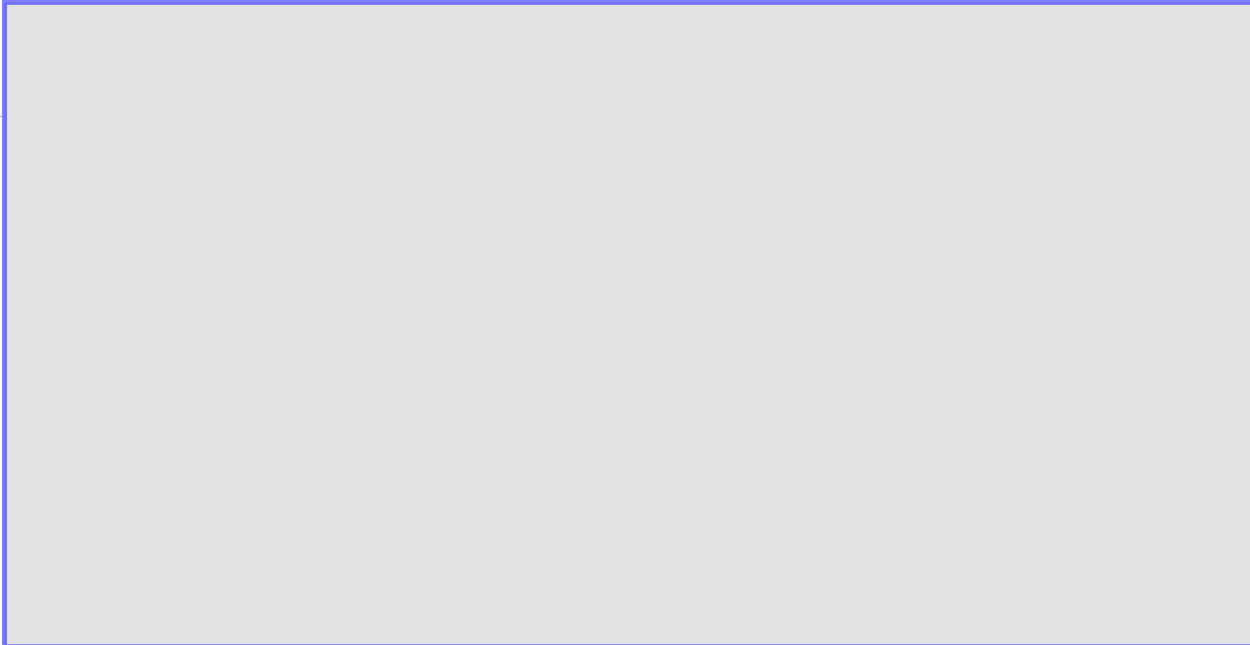

8. Learnings

8.1 Areas for practice improvement

The review identified the following areas for practice improvement:

- The department requires a system of formal (self or peer) competence assessment of staff's level of expertise in [redacted] abuse assessment (base level knowledge to highly proficient).
- There may be value in having a procedural requirement for a compulsory consultation with a second decision maker when a child is placed in a potentially high risk situation - [redacted]
- The [redacted] practice paper requires a clear statement that staff must work on the premise that they believe children's disclosures unless there is highly probative evidence to the contrary, as well as information about the services provided by [redacted]
- CSSC 4's staff's educational development in regards to drug and alcohol misuse needs to be audited or addressed.
- There is a current frontline work analysis and job design project which includes a review of team leader job descriptions. The project has the potential to address the role-conflict whereby team leaders are expected to hold significant expertise in child protection practice issues but have limited time available to formally address the ongoing development of contemporaneous professional practice skills, knowledge and networks.
- When the department determines that external agencies will play a role as protective factors or are actively engaged as a support service or working in partnership within a departmental intervention, it is important for departmental staff to:
 - document which of the case plan goals or protective functions the agency will fulfil;
 - ensure that the agencies are aware of their protective/intervention role; and
 - confirm that the agencies are able to fulfil the role assigned by the department.





10. Recommendations

10.1 Internal recommendations

The review makes the following recommendations:

1. The review report be provided to all staff who participated in the review to allow critical discussion and reflection on learnings.
2. A summary of key learnings from the report be developed and disseminated via Practice Support Unit to all senior practitioners.