

# Northern Integrated Family Violence Services Family Violence Regional Integration Committee

## Annual Action Plan 2024-25



[nifvs.org.au](http://nifvs.org.au)

DFFH Areas of Hume Merri-bek and  
North East Melbourne



## Acknowledgement of Country

The NIFVS partnership acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services – the Wurundjeri Woi-wurrung people of the Kulin nation – and pay our respect to their Elders past and present. We acknowledge that Aboriginal sovereignty was never given up and that we stand on stolen land. We are committed to Aboriginal self-determination and to supporting Treaty and truth-telling processes. We recognise the ongoing leadership role of the Aboriginal community on gender equality and the health, safety and wellbeing of women and gender-diverse people. As First Peoples, Aboriginal Victorians are best placed to determine a culturally appropriate path to these in their communities.

## Recognition of Victim Survivors

We would like to recognize the victim survivors of family violence, sexual assault and all forms of gender-based violence. We are thankful for all the people who have shared their stories to inform our work of responding to and preventing family and gender-based violence

## Recognition of Workforces

The NIFVS partnership would like to acknowledge our practitioners both current and those who have pioneered the sector who have work with both victim survivors of family violence and with people who use violence in the home. These practitioners have supported people in difficult periods of their lives, and we wish to acknowledge that vicarious trauma has an impact not only on the workforce but on their family members. Without practitioners we wouldn't have a service system and we thank these workers every day.



The NIFVS partnership acknowledges the support of Women's Health In the North as its auspice organisation

The NIFVS partnership acknowledges the support of the Victorian Government.





# Contents

Acknowledgments	2
Strategic Priorities for FVRICs	4
About the NIFVS FVRIC	5
Initiative 1: Building Bridges 2025 Annual Forum	6
Initiative 2: Changing Ways PUV MARAM Alignment 3yr Project	7
Initiative 3 (a) & (b): NIFVS e-news, social media & communications	8
Initiative 4: Neighbourhood House In-Reach Project	9
Initiative 5: Elder Abuse Tool Kit	10
Initiative 6: Regional Workforce Development	11 - 14
Initiative 7 (a) & (b): Regional Governance/Diversity & Inclusion	15 - 17
Initiative 8: (a) & (b) Sector Participation - Partnerships & Alliances	18 - 19
Initiative 9: (a), b) & (c) Family Violence Sector & cross-Sector Advocacy	20 - 22
Reporting Template 2: Projected budget & financial acquittal	22 - 24



## FVRIC Guidelines - Planning and Reporting

### Strategic Priorities for FVRICs

Family Safety Victoria Guidelines May 2022 p. 5-7

#### Priority 1



Leading initiatives that support service integration and system improvements

#### Priority 2



Supporting the implementation, monitoring and evaluation of family violence reform initiatives

#### Priority 3



Developing an evidence base to inform planning, prioritisation of system improvement initiatives and advocacy for system change

#### Priority 4



Building Workforce Capacity and Capability

#### Priority 5



Effective cross-sector governance for system leadership





# About the NIFVS FVRIC

The Northern Integrated Family Violence Services (NIFVS) Family Violence Regional Integration Committee (FVRIC) provides leadership, advocacy, and expertise to strengthen, integrate and improve the family violence system across Melbourne's north to help end family violence in our community.

Melbourne's north is defined by the two Department of Families, Fairness and Housing (DFFH) areas of Hume Merri-bek (HMA) and North East Melbourne (NEMA), and encompasses the seven Local Government Areas (LGAs) of Banyule, Darebin, Hume, Meri-bek, Nillumbik, Whittlesea and Yarra. The NIFVS FVRIC includes senior managers and CEOs from specialist family violence services that work with victim survivors and people using family violence.

The NIFVS FVRIC strives to ensure mutually beneficial linkages with other local structures relevant to their system-focused function, (including but not limited to) Dhehk Dja Indigenous Regional Action Groups, Child and Family Services Alliances, Homelessness and Housing Networks, and primary prevention/women's health partnerships. Representation from across the sectors is vital to an effective and integrated family violence system. Local connections are critical to maintaining the integrity of and alignment to broader regional priorities across the child and family services sector. The NIFVS FVRIC prioritises resources to support regional work undertaken by Integrated Family Services (IFS), the Hume Merri-bek Smart Services Network and the Local Site Executive Committee (LSCE) initiative operating across NEMA in the City of Whittlesea.

Specialist family violence services	Community legal services	Hospitals and health services	Women's Health In the North
Sexual assault services	Dhehk Dja Action Group	Alcohol and Other Drug services	DFFH (including but not limited to Agency Performance and System Support and Child Protection)
The Orange Door (HMA and NEMA)	Courts Services Victoria	Housing and homelessness services	Victoria Police
Child and family services	CALD organisations		

Currently, more than 400 services in our local areas engage with the work of NIFVS FVRIC in some way e.g., through our training and professional development activities.



# NIFVS Strategic Priority 1: Service Integration and Systems Improvements

## NIFVS Strategic Priority 3: Workforces Capacity and Capability Building

### Initiative 1: Building Bridges 2025 Annual Forum

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort		<b>NIFVS Team &amp; NIFVS FVRIC Leadership Group</b>	What will indicate progress on this action
<b>Priority 1</b> Leading initiatives supporting integration and system improvement <b>Priority 2</b> Support Family Violence Reform <b>Priority 4</b> Build Workforce Capability and Capacity <b>Priority 5</b> Effective governance for system leadership	<b>2024.25 Building Bridges (BB) Annual Forum: Child Protection and Family Violence Practice:</b> The second BB forum will focus on strengthening service visibility and sector connectivity amongst services working with children and young people at the intersection of family violence.  <b>Funding:</b> Proposed - \$10,000 with a \$25 ticket fee to cover catering and venue. May cut across two financial years 2024.25 and 2025.26.  <b>Date of Delivery:</b> The date has changed several times from within the 2024.25 financial year to 10 July 2025 now to <b>24 July 2025</b>  <b>Project timelines:</b> by end of 2024.25 reporting period <b>Project delivery:</b> by end of July 2025	<ul style="list-style-type: none"> <li>• Delivery of a 4.5 hour regional 'in-person' forum that supports local area MARAM alignment activities focused on building collaborative networks and practice that response to identified local barriers</li> <li>• Increase strengthened visibility and collaboration across the regional family violence sector</li> </ul>	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>• VACCA (Speaker)</li> <li>• Child Protection (Speaker)</li> <li>• Partnering organisations (Panel &amp; Stall Holders)</li> </ul>	<ul style="list-style-type: none"> <li>• Project is developed and planning document is actioned</li> <li>• Speakers are secured (CP &amp; Djiirra)</li> <li>• Partnering organisations are secured for afternoon service stalls and networking activity</li> <li>• Communications Strategy developed and employed</li> <li>• Venue secured</li> <li>• Registrations portal is opened</li> <li>• Event delivered</li> <li>• Participants are surveyed</li> <li>• Outcomes identified in the BB project briefing are measured against achievement</li> <li>• Project evaluation report is prepared and produced</li> </ul>



# NIFVS Strategic Priority 1: Service Integration and Systems Improvements

## Initiative 2: Changing Ways MARAM 3 year Project

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - Medium Effort (Partnership Project)	Uphold Aboriginal self-determination Dhelk Dja	<b>Dardi Munwurro</b>	What will indicate progress on this action
<b>Priority 1</b> Lead initiatives supporting integration and system improvement <b>Priority 2</b> Support Family Violence Reform <b>Priority 4</b> Workforce Capability and Capacity <b>Priority 5</b> Effective governance for system leadership (of cultural importance and significance)	<b>'Changing Ways' MARAM 3 Year Project:</b> 2024-2027 Innovative Perpetrator Responses funded under the National Partnership on Family, Domestic and Sexual Violence, to deliver Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) activities. This project, 'Enhanced perpetrator-focused MARAM practice', is designed to support the effectiveness of the Serious Risk Perpetrator Pilot (Changing Ways Program).  <b>Funding:</b> To support the Principal Strategic Advisor team to lead cross-organisational MARAM alignment and continuous improvement work. First year \$53,500 (excl. GST) - subject to annual Price Indexation  <b>Project timelines:</b> 3 years <b>Project delivery:</b> Commencement letter dated 08 November 2024 with completion by end of July 2027	<b>MARAM Alignment (applied through a culturally informed lens) 3-12mths:</b> <ul style="list-style-type: none"> <li>• Increase awareness of current MARAM maturity level within targeted organisations</li> <li>• Increased awareness and delivery of MARAM implementation activities required to increase and improve alignment level</li> <li>• Increased understanding and awareness for opportunities for collaboration and coordination across local organisations - including commencement of local actions</li> </ul> <b>Capability:</b> <ul style="list-style-type: none"> <li>• Increased understanding, support and skill required to improve MARAM Practice amongst Changing Ways Providers</li> <li>• Increased opportunities to collaborate and coordinate across services</li> </ul>	<ul style="list-style-type: none"> <li>• MARAM Practice and Innovation Team at FSV</li> <li>• Dardi Munwurro specialist Aboriginal family violence service</li> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>• Community Sector Partner Organisations (yet to be identified by Dardi)</li> <li>• Principal Strategic Advisor (PSA) Southern Melbourne Region (key cross regional project partner)</li> </ul>	<ul style="list-style-type: none"> <li>• Attend required project meetings with FSV</li> <li>• Engagement of Dardi Munwurro CEO, Clinical Governance &amp; Practice Lead,, MARAM Practice Implementation Lead and Program Staff</li> <li>• Building a respectful and trusting working relationship with Dardi staff</li> <li>• Developing an Aboriginal Community Lead project</li> <li>• Local area project is scoped and agreed upon</li> <li>• 2024.25 Workplan Template completed</li> <li>• By June 2027, there will be enhanced MARAM maturity, practice leadership and multi-agency collaboration and coordination between services involved in the Changing Ways program as detailed in FSV's Program Logic</li> <li>• Project reporting is completed as required</li> </ul>



## NIFVS Strategic Priority 2: Support of Statewide Family Violence Reform

### Initiative 3 (a) & (b): NIFVS e-news, social media & communications

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	Ongoing work of the NIFVS Team		NIFVS Team	What will indicate progress on this action
<b>Priority 4</b> Workforce Capability and Capacity	<p><b>a) NIFVS Communication Strategy:</b></p> <p>Is currently in draft from 2023.24 Annual Action Plan. Pending endorsement of the NIFVS 2023-2026 3 year Strategic Plan sign off from the DFFH Regional Executive Directors (NEMA &amp; HMA).</p> <p><b>b) NIFVS e-Learn Hub:</b></p> <p>Create a workforce training e-hub.</p> <p><b>Funding:</b> Projected at between \$5,000 - \$10,000 (depending on e-hub provider and host option selected)</p> <p><b>Project timelines:</b> 6mths</p> <p><b>Project delivery:</b> Commence February 2025 for implementation by end April 2025</p>	<p><b>(a) Communication Strategy:</b></p> <ul style="list-style-type: none"> <li>Effective regional communications are embedded</li> <li>Ensures continuous quality improvement</li> <li>Supports evidence-based understandings and approaches</li> </ul> <p><b>(b) e-Learn Hub:</b></p> <ul style="list-style-type: none"> <li>Develop an online training 'hub' environment for the Northern Metropolitan Region</li> <li>Replace current inefficient and resource intensive training delivery methods</li> <li>Provide increased opportunities for the delivery of NIFVS developed curriculum and delivery of 'fee for service' training</li> <li>Provide an additional source of income to the NIFVS Team/FVRIC</li> </ul>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>Regional DFFH APSS</li> <li>FSV</li> </ul>	<p><b>(a) Communication Strategy:</b></p> <ul style="list-style-type: none"> <li>Strategy completed and aligned with the 2023.26 NIFVS Strategic Plan</li> <li>Strategy operationalised</li> </ul> <p><b>(b) e-Learn Hub:</b></p> <ul style="list-style-type: none"> <li>Project is support and funded</li> <li>Project is rolled out</li> <li>Pilot testing through the new Advanced MCPT curriculum delivery is positive from participant surveying</li> </ul>

# NIFVS Strategic Priority 2: Support of Statewide Family Violence Reform

## NIFVS Strategic Priority 3: Workforces Capacity and Capability Building

### Initiative 4: Neighbourhood Houses In-Reach Project

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Quick Wins:</b> High Impact - Medium Effort (Partnership Project)		<b>NIFVS Team and The Salvation Army (Vic)</b>	What will indicate progress on this action
<p><b>Priority 1</b> Lead initiatives supporting integration and system improvement</p> <p><b>Priority 5</b> Effective governance for system leadership</p>	<p><b>Neighbourhood House In-Reach Project:</b></p> <p>The Salvation Army (TSA), Reservoir Neighbourhood House (RNH) and NIFVS are partnered to support people experiencing family violence who present at RNH. This project is designed to provide additional support to tier 3-4 prescribed services to embed and deliver best-practice responses to family violence. A specialist family violence practitioner from TSA will be located at the RNH for half a day once a fortnight. NIFVS is providing training and workforce capacity building for best practice implementation of the MARAM Framework and administrative support to the rollout of this project</p> <p><b>Funding:</b> Funding for the Specialist Practitioner is through TSA. NIFVS training will be delivered at a reduced fee in acknowledgement of the project partnership.</p> <p><b>Project timelines:</b> TBD <b>Project delivery:</b> Commencing February 2025</p>	<p><b>MARAM Implementation:</b></p> <ul style="list-style-type: none"> <li>Increased understanding of requirements under MARAM</li> <li>Increased understanding of opportunities to support further MARAM alignment</li> </ul> <p><b>Capability building:</b></p> <ul style="list-style-type: none"> <li>Increased confidence and skills across volunteers and workforce in navigating family violence in a neighbourhood house setting.</li> </ul> <p><b>Partnerships and community connection:</b></p> <ul style="list-style-type: none"> <li>Increased connection of RNH to broader family violence service system and referrals pathways.</li> <li>Increased opportunities to collaborate and coordinate across TSA and Neighbourhood House services.</li> </ul>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>The Salvation Army (TSA) Family Violence Stream (Victoria)</li> <li>Reservoir Neighbourhood House (RNH)</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>Women's Health In the North (WHIN) CEO and Corporate Services</li> </ul>	<ul style="list-style-type: none"> <li>Completion of MoU between TSA, RNH and NIFVS</li> <li>Specialist Practitioner attending RNH on agreed schedule per MoU</li> <li>NIFVS delivering training or similar workforce capability building activities to staff and volunteers at RNH.</li> </ul>

# NIFVS Strategic Priority 3: Workforces Capacity and Capability Building

## Initiative 5: Elder Abuse Toolkit Project

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Quick Wins:</b> Medium/High Impact - Medium Effort (Partnership Project)		<b>NIFVS Team</b>	What will indicate progress on this action
<b>Priority 1</b> Lead initiatives supporting integration and system improvement <b>Priority 4</b> Workforce Capability and Capacity	<b>Elder Abuse Toolkit:</b> In partnership with and EAPN and WIFVC, NIFVS is leading the development and design of the Elder Abuse Prevention and Response Toolkit. The updated Toolkit is designed to both address the need for an updated, accessible resource that also is responsive to the evolving service landscape. Targeted at a workforce level, the resource supports practitioners across the Northern Metropolitan Region (NMR) and Western Metropolitan Region (WMR) to strengthen a practical understanding of how to provide safe responses when responding to elder abuse violence, namely in identification, safety planning and service pathways.  <b>Funding:</b> Existing NIFVS resources  <b>Project timelines:</b> 12 months <b>Project delivery:</b> March 2024 - March 2025	<b>For practitioners prescribed under MARAMIS in the NMR &amp; WMR to:</b> <ul style="list-style-type: none"> <li>• Increase practical understanding of how to provide safe responses when responding to elder abuse violence, namely in identification, safety planning and service pathways.</li> <li>• Improve confidence and capability in responding to elder abuse.</li> <li>• Increase visibility of elder abuse as a service priority for services in the NMR &amp; WMR.</li> <li>• Increased confidence to navigate the service system that responds to elder abuse.</li> <li>• Increase overall safe and informed responses to elder abuse across prescribed service settings in the NMR &amp; WMR.</li> </ul>	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>• Elder Abuse Prevention Networks (EAPN)</li> <li>• Western Integrated Family Violence Services (WIFVC)</li> <li>• Supporting organisations (e.g. Better Place)</li> </ul>	<b>Toolkit developed:</b> <ul style="list-style-type: none"> <li>• Resource published, launched and promoted in the community</li> <li>• Event to mark resource publication</li> <li>• Toolkit made publicly available online (PDF &amp; Word Accessible)</li> <li>• Presentation of Toolkit to NIFVS Regional Integration Committee and Elder Abuse Prevention Network</li> <li>• Launch of the toolkit post endorsement from Better Place</li> </ul>



# NIFVS Strategic Priority 3: Workforces Capacity and Capability Building

## Initiative 6: Regional Workforce Development Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort		<b>NIFVS MARAM and Workforce Development</b>	What will indicate progress on this action
<b>Priority 1</b> Lead initiatives supporting integration and system improvement <b>Priority 2</b> Support Family Violence Reform <b>Priority 4</b> Workforce Capability and Capacity	<b>MARAM Collaborative Practice:</b> <ul style="list-style-type: none"> <li>MARAM Collaborative Practice Training</li> <li>Advanced MARAM Collaborative Practice Training (AMCPT)</li> <li>Increase understanding of MARAM framework including responsibilities that drive collaborative practice across the service system.</li> <li>Advance knowledge what collaborative practice is and differentiate between practice, organisational and system enablers</li> <li>Understand how to use collaborative practice to maintain perpetrator visibility .</li> </ul> <b>Funding:</b> Recurrent split between MCPT delivery, Advanced MCPT curriculum development, CoPs & Lunch n Learns  <b>Project timelines:</b> MARAM CPT - Ongoing Recurrent Funding Advanced MCPT project - Jan to June 2025 <b>Project delivery:</b> Advanced MCPT pilot training delivery session in May 2025	<ul style="list-style-type: none"> <li>For organisations, programs and practitioners prescribed under MARAM in the NMR to: Increase knowledge and skills in applying the MARAM framework and Information Sharing Schemes.</li> <li>Improve organisational changes towards embedment and alignment to MARAM.</li> <li>Identify opportunities to further progress and improve MARAM alignment across the NMR.</li> <li>Capture learnings about effective training delivery to support workforce capacity building initiatives</li> <li>Contribute to the evidence-base on methods to support effective delivery of effective workforce capacity building under existing state legislation.</li> </ul>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>Regional DFFH APSS</li> <li>FSV</li> <li>Prescribed services and setting under MARAM in the NMR.</li> </ul>	<b>MARAM Collaborative Practice Training:</b> <ul style="list-style-type: none"> <li>Training is delivered regularly throughout the year.</li> <li>Training targets are being met with successful completions.</li> <li>Feedback on surveys received</li> <li>Quarterly reports completed</li> </ul> <b>Advance MARAM Collaborative Practice Training:</b> <ul style="list-style-type: none"> <li>Project worker employed and contract signed</li> <li>Project plan and evaluation framework</li> <li>Advisory group positions advertised and group finalised.</li> <li>Advisory group ToR</li> <li>Training developed</li> <li>Pilot session</li> <li>Training evaluation and report</li> <li>Training rolled out across the NMR</li> </ul>

# NIFVS Strategic Priority 3: Workforces Capacity and Capability Building

## Initiative 6: Regional Workforce Development Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort			What will indicate progress on this action
<b>Priority 1</b> Lead initiatives supporting integration and system improvement <b>Priority 2</b> Support Family Violence Reform <b>Priority 4</b> Workforce Capability and Capacity	<b>Regional Induction:</b> <ul style="list-style-type: none"> <li>Online Training</li> <li>In-person event</li> </ul> <b>Funding:</b> Existing NIFVS resources  <b>Project timelines:</b> Project scoped and actioned (where resources are allocated and exist) by end June 2025. <b>Project delivery:</b> 2025-26 Financial Year	<ul style="list-style-type: none"> <li>For organisations, programs and practitioners prescribed under MARAM in the NMR to: Increase knowledge and skills in applying the MARAM framework and Information Sharing Schemes.</li> <li>Improve organisational changes towards embedment and alignment to MARAM.</li> <li>Identify opportunities to further progress and improve MARAM alignment across the NMR.</li> <li>Capture learnings about effective training delivery to support workforce capacity building initiatives</li> <li>Contribute to the evidence-base on methods to support effective delivery of effective workforce capacity building under existing state legislation.</li> </ul>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>NIFVS FVRIC Working Group (to be established)</li> <li>Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>Regional DFFH APSS</li> <li>FSV</li> <li>Prescribed services and setting under MARAM in the NMR.</li> </ul>	<ul style="list-style-type: none"> <li>Resources designed and published as per development Communications Strategy</li> <li>Working Group is established</li> <li>Online training materials developed</li> <li>LMS designed and embedded into NIFVS website</li> <li>Induction event planned and executed</li> <li>Induction evaluation report is prepared and produced</li> </ul>

# NIFVS Strategic Priority 3: Workforces Capacity and Capability Building

## Initiative 6: Regional Workforce Development Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Quick Wins:</b> High Impact - Medium to High Effort (Partnership Project)			What will indicate progress on this action
<b>Priority 1</b> Lead initiatives supporting integration and system improvement <b>Priority 2</b> Support Family Violence Reform <b>Priority 4</b> Workforce Capability and Capacity	<b>Ongoing and recurring workforce development activities:</b> <ul style="list-style-type: none"> <li>• Introduction to Family Violence Practice Training</li> <li>• Lunch &amp; Learn</li> <li>• Community of Practice: Working with infants and children experiencing family violence</li> <li>• Other training and sector development presentations incl. Fee For Service</li> </ul> <b>Funding:</b> Existing NIFVS resources  <b>Project timelines:</b> Commenced in 2023.24 maintain in 2025.26 <b>Project delivery:</b> As per training and workforce development calendar	<ul style="list-style-type: none"> <li>• For organisations, programs and practitioners prescribed under MARAM in the NMR to: Increase knowledge and skills in applying the MARAM framework and Information Sharing Schemes.</li> <li>• Improve organisational changes towards embedment and alignment to MARAM.</li> <li>• Identify opportunities to further progress and improve MARAM alignment across the NMR.</li> <li>• Capture learnings about effective training delivery to support workforce capacity building initiatives</li> <li>• Contribute to the evidence-base on methods to support effective delivery of effective workforce capacity building under existing state legislation.</li> </ul>	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• Women's Health In the North (WHIN) CEO and Corporate Services</li> <li>• Regional DFFH APSS</li> <li>• FSV</li> <li>• Prescribed services and setting under MARAM in the NMR.</li> </ul>	<b>Introduction to Family Violence Practice Training:</b> <ul style="list-style-type: none"> <li>• Trainings delivered and reported</li> </ul> <b>Lunch &amp; Learn:</b> <ul style="list-style-type: none"> <li>• Up to 8 sessions are delivered throughout the 2025 calendar year</li> <li>• Evaluation report completed</li> </ul> <b>Community of Practice: Working with infants and children:</b> <ul style="list-style-type: none"> <li>• Project partnership formalised with Berry Street</li> <li>• CoP plan and briefing developed</li> <li>• CoP membership EOLs opened confirmed</li> <li>• 6 sessions delivered throughout 2025 calendar year</li> <li>• Supporting resources and slides developed</li> <li>• Evaluation report is prepared and produced</li> </ul>



# NIFVS Strategic Priority 4: Evidence-based decision making and advocacy

## NIFVS Strategic Priority 2: Support of statewide family violence reform

### Initiative 6: Regional Workforce Development Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort		<b>NIFVS Team &amp; FVRIC Leadership Group</b>	What will indicate progress on this action
<b>Priority 2</b> Support Family Violence Reform <b>Priority 3</b> Developing an evidence base <b>Priority 4</b> Workforce Capability and Capacity	<b>MARAMIS Workforce Survey 2025</b>  Develop and deliver the 2025 survey, collate data, compare against the 2023 (first survey) survey and produce a survey report with findings and recommendations.  A number of FVRICs around Victoria (not all) also deliver surveys and share information and findings from these surveys.  FVS has also commenced delivering a similar survey. Discussions are being held around what direction future regionally driven surveys will play within this context.  <b>Funding:</b> Existing NIFVS resources  <b>Project timelines:</b> March 2025 <b>Project delivery:</b> On hold in negotiation with FSV February 2025	The MARAMIS Workforce Survey is an evidence-based mechanism that supports the monitoring of regional implementation of key system reforms. Aligning with Statewide surveys in 2025 will allow the NIFVS FVRIC to have unique access to comparative workforce data at both a regional and statewide level. Data that supports strategic decision making of the FVRIC and resource allocation through Annual Action planning. The survey and resultant data provides a mechanism to measure whether MARAM alignment and service system integration across Family Violence is being achieved consistently across the Northern Metropolitan Region. The survey also assists the NIFVS FVRIC to capture and compare how workforces are fairing within the region.	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• All prescribed workforces across the region including TODs</li> <li>• Excludes Victoria Police (this is a complex issue being addressed by the SFVIAC Secretariat)</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of the Research and Data Working Group (WG) under the NIFVS FVRIC Leadership Group (LG) - the survey will sit within this WG portfolio and resourced by the NIFVS Team</li> <li>• Survey opening in March 2025 for a period of 6 weeks</li> <li>• Distil and evaluate data</li> <li>• Survey Report produced and presented to both the LG and the General Membership Committee</li> <li>• LG to consider how the findings and recommendations of the report will inform key decision making within the region</li> <li>• Progress on MARM alignment and service system integration will be benchmarked</li> </ul> <p><b>Note:</b> Regional survey on hold as of February 2025 with the view to working with FSV on a 'statewide' survey that provides 'branching' to regional workforce questions - new project focus and delivery is June/July 2025</p>

# NIFVS Strategic Priority 5: Cross Sector Governance for Systems Leadership

## Initiative 7: Regional Governance / Diversity and Inclusion Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort		<b>NIFVS FVRIC Leadership Group</b>	What will indicate progress on this action
<b>Priority 5</b> Effective governance for system leadership	<b>a) NIFVS FVRIC Governance</b> Adopt and operationalise the new FVRIC governance structure: <ul style="list-style-type: none"> <li>• Leadership Group</li> <li>• General Membership Committee</li> <li>• Working Groups</li> </ul> Develop and implement Terms of Reference (TOR).  Establish Chair and Deputy Chair arrangements.  Implement 2023.26 Strategic Plan and 2024.25 Annual Action Plan.  Completes regional reporting and acquittals as required by DFFH.	Adopt a governance structure that provides for: <ul style="list-style-type: none"> <li>• broad organisational representation on the FVRIC to strengthen system wide collaboration and decision making processes</li> <li>• an authorising environment that supports high-level guidance and decision making</li> <li>• mechanisms to ensure that the voice of lived experience is prioritised and informs decision-making at all levels</li> <li>• enables the six guiding principles of Dhelk Dja to inform all of our collective actions</li> </ul>	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> </ul>	<b>Implementation of new Leadership Group (LG):</b> <ul style="list-style-type: none"> <li>• 1 July 2025</li> <li>• representation model:               <ul style="list-style-type: none"> <li>- x2 DFFH Area Executive Rep</li> <li>- x2 DFFH TOD Managers</li> <li>- x6 NIFVS FVRIC General Membership Committee Rep</li> <li>- x1 Expert By Lived Experience</li> <li>- x1 ACCO Representative</li> <li>- x1 Auspice Organisation Rep</li> </ul> </li> <li>• 6 weekly meetings</li> <li>• Elected Chair &amp; Deputy Chair</li> <li>• TOR is developed, signed off and implemented</li> <li>• 2023.26 Strategic Plan and 2024.25 Annual Action Plan has DFFH Executive Director sign off.</li> </ul> <b>Establishment of a broadened General Membership Committee (GMC):</b> <ul style="list-style-type: none"> <li>• Map and establish list of sector partners</li> <li>• Invitations extended</li> <li>• NIFVS Communications Strategy employed</li> <li>• x1 'in-person' GMC meetings to be held in 2024.25</li> </ul>

# NIFVS Strategic Priority 5: Cross Sector Governance for Systems Leadership

## Initiative 7: Regional Governance and Inclusion Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort		<b>NIFVS FVRIC Leadership Group</b>	What will indicate progress on this action
<b>Priority 2</b> Support Family Violence Reform <b>Priority 3</b> Developing an evidence base <b>Priority 4</b> Workforce Capability and Capacity	<p>Establishment of a range of regional strategies via the WGs:</p> <ul style="list-style-type: none"> <li>Reform and transition sustainability strategy</li> <li>Workforce and development strategy</li> <li>Research and data strategy</li> </ul> <p><b>Funding:</b> Existing NIFVS resources</p> <p><b>Project timelines:</b> To be completed and operationalised (incl. Working Groups) by end 2025</p> <p><b>Project delivery:</b> As per governance reform agenda for NIFVS FVRIC</p>	<p>The WGs will be responsible for the development of three key strategies that will be used to inform strategic direction, actions and outcomes to meet both the requirements of Government in meeting the Victorian Reform Agenda (against relevant 'Rolling Action Plan') and regional Family Violence integration and alignment priorities.</p> <p>An 'Outcomes Framework' will assist and support the NIFVS FVRIC Leadership Group in evaluating and demonstrating the effectiveness of strategies implement in achieving alignment and integration across the region over time.</p>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>General Membership Committee</li> </ul>	<p><b>Establishment of 3 Working Groups (WGs):</b></p> <ul style="list-style-type: none"> <li>Promote in line with the GMC 'in-person' forum</li> <li>Establish WGs at the GMC forum</li> <li>NIFVS Team to resource and support WGs</li> <li>WGs to have an elected Chair and TOR</li> <li>WG workplans are established and priority actions are set against Strategic Plan and are reflected in Annual Action Plans</li> <li>Reporting structures in place to support transparent accountability to the FVRIC LG</li> </ul> <p><b>3 Working Groups:</b></p> <ol style="list-style-type: none"> <li>Research and Data</li> <li>MARAMIS and Workforce</li> <li>Reform and Sustainability</li> </ol> <ul style="list-style-type: none"> <li>Strategies developed for all WGs and are embedded in future Strategic Planning</li> <li>Outcomes framework is developed and measuring outcomes is embedded into practice</li> <li>Outcomes are measured over time to demonstrate effectiveness of the FVRIC</li> </ul>



# NIFVS Strategic Priority 5: Cross Sector Governance for Systems Leadership

## Initiative 7: Regional Governance / Diversity and Inclusion Strategy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Major Projects:</b> High Impact - High Effort		<b>NIFVS FVRIC Leadership Group</b>	What will indicate progress on this action
<b>Priority 2</b> Support Family Violence Reform <b>Priority 3</b> Developing an evidence base <b>Priority 4</b> Workforce Capability and Capacity	<b>b) Diversity and Inclusion Strategy</b> The NIFVS Team will work in conjunction with the LG to develop a regional Inclusion and Diversity Strategy.  The first steps towards ensuring that the NIFVS FVRIC is both inclusive and diverse is reflected in the structure of the new governance arrangements and representative positions on the NIFVS FVRIC LG being that of the Expert By Lived Experience (EBLE) and Aboriginal Community Controlled Organisations (ACCO).  Consideration for broadening this representation can be incorporated into future planning for the NIFVS FVRIC.  <b>Funding:</b> Existing NIFVS resources  <b>Project timelines:</b> End June 2026 <b>Project delivery:</b> Pending	The NIFVS FVRIC aims to listen deeply and be responsive to the specific needs of people from marginalised groups, to break down barriers, and be respectful and welcoming of diversity and inform all that we do. Through this the NIFVS FVRIC will build connection and understanding through its relationship with all regional stakeholders.  <b>Principles of:</b> <ul style="list-style-type: none"> <li><b>Diversity</b> is achieved in appreciating all the ways in which we differ. This includes culture, ethnicity, faith, age, class, disability, gender identity and expression, sexual orientation, and intersex status, among other characteristics.</li> <li><b>Inclusion</b> occurs when we work together to improve performance and wellbeing. Inclusion is achieved when people feel respected for who they are and feel that their voices are heard and connection to decision making and action taking is enabled and valued.</li> </ul>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group and General Membership Committee</li> <li>Aboriginal Community Controlled Organisations (ACCOs)</li> <li>Experts by Lived Experience</li> <li>Community sector partners and stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of a sub-working group of the NIFVS LG to develop a Diversity and Inclusion Strategy</li> <li>Commencement of a Diversity and Inclusion Strategy</li> <li>Mapping of other regional Diversity and Inclusion Strategies</li> <li>LG considering options for expanding and enhancing the voices of marginalised groups (e.g. disability, mental health, LGBTQIA+ communities, etc.)</li> <li>Diverse representation and voices informs policy, practice, decision making, resource allocation, activity/action prioritisation, service delivery and sector challenges at all levels.</li> <li>Diversity is reflected in the NIFVS FVRIC partnerships and network representation.</li> </ul>

# NIFVS Strategic Priority 5: Cross Sector Governance for Systems Leadership

## Initiative 8: Sector Participation/Partnerships and Alliances

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	Ongoing work of the NIFVS Team		NIFVS FVRIC Leadership Group	What will indicate progress on this action
<p><b>Priority 1</b> Lead initiatives supporting integration and system improvement</p> <p><b>Priority 2</b> Support Family Violence Reform</p> <p><b>Priority 3</b> Developing an evidence base</p> <p><b>Priority 4</b> Workforce Capability and Capacity</p>	<p><b>a) Leading and Participating in Sector Partnerships, Alliances, Working Groups and Communities of Practices</b></p> <p><b>Funding:</b> Existing NIFVS resources</p> <p><b>Project timelines:</b> Ongoing</p> <p><b>Project delivery:</b> Ongoing</p>	<p>Professional exercising of commitment to working in collaborative partnership across sectors.</p> <p>To provide specialist leadership advice and guidance on implementation of and alignment to the Victorian Family Violence reform agenda across sector partnership.</p> <p>Support the work and success of initiatives across the NMR.</p> <p>Support and uphold regional DFFH and NIFVS FVRIC priorities, projects and partnership initiatives.</p> <p>Improve service system outcomes for victim survivors (adults, children and adolescents) and those using violence.</p>	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• Counselling Support Alliance (CSA)</li> <li>• Women's Health In the North (WHIN)</li> <li>• Local Site Executive (via DFFH Area Directorship)</li> <li>• Aboriginal Community Controlled Organisations</li> </ul>	<p><b>Direct resourcing support and administration of:</b></p> <ul style="list-style-type: none"> <li>• NIFVS FVRIC</li> <li>• NMR Counselling Support Alliance (CSA)</li> <li>• Statewide Family Violence Integration Advisory Committee (SFVIAC) - PSA rep</li> </ul> <p><b>Working Groups:</b></p> <ol style="list-style-type: none"> <li>1. Local Site Executive Committee (LSEC) - Whittlesea initiative</li> <li>2. Gender Diversity (WHIN)</li> <li>3. Disability Inclusion (WHIN)</li> <li>4. Smart Services Network</li> </ol> <p><b>Participation in external Community of Practices (CoPs):</b></p> <ul style="list-style-type: none"> <li>• FV Media and Communications</li> <li>• First Nations Advocates against FV</li> </ul>

# NIFVS Strategic Priority 5: Cross Sector Governance for Systems Leadership

## Initiative 8: Sector Participation/Partnerships and Alliances

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	Ongoing work of the NIFVS Team		NIFVS FVRIC Leadership Group	What will indicate progress on this action
<p><b>Priority 1</b> Lead initiatives supporting integration and system improvement</p> <p><b>Priority 2</b> Support Family Violence Reform</p> <p><b>Priority 3</b> Developing an evidence base</p> <p><b>Priority 4</b> Workforce Capability and Capacity</p>	<p><b>b) Supporting and sustaining key family regional sector partnerships</b></p> <p><b>Funding:</b> Existing NIFVS resources</p> <p><b>Project timelines:</b> Ongoing</p> <p><b>Project delivery:</b> Ongoing</p>	<p>Professional exercising of commitment to working in collaborative partnership across sectors.</p> <p>To provide specialist leadership advice and guidance on implementation of and alignment to the Victorian Family Violence reform agenda across sector partnership.</p> <p>Support the work and success of initiatives across the NMR.</p> <p>Support and uphold regional DFFH and NIFVS FVRIC priorities, projects and partnership initiatives.</p> <p>Improve service system outcomes for victim survivors (adults, children and adolescents) and those using violence.</p>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>Regional DFFH Area initiatives and partnerships</li> <li>Key stakeholders from the Child and Family services sector</li> <li>Aboriginal Community Controlled Organisations</li> </ul>	<p><b>Participation following meetings:</b></p> <ol style="list-style-type: none"> <li>1. Dhek Dja Indigenous Regional Action Group</li> <li>2. Northern Local Area Services Network (NLASN) Housing/Homelessness Sector</li> <li>3. North East Mental Health Service Coordination Alliance (NEMHSCA)</li> <li>4. Integrated Family Violence Services (IFS) (HMA &amp; NEMA) Operational Meetings</li> <li>5. Family Violence Network Conveners</li> <li>6. Elder Abuse Prevention Network</li> </ol> <p><b>Supporting the administration and coordination of:</b></p> <ul style="list-style-type: none"> <li>• Monthly meetings of HMA and NEMA The Orange Door (TOD) Service System Navigators (SSN) and PSA</li> <li>• Meeting focus ensures sector and service integration and regional alignment activities are understood, shared, evaluated and monitored.</li> </ul>

# NIFVS Strategic Priority 4: Evidence based decision making and advocacy

## Initiative 9: Family Violence sector and cross-sector advocacy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Quick Wins:</b> Medium Impact - Low to Medium Effort (Partnership with SFVIAC)		<b>NIFVS FVRIC Leadership Group</b>	What will indicate progress on this action
<p><b>Priority 2</b> Supporting the implementation, monitoring and evaluation of family violence reform initiatives</p> <p><b>Priority 3</b> Developing an evidence base</p>	<p><b>a) Identify opportunities to contribute to sector and cross sector reviews</b></p> <p><b>Funding:</b> Existing NIFVS resources</p> <p><b>Project timelines:</b> 2 weeks</p> <p><b>Project delivery:</b> 14 February 2025</p>	<p>To align annual actions with the 'Guiding Principles' of the NIFVS FVRIC 2023.26 3 year strategic plan to:</p> <ul style="list-style-type: none"> <li>Evaluate cross service systems effectiveness</li> <li>Clients do not hold the burden of system navigation and are able to access appropriate support at whatever point they enter the service system</li> <li>Support reform alignment and advocacy</li> <li>Undertake consistent monitoring and evaluation of systems</li> <li>Build the data and evidence of our service system to identify gaps and barriers</li> </ul>	<ul style="list-style-type: none"> <li>NIFVS Team</li> <li>NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>SFVIAC</li> <li>Sector partners and stakeholders</li> </ul>	<p><b>Consultation Paper: Family Violence and Personal Safety Reforms (Criminal Law Policy) December 2024</b></p> <ul style="list-style-type: none"> <li>Provide considered and comprehensive responses to the <b>26</b> questions of the reform enquiry in relation to improving procedures for service of FV orders, minimum length for final FVIOs, misidentification of primary aggressor, FVIO variations and extensions, use of animals to perpetrate FV, expanding jurisdiction of Victorian Courts for FVIOs and PSIOs, enabling police to issue longer FVSNs, introduction of minimum age for FVIOs and amendments to enable Courts to make PSIOs.</li> <li>Response drafted and provided by mid-February 2025</li> <li>NIFVS PSA initiator of foundational document with contribution from SFVIAC PSAs across Victoria</li> </ul> <p><b>Flexible response to identified system review requests across 2024.25</b></p>



# NIFVS Strategic Priority 4: Evidence based decision making and advocacy

## Initiative 9: Family Violence sector and cross-sector advocacy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	Ongoing work of the NIFVS Team and Leadership Group		NIFVS FVRIC Leadership Group	What will indicate progress on this action
<p><b>Priority 2</b> Supporting the implementation, monitoring and evaluation of family violence reform initiatives</p> <p><b>Priority 3</b> Developing an evidence base</p>	<p><b>b) Identify opportunities to provide advocacy across:</b></p> <ul style="list-style-type: none"> <li>• <b>Family Violence Workforce</b></li> <li>• <b>Family Violence service and initiative funding</b></li> <li>• <b>The voices and experiences of victim survivors of Family Violence</b></li> </ul> <p><b>Funding:</b> Existing NIFVS resources</p> <p><b>Project timelines:</b> Ongoing</p> <p><b>Project delivery:</b> Ongoing</p>	<p>To align annual actions with the 'Guiding Principles' of the NIFVS FVRIC 2023.26 3 year strategic plan to:</p> <ul style="list-style-type: none"> <li>• Drive workforce capacity and capability</li> <li>• Evaluate cross service systems effectiveness</li> <li>• Support reform alignment and advocacy</li> <li>• Undertake consistent monitoring and evaluation of systems</li> <li>• Build the data and evidence of our service system to identify gaps and barriers</li> <li>• Clients do not hold the burden of system navigation and are able to access appropriate support at whatever point they enter the service system</li> </ul>	<ul style="list-style-type: none"> <li>• NIFVS Team</li> <li>• NIFVS Family Violence Regional Integration Committee (FVRIC) Leadership Group</li> <li>• SFVIAC</li> <li>• FSV</li> <li>• Sector partners and stakeholders</li> </ul>	<p><b>Analyse resourcing - workforce &amp; funding</b></p> <ul style="list-style-type: none"> <li>• Delivery of annual Workforce questions contained within the annual MARAMIS &amp; Workforce Survey</li> <li>• Support and resource the work of the SFVIAC in developing and costing a submission to FSV regarding future funding and FVRIC Team structures and resources to meet increasing expectations and demands on FVRICs</li> <li>• Provide feedback to Government on (not exhaustive list): <ul style="list-style-type: none"> <li>■ fixed term one-off initiative funding</li> <li>■ fixed term part-time employment of a predominately female workforce</li> <li>■ attracting and retaining workforces</li> <li>■ workforce capability and capacity building initiatives</li> <li>■ <b>SFVS Case Management funding</b></li> <li>■ <b>Counselling and therapeutic recovery funding for victim survivors and PUVs</b></li> </ul> </li> </ul>

# NIFVS Strategic Priority 1: Service Integration and Systems Improvements

## NIFVS Strategic Priority 4: Evidence based decision making and advocacy

### Initiative 9: Family Violence sector and cross-sector advocacy

Guidelines Priority	Initiative/Project/Activity	Aim of the Initiative/Project/Activity	Key Stakeholders	Progress Indicator/s
Relates to one or more: 1,2,3,4,5#	<b>Quick Wins:</b> High Impact - Medium to High Effort for a short period of time (Partnership initiative)		<b>NIFVS FVRIC Leadership Group</b>	What will indicate progress on this action
<b>Priority 2</b> Supporting the implementation, monitoring and evaluation of family violence reform initiatives <b>Priority 3</b> Developing an evidence base	<b>c) Support cross sector negotiations and decision making regarding referrals from regional Integrated Family Services (IFS) to Family Violence Therapeutic Interventions (counselling and group work)</b>  <b>Funding:</b> Existing NIFVS resources  <b>Project timelines:</b> End 2024 <b>Project delivery:</b> 15 January 2025	<p>To identify, respond and resolve service system gaps and processes as it relates to IFS referral for victim survivors to access Family Violence specific counselling and group work.</p> <p><b>Issue:</b> System issues whereby IFS referrals were being made to the Counselling Support Alliance via The Orange Doors. This embedded a range of system delays which lead to victim survivors not having access to Family Violence recovery therapeutic services and supports.</p>	<ul style="list-style-type: none"> <li>NIFVS PSA</li> <li>Counselling Support Alliance (CSA)</li> <li>Berry Street Family Violence Case Management, Counselling and Communities</li> <li>Regional IFS Alliance Facilitators</li> <li>The Orange Door Hub Managers and Service System Navigators</li> </ul>	<b>Establishment of a regional Family Violence Counselling Referral service:</b> <ul style="list-style-type: none"> <li>Berry Street funding the employment of a Family Violence Therapeutic Referral Coordinator</li> <li>All referrals will go directly to Berry Street replacing The Orange Doors as the referral pathway to Family Violence Counselling and Group Work for victim survivors of family violence</li> <li>No 'service system' delays in victim survivors being assessed if it is the right time in their lives to be referred to Family Violence Counselling and having access to therapeutic recovery services</li> <li>IFS have new expedited and supported referral processes in place including secondary consultation options and new tools in place to support MARAM informed practice</li> </ul>

## Reporting Template 2: Projected Budget and Financial Acquittal Template

### 2024/25 Financial Year Budget

FVRIC: Northern Integrated Family Violence Services (NIFVS) FVRIC				Period ending 30 June 2025 (completed shaded sections by 7 October 2024)
	PROJECTED INCOME			END OF YEAR REPORT
INCOME	FUNDS CARRIED FORWARD FROM 2023.24	ANTICIPATED FUNDING IN 2024-25	ANTICIPATED TOTAL FUNDING (Carry forward from 2023-24 + 2024-25 funding)	ACTUAL INCOME To be completed June 2025
FSV -FVRIC co-ordination (Regional Integration) 2024-25 PI Not Applied	\$0	\$363,848	<b>\$363,848</b>	
FSV -FVRIC brokerage	\$0	\$0	<b>\$0</b>	
FSV – MARAM CPT	\$17,674	\$84,543	<b>\$102,257</b>	
FSV – MARAM Alignment	\$0	\$0	<b>\$0</b>	
FSV – other projects (Changing Ways MARAM PUV 3yr)	\$0	\$53,500	<b>\$53,500</b>	
DFFH Area (if any) (Therapeutic Interventions FV)	-\$0 (deficit budget)	\$935,498	<b>\$935,498</b>	
SFVIAC Recurrent (Fund Holding not related to the NIFVS FVRIC)	\$26,293	\$31,635	<b>\$57,928</b>	
TOTAL INCOME	\$43,967 (less SFVIAC funding)	\$1,415,524 (less SFVIAC funding)	<b>\$1,513,031 (less SFVIAC Funding)</b>	

## Reporting Template 2: Projected Budget and Financial Acquittal Template

### 2024/25 Financial Year Budget

EXPENDITURE	PROJECTED EXPENDITURE (BUDGET) in 2024-25	ACTUAL EXPENDITURE to be completed in June 2025	FUNDS TO BE CARRIED FORWARD INTO 2025-26 to be completed in June 2025
Auspice Organisational Administrative Fee applied at 20%	\$291,906		
Staffing (if any) Including all ON costs - PSA, MARAMIS Coord, Comms Officer, and MARAM Sessional Trainers	\$372,506		
Committee and other expenses	\$13,438		
Projects and Initiatives per Action Plan	\$30,000		
MARAM CPT	\$102,257		
MARAM Alignment	\$0		
Therapeutic Interventions FV	\$935,498		
Changing Ways PUV MARAM Initiative	\$53,500		
SFVIAC	\$57,928		
<b>TOTALS</b>	<b>\$1,857,033</b>		Less SFVIAC Funding
BALANCE			Total income minus total expenditure



## **The Northern Integrated Family Violence Services**

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