for obtaining advice and assistance
- range of specialist support services and programs available to offenders
- types of trauma
- trauma informed approaches including:
 - safety
 - trustworthiness and transparency
 - peer support
 - collaboration and mutuality
 - empowerment and choice
 - cultural, historical and gender identity factors
 - gender based approaches
- relational approaches and how trauma is processed by individuals
- effective communication techniques.

Assessment Conditions

Assessors must hold credentials specified within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must satisfy the Principles of Assessment and Rules of Evidence and all regulatory requirements included within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must occur in workplace operational situations. Where this is not appropriate, assessment must occur in simulated workplace operational situations that reflect workplace conditions.

Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or simulations
- acceptable means of simulation assessment
- applicable documentation, including workplace procedures, regulations, codes of practice and operation manuals
- relevant materials, tools, equipment and PPE currently used in industry.

Links

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