



AUSTRALIAN FORENSIC MENTAL HEALTH SOCIAL WORK

Capability and Competency Framework

Language Guide

This framework uses language that is underpinned by social work values, including person-centred and trauma-informed approaches. The terminology reflects respect for the dignity, autonomy, and diversity of individuals impacted by forensic mental health and criminal legal systems.

Key terms:

Consumer

A person who has currently accessing or previously accessed forensic mental health services.

Family /Carers

People who provide support to consumers, including chosen family, kinship networks, or significant others.

First Peoples / Aboriginal and Torres Strait Islander Peoples

The original peoples of Australia, with distinct cultures and connections to Country.

Criminal Legal System

A term used instead of criminal justice system to acknowledge that systems of policing, courts, and corrections do not always produce just or equitable outcomes.

Justice-Involved Person

A person who has had contact with the criminal legal system, including those who are or have been arrested, charged, incarcerated, or subject to community-based or forensic legal orders.

Lived Experience

The personal knowledge and insight gained through direct experience of mental health challenges, service use, or forensic involvement. In forensic mental health contexts, this may include dual experiences of the mental health and criminal legal systems.

Acronym Glossary

AASW	Australian Association of Social Workers
AFSWCCF	Australian Forensic Social Work Capability and Competency Framework
AOD	Alcohol and other drugs
FMHSWs	Forensic Mental Health Social Workers
MDT	Multidisciplinary Team
NDIS	National Disability Insurance Scheme
RJ	Restorative Justice

INTRODUCTION



What is Forensic Social Work?

Forensic social work refers to social work practice with persons involved in the criminal legal system, encompassing correctional or probation services, and forensic mental health (Lattas et al., 2024).

In Australia, social workers have played a crucial role in developing service practice models in criminal legal settings and advocating for legal reforms to protect vulnerable persons (Sheehan, 2012). Practitioners in this field promote social justice and consumer recovery principles within often hostile and involuntary environments (Harvey, 2020).

What is Forensic Mental Health Social Work?

Forensic mental health social work (FMHSW) is a sub-discipline of forensic social work, focused on the treatment and assessment of people with a mental illness who have offended or are at risk of offending. The practitioners in this field (Forensic Mental Health Social Workers: FMHSWs) support some of Australia's most marginalised, stigmatised, and high-risk populations (Lattas & Davis, 2024). While it shares similarities with other statutory areas of social work, such as involuntary and risk-centric service provision, it also requires specialist knowledge of the law, violent risk assessments, family violence, sexual abuse, maladaptive behaviours and distress, institutionalisation, intersectionality, oppression, and mental health.

Regardless of jurisdiction or experience level, FMHSWs must balance best practices for the individual client with broader community and public safety concerns (Sheehan, 2014), also known as the care versus control dilemma. The primary objectives of Forensic Mental Health Social Work interventions are to work with consumers through their clinical and personal, offence-specific, wellbeing recovery journey and facilitate meaningful lives in the least restrictive environment. This recognises the impact of institutionalisation and prolonged admissions or supervision, as there is a heightened emphasis on managing the risk of harm to self and others in the context of complex, challenging or maladaptive behaviours. They bring their professional core values and ethics to this sector, focusing on social justice, structural inequity, self-determination, and human dignity.

‘Working within a multidisciplinary team is fundamental to providing quality and timely care.’



A Systemic View of Forensic Mental Health Social Work

At the micro level, FMHSWs engage directly with consumers, carers, families and significant others to navigate the complex system of laws and policies that guide the treatment and management of individuals with mental health challenges in the criminal legal system.

They provide psychosocial assessments and interventions, risk assessments, and risk management plans to understand consumers' unique needs and circumstances. They are experts in care coordination, including linking services with consumers within or exiting forensic mental health systems (Turner, 2022).

At the meso level, FMHSWs encourage positive consumer engagement and treatment experience through inter- or cross-agency collaboration with other specialist mental health clinicians, lawyers, lived experience workers, and court staff. Working within a multidisciplinary team (MDT) is fundamental to providing quality and timely care.

FMHSWs advocate for human rights and social justice in these spaces. This includes promoting the least restrictive, most recovery-oriented mental health model possible. FMHSWs should identify service gaps and can assist in developing new programs or initiatives to address these gaps.

At the macro level, FMHSWs leverage their expertise to advocate for systemic changes that promote equity, justice, and social inclusion. This includes policy submissions, running public awareness campaigns, advocating for legal reform, promoting community engagement initiatives, and collaboration and participation in research initiatives (Lattas & Rock, 2025). FMHSWs have a professional duty to challenge stigma and misinformation surrounding mental health and criminal justice.

Micro Level Engagement

Direct interaction with clients to understand needs



Meso Level Collaboration

Working with other professionals for better care



Macro Level Advocacy

Promoting systemic changes for equity and justice



Competency Development Process

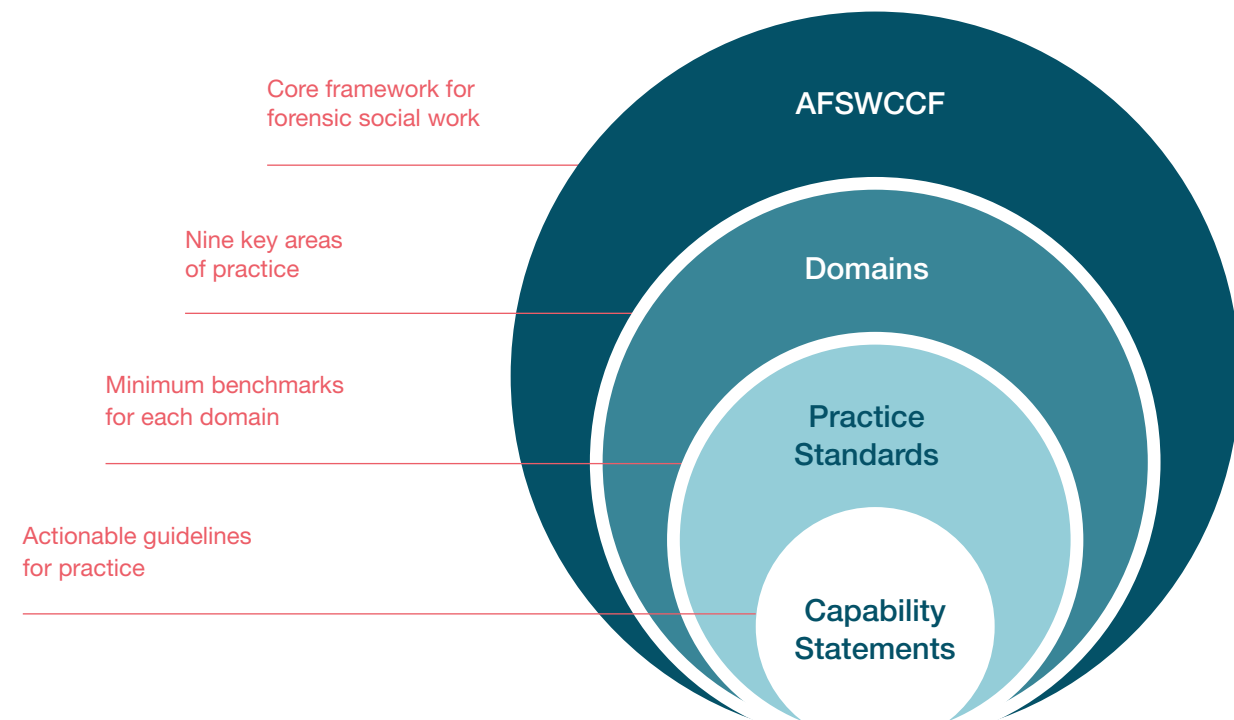
This practice document originated at Forensicare as an internal guide to support forensic mental health social work practice.

It was subsequently expanded and refined by integrating findings from the published forensic social work competencies (Lattas et al., 2024). An additional round of consultation took place at the 2024 Australian Forensic Mental Health Social Work Conference, held in Brisbane, where attendees contributed to a survey that helped shape the structure and content. The final draft was reviewed by a nominated representative from each Australian state and territory to ensure national relevance, consistency, and applicability across diverse forensic mental health contexts.

This version of the framework outlines nine practice domains. Each domain is accompanied by a capability statement and a sequential progression table, detailing standardised competencies across four levels—from graduate to senior leadership—applicable to all forensic mental health social work settings.

Competency and capability in this framework

The Australian Forensic Social Work Capability and Competency Framework (AFSWCCF) comprises nine core domains, each with defined minimum standards of practice. These domains are articulated through specific capability statements, designed to be meaningful, measurable, and directly transferable to diverse workplace settings.



Experience Levels of Forensic Mental Health Social Workers

The capabilities and competence of a FMHSW undoubtedly evolve as they progress with experience and opportunities.

As workers advance in their scope of practice, we expect their level of autonomy, ability to make ethical decisions, engagement in complex cases, and willingness to seek advice and supervision from seniors and the MDT to increase accordingly. We acknowledge that the job role differs in each state and depending on the area of service. The following provides a general description of what each level entails and the expectations required:

SW1 (Graduate):

A SW1 is a recent graduate or career changer new to social work, typically with less than two years of experience. They are developing their understanding of forensic settings, legislation, and policies, while building confidence in practice tasks such as interventions, documentation, and multidisciplinary engagement. SW1s require close supervision and support as they shape their professional identity and navigate ethical challenges.

SW3 (Senior Social Worker):

A SW3 works independently and often leads or mentors others. They manage complex and high-risk caseloads, model best practices, and supervise junior staff. SW3s liaise with senior stakeholders, contribute to service improvement, and may be involved in research and advancing practice standards.

SW2 (Social Worker):

A SW2 has demonstrated core competency and can practise with greater autonomy. They manage complex cases, accurately document and share information, manage and assess risks, and exercise sound professional judgment. SW2s actively expand their knowledge, collaborate across teams, support graduates, and engage with community resources and networks.

SW4 (Lead/Educator/Chief):

A SW4 provides strategic leadership, manages the social work team, and delivers expert guidance and mentorship. They drive quality practice, deconstruct complex issues, and represent the profession at an organisational level, serving as role models and advocates for social work.

The AFSWCCF recognises that many states do not follow the exact structure outlined in this report. For instance, the absence of a distinct graduate (SW1) role is notable, as generalist-trained practitioners may feel unprepared and inadequately trained for FMHSW roles (Lattas et al., 2024; Sheehan, 2016). The AFSWCCF promotes the SW1-4 classification to support new practitioners in learning the competencies outlined in this document.

HOW TO USE THIS DOCUMENT



The Australian Forensic Social Work Capability and Competency Framework (AFSWCCF) is designed to stand alongside and complement, rather than duplicate, the core competencies expected by the AASW.

It outlines a pathway for post-qualifying progression and professional development for social workers practising in forensic mental health settings. This guide can be used to support specialist recognition, enhance organisational understanding of forensic social work, as a resource for practitioners, and as an educational development tool.

Each state and territory in Australia has differing rules, policies, and legal frameworks governing forensic mental health social work. Recognising the diverse legal and policy landscapes, this document provides a national competency framework emphasising consistent standards and competencies across states and territories, ensuring that forensic social workers adhere to a common set of practices. This consistency enhances the quality of care provided to consumers and promotes trust in the social work profession.

A national framework provides clear guidelines and competencies, helping ensure that social workers are equipped with the necessary skills and knowledge to meet the complex needs of individuals and their families and carers within forensic mental health settings. Describing the specific skills, knowledge, interventions, attitudes, and values required to do the work creates a shared understanding of best practice in forensic mental health social work, effective interventions, and better client outcomes.



Measuring Competency

‘Competency’ and ‘capability’ encompass not just performance, but also the knowledge, values, judgment, critical thinking, and emotional responses that inform it (Poulin & Matis, 2015).

The FMHSW competencies and capabilities are categorised into four themes/domains, which capture cognitive, behavioural and knowledge competencies:



Translating the AFSWCCF into an assessment tool enables educators and senior managers to evaluate social work programs and staff development. It also supports the transition from generalist practice to FMHSW practice by identifying gaps and guiding progression. Competence at each level builds on the previous one, and understanding each competency is essential for effective practice (Poulin & Matis, 2015). The AFSWCCF uses a sequential progression table to outline standardised competencies from graduate to senior levels, applicable across all settings.



SW1

Graduate

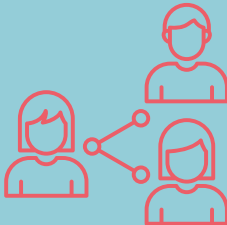
Recent graduates developing foundational skills and understanding



SW2

Social Worker

Competent professionals managing complex cases with autonomy



SW3

Senior Social Worker

Experienced leaders mentoring others and managing high-risk cases



SW4

Lead/Educator/Chief

Strategic leaders driving quality practice and representing the profession

01

Ethics and Values

DOMAIN 1: Forensic social workers should uphold the values, ethics, and guidelines set out in the AASW Code of Ethics, as well as the organisational and legal frameworks governing forensic practice.

04

Collaboration in Multidisciplinary Contexts

DOMAIN 4: Forensic social workers collaborate effectively and contribute specialist social work knowledge in their interprofessional and multidisciplinary relationships.

07

Working Alongside First Nations Communities

DOMAIN 7: Forensic social workers are committed to working alongside Aboriginal and Torres Strait Islander Peoples. They recognise the forensic injustices faced by these populations and support systemic changes that support their rights and self-determination.

02

Specialist Knowledge

DOMAIN 2: Forensic social workers shall possess specialist knowledge of the law, offending behaviours/recidivism, family violence, sexual abuse, mental health, and mental capacity. This includes understanding the legal and criminal justice systems, mental health law, criminal procedures, assessment tools, and transition processes.

05

Advocacy

DOMAIN 5: Forensic social workers advocate for the rights and needs of consumers within their specific setting and for promoting the least restrictive interventions and awareness of factors contributing to recidivism.

08

Diversity, Equity and Inclusion

DOMAIN 8: Forensic social workers work to recognise, respect, and incorporate individuals' and communities' diverse identities, experiences, and needs into practice, upholding principles of equity and inclusivity in all forensic settings.

03

Advanced Interpersonal and Practice Skills

DOMAIN 3: Forensic social workers use evidence-based clinical and technical skills tailored to consumers' needs, context, and capacity. Their interventions aim to be empowering and least restrictive, appropriate to the level of security, legal circumstances, crisis or distress presentation, and cognitive functioning.

06

Supporting Transition Pathways within the Justice System

DOMAIN 6: Forensic social workers support consumers, families and carers in transitioning through the justice system, ensuring that the safety of the community is balanced with the delivery of appropriate care and services to the consumer while upholding their rights.

09

Professional Development, Research and Supervision

DOMAIN 9: Forensic social workers engage in ongoing professional development through education, training, and supervision to enhance their skills and knowledge. They contribute to the advancement of their field through research participation, development of practice guidelines, and advocacy for policy initiatives that support evidence-based practices and equitable access to resources for consumers.

FMHSWs are knowledgeable about legislation, policy, and procedures relevant to their organisation and the criminal legal system (including the court system) to ensure service delivery is aligned with a consumer's legal status. They will practice in alignment with the AASW Code of Ethics, including being accountable for their actions and upholding a sense of duty while understanding power differentials. They acknowledge ethical tensions in balancing human rights, individual consumer needs, the safety of family/carers and public protection. FMHSWs commit to practising with integrity, impartiality, transparency, and accountability. They recognise their duty to demonstrate leadership to empower consumers to lead safe, meaningful lives free from offending.

FMHSWs commit to balancing due care whilst delivering measured control. FMHSWs hold a dual mandate to deliver care whilst exercising control against contradicting societal and personal values. FMHSWs bear the responsibility of advocating against oppressive dominant values towards offending and encouraging a more nuanced understanding of risk that incorporates environmental and psychological factors for offending. FMHSWs aim to deliver empowering and least restrictive practices to promote the rehabilitation of a consumer whilst maintaining a duty to public safety. FMHSWs must critically reflect on their own biases and beliefs, remaining vigilant of external societal factors that may continue to influence their values, and avoid collusion with systematic oppression or abuse.

ETHICS AND VALUES

01

DOMAIN 1

Forensic social workers uphold the values, ethics, and guidelines set out in the AASW Code of Ethics principles, as well as the organisational and legal frameworks governing forensic practice.

To meet DOMAIN 1, FMHSWs will, at a minimum:

- Understand and comply with the AASW Code of Ethics and Practice Standards, relevant mental health legislation, and statutory obligations.
- Critically reflect on the power imbalance between consumers and practitioners in an involuntary setting.
- Recognise and reflect upon social, organisational, and individual values related to offending behaviours to determine adaptive protective measures.
- Use informed consent principles and ensure consumers understand their rights and the services provided, documenting consent appropriately.
- Conduct themselves ethically and engage in ethical decision-making, considering the perspectives of consumers, carers, and victims.
- Uphold confidentiality and privacy in all consumer interactions in compliance with legal and ethical guidelines.
- Understand and identify systemic oppression and critically reflect on their own practice to ensure they are not colluding with or contributing to systemic oppression and abuse.

ETHICS AND VALUES

01

Forensic social work requires specialised knowledge about the complex intersection between mental health, the law, trauma, family violence, sexual abuse, and the criminogenic needs of the consumer. FMHSWs utilise their expertise as part of a multidisciplinary team to ensure interventions promote consumers' recovery. To provide effective care, FMHSWs must be knowledgeable about the challenges faced by forensic consumers, including homelessness, cognitive impairments, substance misuse, maladaptive behaviours, trauma, childhood adversity, current and previous family violence, sexual abuse and marginalisation, as well as common misconceptions surrounding these issues.

Evidence-based practices and principles should inform clinical decision-making. This definition of evidence-based practice notes the five forms of knowledge: theoretical, empirical, procedural, personal, and practice wisdom (Maschi et al., 2017). FMHSWs must remain well-versed in current research related to forensic social work (Lattas & Rock, 2025).

SPECIALIST KNOWLEDGE

02

DOMAIN 2

Forensic social workers shall possess specialist knowledge of the law, offending behaviours/ recidivism, family violence, sexual abuse, mental health, and mental capacity. This includes understanding the legal and criminal justice systems, mental health law, criminal procedures, assessment tools, and transition processes.

SPECIALIST KNOWLEDGE

To meet DOMAIN 2, FMHSWs will, at a minimum:

- Understand the relationship between mental health and maladaptive behaviour.
- Understand recovery-oriented, trauma-and violence-informed principles and apply these to all aspects of practice, recognising the impact of trauma on consumers.
- Provide evidence-based therapeutic interventions that address maladaptive and offending behaviour, including comorbidity with substance use and other behaviours.
- Recognise the impact that legal labels and incarceration have on personhood and wellbeing.
- Acknowledge the bias that exists in evidence-based criminal legal practice, and respectfully consider non-Western and First Nation knowledge, cultural practices, processes, and laws.
- Use assessment frameworks to ensure the safety and wellbeing of consumers, staff, self, families/carers, and broader public safety.
- Recognise previous victimisation and deprivation of rights in consumers' lives.
- Recognise that factors such as inadequate treatment and prolonged substance misuse play a significant role in aggression or maladaptive behaviour.
- Use reflective practice principles to critically analyse and evaluate information from varying sources and make evidence-informed decisions.
- Understand complex presentations, mental distress, and mental disorders, including the impact on the individual, their family, children and their community.
- Understand the intersection of mental health and family violence.
- Understand that consumers in forensic settings may be experiencing or using family violence and there is risk of misidentification.
- Understand intellectual disabilities and cognitive impairments in consumers.
- Understand the differing needs of consumers depending on age/stage of life in forensic mental health settings.

02

Advanced interpersonal, communication, and direct practice skills are fundamental to forensic practice. FMHSWs engage with individuals who often have complex and multifaceted needs, including cognitive impairments, ongoing distress presentations, histories of trauma, and experiences of marginalisation. Effective communication is essential for understanding the consumer's story and their unique circumstances, assessing risk, safety, and well-being, and delivering individualised interventions that promote recovery and safety.

Direct practice skills are vital in navigating challenging conversations, such as discussing delays in transition plans, awareness of shame when addressing risky behaviours and discussing safety for self and others, and providing support during crises. FMHSWs must be adept at employing strategies that foster trust and rapport while ensuring their safety and that of the client and other staff. FMHSWs recognise the importance of communication that celebrates cultural, spiritual and gender diversity.

ADVANCED INTERPERSONAL AND PRACTICE SKILLS

03

DOMAIN 3

Forensic social workers use evidence-based clinical and technical skills tailored to consumers' needs, context, and capacity. Their interventions aim to be empowering and least restrictive, appropriate to the level of security, legal circumstances, crisis or distress presentation, and cognitive functioning.

To meet DOMAIN 3, FMHSWs will, at a minimum:

- Maintain transparent, non-collusive, respectful, and professional communication with consumers and stakeholders.
- Recognise and separate personhood and identity from offending behaviour during professional communication, interactions, assessments, and interventions.
- Understand communication strategies and purpose.
- Understand that forensic consumers may exhibit complex and challenging behaviours that can put the consumer and/or others at risk of harm.
- Identify and address consumers who are using and or experiencing family violence. Engage family/carers in a safe and informed way, identifying and addressing family violence risks.
- Assess and address the safety needs of victims and the community in consumer intervention plans. Demonstrate relevant information sharing legislation and processes.
- Be committed to driving innovation that reduces and potentially eliminates the use of restrictive interventions.
- Understand the importance of de-escalation and crisis management in a forensic context.
- Demonstrate the ability to communicate confidently and work effectively with a broad range of stakeholders, including consumers of varying offences, families, carers, agencies representing the criminal legal and court systems, linkage services (e.g., housing, employment, education, NDIS), law enforcement, and victims.
- Build consumer confidence in their recovery plan.
- Practice within the family-sensitive principles, ensuring and prioritising safety to support the consumer's relationship with the family, carers, and support systems.
- Use interviewing skills to gather information for assessment and risk analysis.

ADVANCED INTERPERSONAL AND PRACTICE SKILLS

03

FMHSWs collaborate respectfully and effectively within multidisciplinary teams, navigating diverse professional roles and boundaries with empathy and authenticity. Interprofessional collaboration in forensic mental health is essential for providing holistic, safe, effective, and ethical care. FMHSWs contribute specialist social work knowledge while respecting and integrating the expertise of other disciplines. Social workers navigate differing professional roles, responsibilities, and ethical frameworks with professionalism and advocate for person-centred approaches that uphold human rights, cultural safety, and social justice. They actively participate in shared decision-making, interdisciplinary case planning, information sharing, risk assessment, and conflict resolution to enhance outcomes for consumers and communities. Forensic social workers promote the reputation of the profession within and outside their organisational context. They should maintain a clear understanding of social work's professional presence and identity within a multidisciplinary context.

COLLABORATION IN MULTIDISCIPLINARY CONTEXTS

04

DOMAIN 4

Forensic social workers should collaborate effectively and contribute specialist social work knowledge in their interprofessional and multidisciplinary relationships.

To meet DOMAIN 4, FMHSWs will, at a minimum:

- Uphold professional documentation and can be upheld to legal scrutiny in justice processes.
- Adhere to the legislative, statutory, and organisational documentation requirements.
- Understand and adhere to legislation frameworks that govern the sharing of information.
- Ensure collaboration related to the assessment and management of family violence, prioritising the safety of victim survivor and children.
- Collaborate respectfully and effectively with multidisciplinary team members, maintaining appropriate professional boundaries.
- Understand the expectations of social workers in court proceedings, such as appearances and expert witness roles.
- Safeguard consumer information, ensuring confidentiality is maintained in all forms of communication.
- Demonstrate empathy, authenticity, and cultural humility in all interprofessional interactions.
- Actively participate in team meetings and discussions, contributing insights from one's professional perspective.
- Recognise and respect the roles and expertise of other disciplines.
- Create an inclusive environment where all professions feel valued and heard.
- Maintain an informed understanding of the social work profession's responsibilities and presence in multidisciplinary forensic mental health settings.

COLLABORATION IN MULTIDISCIPLINARY CONTEXTS

04

FMHSWs will leverage their expertise, skills, and experiences to advocate for their consumers, themselves, and the profession. Advocacy is rooted in the history and philosophies of social work and reflects the profession's commitment to dismantling discrimination and racism entrenched in legal and human service systems. Advocacy must consider the rights and agency of the consumer, family and carers. FMHSWs are committed to promoting the least restrictive interventions, and advocate against oppressive values and punitive responses to offending and promoting a focus on psychosocial recovery and consumer rehabilitation. Where possible, promote consumer self-determination whilst recognising the limitations in forensic mental health contexts, and where it jeopardises the safety of family to carers, children and community

Forensic social work advocacy can be conducted at all levels of the system: micro, meso, and macro. At the micro level, it involves individual action related to consumer needs and rights. At the meso level, it focuses on organisational-level reform, working within organisations to improve policies, practices, and service delivery to better support vulnerable populations. At the macro level, forensic social work advocacy seeks to identify and eradicate the root causes of oppression, marginalisation, discrimination, and racism through systemic change and public policy initiatives.

ADVOCACY

05

DOMAIN 5

Forensic social workers advocate for the rights and needs of consumers within their specific setting and for promoting the least restrictive interventions and awareness of factors contributing to recidivism.

To meet DOMAIN 5, FMHSWs will, at a minimum:

- Understand and support rights-based practice within the forensic system.
- Recognise and respond to the challenges faced by marginalised groups.
- Recognise and advocate against the systematic oppression of First Nation consumers in forensic services.
- Work with families in a safe and violence-informed manner and with other stakeholders to promote self-advocacy.
- Articulate and advocate for a social and systemic understanding of factors contributing to recidivism.
- Advocate for recovery-oriented strategies and least restrictive interventions.
- Ensure that engaged families are safe and informed; social workers should identify family violence risk and ensure recovery planning is not detrimental to families' physical or emotional safety.

ADVOCACY

05

FMHSW is an important connection point and translation pathway between consumers, specialists, and legal services, such as law enforcement, attorneys, correctional staff, and psychiatrists. Interprofessional and multidisciplinary practice involves the awareness and valuation of other disciplinary knowledge and conscientiously integrating these to generate holistic solutions to problems. By fostering a cohesive approach, consumers receive comprehensive support that safely addresses their multifaceted needs. MHSWs may also carry the awareness of family violence risk and voices of family and carer/victim survivors. MHSWs then contributes to safe and informed transition.

SUPPORTING TRANSITION PATHWAYS WITHIN THE JUSTICE SYSTEM

06

DOMAIN 6

Forensic social workers support consumers, families and carers in transitioning through the justice system, ensuring that the safety of the community is balanced with the delivery of appropriate care and services to the consumer while upholding their rights.

To meet DOMAIN 6, FMHSWs will, at a minimum:

- Facilitate best-option transitions between forensic services and community reintegration, ensuring continuity of care to support the consumer's recovery.
- Promote the least restrictive options in treatment planning, advocating for community-based interventions over institutionalisation when safe and appropriate.
- Coordinate with multidisciplinary teams to develop individualised care plans that holistically address the consumer's mental health needs, legal obligations, social circumstances, and overall well-being.
- Actively connect consumers with relevant community services and resources to tackle barriers to successful reintegration, including stigma, limited access to support, and challenges in securing social and financial stability.
- Leverage networking skills to enhance transition planning, promoting best practices that facilitate the consumer's movement in the justice system and toward community.
- Advocate for consumers' rights and access to mental health care within secure settings and throughout their transition process, ensuring their voices are heard in treatment planning and decision-making.
- Promote self-advocacy among consumers and their families, empowering them to engage actively in their care and navigate the complexities of the justice system.
- Address issues of stigma and discrimination that may arise during transitions, creating a supportive environment that upholds the dignity and rights of consumers as they reintegrate into the community.
- Ensure that transition planning with First Nations consumers is conducted under guidance, in consultation with and alongside First Nations groups and services.
- Proactively share when family violence is identified in alignment with relevant practice and legislative frameworks. Coordination of multidisciplinary and sector family violence risk management.
- Understand the impact of family violence and trauma on adult and child victims and the impact this may have on a consumer's goals relating to reunification.
- Manage the risk of reoffending in relation to family violence and orders preventing contact.

SUPPORTING TRANSITION PATHWAYS WITHIN THE JUSTICE SYSTEM

06

Forensic Mental Health Social Workers commit to working alongside Aboriginal and Torres Strait Islander Peoples, recognising and supporting their rights and self-determination. FMHSWs acknowledge the strengths, capacities, abilities, and contributions that Aboriginal and Torres Strait Islander Peoples make to Australian society as integral to social work knowledge and practice. Social workers commit to growing their awareness of Aboriginal culture through engaging with Aboriginal Liaison Officers and talking directly with Aboriginal and Torres Strait Islander Peoples.

FMHSWs are obliged to undertake ongoing cultural education and advocate for systemic changes that support inclusive, effective, and just forensic mental health care practices.

WORKING ALONGSIDE FIRST NATIONS COMMUNITIES

07

DOMAIN 7

Forensic social workers are committed to working alongside Aboriginal and Torres Strait Islander Peoples and diverse communities. They recognise the forensic injustices faced by these populations and support systemic changes that support their rights and self-determination.

To meet DOMAIN 7, FMHSWs will, at a minimum:

- Acknowledge the impact that the Australian criminal legal system has on First Nations children, families and communities.
- Adhere to the current AASW Reconciliation Action Plan.
- Demonstrate a commitment to being culturally competent in practice.
- Acknowledge historical and modern-day oppression and injustices within legal and justice systems.
- Demonstrate respect and work collaboratively with consumers of Aboriginal and Torres Strait Islander Peoples' backgrounds to guide a culturally sensitive approach to practice.
- Understand that forensic mental health systems are based on Eurocentric principles, and treatment considerations are required for diverse patient groups (CALD, gender, First Nations People, age).
- Demonstrate an active commitment to anti-racism, decolonisation, and anti-oppressive professional practice.
- Understand the increased likelihood for Aboriginal and Torres Strait islander women to have experienced/ be experiencing family violence, ensure sensitive engagement and screening and recovery planning partners with victim/ survivors to ensure agency, self-determination and safety.

WORKING ALONGSIDE FIRST NATIONS COMMUNITIES

07

FMHSWs are committed to advancing diversity, equity, and inclusion in all facets of practice. They recognise that consumers often have varied and intersecting identities, including diverse genders, cultures, and communities, and differing cognitive or physical abilities and age/stage of life. This includes recognising that individuals' identities are multifaceted and shaped by overlapping factors such as race, class, gender, disability, age/stage of life, and sexual orientation.

FMHSWs respect and respond to the different needs of our community, ensuring they have equitable access to services and receive fair and individualised care in forensic settings. This includes advocating for broader systemic changes to reduce forensic mental health system inequalities, promote fair treatment, and challenge discriminatory practices or policies.

DIVERSITY, EQUITY, AND INCLUSION

08

DOMAIN 8

Forensic social workers work to recognise, respect, and incorporate individuals' and communities' diverse identities, experiences, and needs into practice, upholding principles of equity and inclusivity in all forensic settings.

To meet DOMAIN 8, FMHSWs will, at a minimum:

- Understand and respect the cultural, ethnic, and social backgrounds of consumers in forensic mental health settings.
- Commit to ongoing professional development and learning, and continuous improvement in their knowledge of diversity, equity and inclusion.
- Apply inclusive and culturally sensitive practices in their assessments, interventions, and case management.
- Promote fairness in decision-making processes and treatment options, particularly for individuals from diverse groups.
- Create inclusive environments that foster a sense of belonging and respect for all consumers, staff, and stakeholders.
- Challenge and address biases or discriminatory practices within the forensic mental health system.
- Encourage the active participation of diverse individuals in the therapeutic process, ensuring their perspectives and voices are heard.
- Understand how additional and unique experiences, marginalisation, and oppression contribute to increased likelihood of experiencing family violence, and the unique challenges/barriers faced contributing to risk.

DIVERSITY, EQUITY,
AND INCLUSION

08

FMHSWs are committed to ongoing professional development and supervision. They are active learners, open to new and emerging knowledge, research, and evidence that informs their practice. They participate in professional development activities and professional networks. They commit to ongoing supervision that aligns with the AASW Practice Standards regarding supervision.

FMHSWs must understand self-care, vicarious trauma, and moral injury. They should recognise that their workplace is a high-stress environment and they advocate for workplace policies which recognise and support the psychological and emotional impacts of this work. Practitioners must support their well-being, advocate for organisational changes that promote self-care, and recognise and address any impacts of vicarious trauma and moral injury.

FMHSWs are encouraged to be research-informed and research-involved. Research involvement can be reading and implementing research, fostering industry-academic connections, research participation, empirical evaluation of practice, and applying research in practice. Connections between practitioners and researchers can help break down the practice-research divide and establish a feedback loop where practitioners can provide input on the practicality and effectiveness of research. They are ideally positioned to inform policymakers, legislators, correctional administrators, and professional staff of current and relevant research and assist in applying and translating research into practice.

PROFESSIONAL DEVELOPMENT, RESEARCH AND SUPERVISION

09

DOMAIN 9

Forensic social workers engage in ongoing professional development through education, training, and supervision to enhance their skills and knowledge. They contribute to the advancement of their field through research participation, development of practice guidelines, and advocacy for policy initiatives that support evidence-based practices and promoting the value of and inclusion of lived experience equitable access to resources for consumers.

PROFESSIONAL DEVELOPMENT, RESEARCH AND SUPERVISION

To meet DOMAIN 9, FMHSWs will, at a minimum:

- Participate in regular supervision.
- Commit to ongoing learning opportunities related to forensic social work.
- Keep abreast of emerging research and developments to inform practice.
- Maintain awareness of the impacts of vicarious trauma and moral/ethical injury.
- Actively engage with self-care strategies.
- Promote organisational practices that acknowledge vicarious trauma/moral injury.
- Contribute to practice guidelines and policies that enhance service delivery.
- Engage in program evaluations to consider effectiveness and inform future practice.
- Willing to participate in research or policy projects that enhance forensic mental health services and practice.
- Uphold a commitment to the professional standing of Australian FMHSW.

09

CAPABILITIES STATEMENTS AT LEVELS DEVELOPMENT, RESEARCH AND SUPERVISION



DOMAIN 1: ETHICS AND VALUES

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Able to practice within the ethical and legal boundaries of the profession, including statutory and human rights legislation, the AASW Code of Ethics and Practice Standards, and organisational policies and procedures. 2. Recognise ethical dilemmas, apply ethical decision-making tools in social work to support decisions, and seek appropriate support when required. 3. Able to critically reflect on bias, beliefs, and attitudes towards offending and maladaptive behaviour and support consumers from diverse backgrounds. 4. Recognise power imbalances inherent in forensic social work and supports consumer empowerment and self-determination. 5. Understand informed consent principles and articulate the consumer's right to be fully informed about services involved in their care, interventions, treatment options, and possible outcomes.	1. Demonstrate confident application of relevant legislation, professional values, statutory obligations, and organisational policies and procedures. 2. Recognise values conflicts and manage these with professionalism. 3. Recognise and manage ethical dilemmas, and take appropriate action when professional or legal requirements override the right to privacy. 4. Aim to work in partnership with the consumer and their family/carer and acknowledge power differentials in their working relationship by being transparent and setting clear boundaries and limits and parameters within relationship. 5. Confidently explain service details, plans, interventions' purpose, risks, benefits, and limitations to consumers and considers factors such as cognitive functioning, mental health, and legal constraints.	1. Work effectively within other professions to provide appropriate individualised care to consumers, recognising and addressing any limitations in knowledge or practice gaps by seeking advice from other peers, supervisors or education. 2. Demonstrate confident and critical application of professional, ethical principles to decision-making and practice, supporting others to do so using a legal and human rights framework. 3. Promote self-determination and the right to autonomy whilst promoting an emotionally supportive, therapeutic relationship. 4. Advocate against oppressive values, including punitive responses to offending, towards shifting the focus on psychosocial recovery and rehabilitation. 5. Promote privacy, confidentiality, and trust while seeking to build a therapeutic relationship. As the relationship strengthens, explore deeper issues of the consumer's identity and history with sensitivity and respect. 6. Able to acknowledge feelings of "powerlessness" in consumers and work collaboratively to overcome them. 7. Demonstrate expertise in managing complex issues of capacity, impairment, or diminished understanding impacting on informed consent.	1. Deliver training, expert advice and supervision that promotes ethical and responsible treatment within relevant legislative frameworks. 2. Model and promote ethical practice through sensitive, reflective supervision, allowing staff to challenge and navigate complex scenarios during supervision. 3. Provide training and support on ethically reducing the use of coercion, seclusion and restraint when faced with involuntary treatment. 4. Provide guidance and support for analysing, reflecting on, and working with complex ethical dilemmas within a multidisciplinary context. 5. Foster a service and organisational culture of optimism and understanding, promoting language that conveys hope. 6. Provide continuous guidance and space for staff to critique and analyse power relations in the workplace to ensure accountability in ethical behaviour in staff. 7. Provide guidance and support to junior staff in handling challenging consent scenarios and addressing ethical dilemmas. 8. Engage in advocacy efforts to promote client autonomy and ensure that informed consent processes are transparent, client-centred, and legally sound.

DOMAIN 2: SPECIALIST KNOWLEDGE

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Understands the criminal justice, court and NDIS systems. Recognise barriers and discrimination experienced within these systems. 2. Understand how trauma can increase vulnerability for mental disorders, self-harm and/or substance dependence for individuals. 3. Be knowledgeable about the significant risk of re-traumatisation due to compulsory treatment and coercive interventions used across the justice and mental health systems. 4. Understand comorbidity factors such as substance use disorder, unemployment, homelessness, the secondary effects of mental illness, such as cognitive impairment, and intellectual disability, and the impact on risk of committing a violent crime. 5. Understand that consumers may be more prone to violence if they do not receive adequate treatment, and are more susceptible to experiencing delusions, paranoia or distress. 6. Recognise the impact political and fiscal policy changes can have on public mental health service provision and offending behaviour. 7. Possess knowledge of oppression and the benefits of mutual support and empowerment, applying individualised support based on this concept.	1. Use systems knowledge to facilitate positive outcomes for consumers. 2. Provide consumers with psychoeducation about the impacts of trauma and mental illness. 3. Be empathetic and sensitive, yet able to instil professional boundaries when discussing the impacts of trauma with consumers. 4. Utilise understanding of comorbidities to apply compassion-based social work interventions, including appropriate support linkage and counselling. 5. Aim to work in partnership with the consumer and their family/carer and acknowledge power differentials in their working relationship by being transparent and setting clear boundaries about the limits and parameters within that relationship. 6. Use knowledge to structure support and/or advocate for consumers to receive appropriate care where applicable. 7. Use recovery principles to support consumers, families and communities and be able to explain the choice of intervention applied. 8. Work with MDT to formulate individualised care plans specific to the consumer's psychiatric condition and associated index offence. 9. Understanding the theories and models used in forensic formulations. 10. Implement evidence-based interventions for forensic populations.	1. Facilitate critical reflective practice that promotes consumer dignity and respect for social justice and diversity. 2. Can use structured professional judgement in relation to risk assessment and management tools (such as HCR20). 3. Confidently uses trauma-informed practices, and is conscious that consumers with a history of trauma may display distress or maladaptive behaviours to self or others. 4. Work astutely with MDT and family/carer to detect, reduce, or eliminate risk factors that lead persons with mental illness to commit a crime. 5. Able to identify at-risk consumers early on and provide resources to prevent situations that bring consumers in contact with the criminal justice system, such as medical non-compliance and lack of food and shelter. 6. Understand the practice paradigms of the other disciplines and how they collaborate with the social work discipline. 7. Use individualised targeted approaches that include rehabilitation, education, and empowerment to assist consumers on their recovery journey. 8. Be competent in applying specific treatment considerations to ensure treatment is efficacious and acceptable to the patient cohort.	1. Deliver training, expert advice and supervision that promotes ethical and responsible treatment within relevant legislative frameworks. 2. Deliver training and expert advice on trauma and its relationship to complex presentations, distress and maladaptive behaviours. 3. Facilitate critical reflective practice that is sensitive and empathetic, allowing staff to be open and honest about the impact of working with consumers who have experienced complex trauma. 4. Provide ongoing education and case-study reflective training to staff. 5. Educate staff and other relevant stakeholders involved in the criminal justice system to dispel misperceptions and stigmatisations. 6. Continues to identify areas for personal development in knowledge and skill base for practice. 7. Work with other mental health clinicians to continue developing, delivering and evaluating the effectiveness of interventions. 8. Actively seeks out related human service policies relevant to FMHSW practice, such as disability policy, broader health policy, income security and housing policies.

DOMAIN 3: ADVANCED INTERPERSONAL AND PRACTICE SKILLS

SW1 (Graduate)

1. Uses professional interpersonal skills in their engagement with consumers, colleagues, and other stakeholders.
2. Understands the vulnerability of family /carers and their contexts as victims (or potential victims) in the situation.
3. Able to recognise needs that require consideration in the assessment and treatment of offence issues, including gender, cultural issues, past violence, pre-existing vulnerabilities, substance use, mental illness, situational triggers.
4. Understands the type and seriousness of offence and the implications for ongoing risk management.
5. Knowledge of social work assessment tools.
6. Is familiar and knowledgeable of the range of evidence-based therapeutic interventions effective within a forensic setting, and scenarios of when to employ them.
7. Understand treatment considerations are required for diverse patient groups.
8. Understands the impact of offender status and incarceration on the individual and the injustices felt by family/carers.
9. Understands the principles, application and benefits of Restorative Justice (RJ) on all affected parties, including barriers to RJ intervention.

10. Understand the potential stress on consumers due to environmental transitions, which could lead to behaviours such as deliberate self-harm, harm to others or absconding, subsequently compromising the transition process.
11. Able to explore various possibilities and preferences of the transition experience with the consumer to promote successful transition.
12. Applies evidence-informed group work theories and models to design, facilitate, and evaluate therapeutic, psychoeducational, or support-based group interventions.
13. Articulates the role of hope in the therapeutic process and assists consumers to find meaning and purpose in their lives, actively involving them to treatment and personal goals aimed at clinical and personal recovery.
14. Recognises early signs of escalating behaviour in consumers and employs basic de-escalation techniques.

SW2 (Social Worker)

1. Confidently uses interpersonal skills to identify a consumer's needs.
2. Understand the context of victimhood for family/carers and competently undertakes assessment to manage and evaluate ongoing risk of the consumer to their care team.
3. Able to conduct offending cross-sectional risk assessments, including identification of static and dynamic risk factors, protective factors, and observe consumers' responses to offending behaviour.
4. Uses professional judgement to assess ongoing risk and develop risk management plans based on a risk formulation.
5. Applies knowledge and theory to develop assessments linking the consumer's functioning and their strengths and risks (to self and public).
6. Structures the environment to ensure interventions are responsive to the consumer's learning style, strengths, and personal goals.
7. Be competent in applying specific treatment considerations to ensure treatment is efficacious and acceptable to the patient cohort.
8. Where appropriate, incorporate restorative justice interventions to enhance the therapeutic goals of recovery and risk reduction of consumers.

9. Able to competently assess consumer for signs of stress and decompensation related to transitional processes via examining mental and physical health state, history, function, risks, protective factors, supports, coping, stressors, relationships, and other situational factors.
10. Exercise duty of care by ensuring recommendations to services do not compromise the safety of the consumer or others while having regard for consumer preference.
11. Demonstrates self-awareness and maintains professional boundaries with consumers, their families/carers and other stakeholders who are challenging in building and maintaining appropriate relationships.
12. Analyse transference and countertransference factors that are part of the therapeutic relationship.
13. Understands the dynamics of power and control in relationships and how they relate to consumer situations.
14. Utilises effective communication strategies to de-escalate potentially confrontational situations.

DOMAIN 3: ADVANCED INTERPERSONAL AND PRACTICE SKILLS

SW3 (Senior Social Worker)		SW4 (Lead/Educator/Chief)	
1. Identify relevant agencies and make referrals for families/carers when specialist support is required. 2. Be competent in using professional judgement to assess risks factors to implement targeted and individualised interventions incorporating rehabilitation, education, and empowerment. 3. Train staff on risk factors using past indicators, including active symptoms, poor compliance with medication and treatment, poor engagement with treatment services, treatment resistance and lack of insight into the illness, to formulate risk assessment. 4. Be competent in utilising appropriate assessment tools with appropriate interventions, guiding graduates when required. 5. Able to practice collaboratively and compassionately with consumers to help facilitate their understanding of consequences, identify protective factors and to increase their personal choice and responsibility. 6. Co-educate and train staff on ongoing treatment strategies. 7. Recommend suitable restorative interventions to the MDT, and guide other social work staff on the formulation. 8. Understand the impact of restorative justice practices on patient and victim and provide protective factors as appropriate.	9. Ensure care and treatment planning incorporates judgment about risks, protective factors, available resources and therapeutic objectives. 10. Makes sound judgement and recommendations about appropriate levels of care and supervision required for consumers during transition and at new setting. 11. Is able to balance therapeutic progress with vigilant assessment of the consumer's risk potential. 12. Seeks and utilises reflective practice, consultation, clinical supervision and professional development to explore concerns and successes related to the therapeutic relationship. 13. Demonstrates advanced conflict resolution techniques tailored to the specific context and individuals involved.	1. Deliver training, expert advice and supervision that promotes respectful family-sensitive practices. 2. Promote the use of risk assessments in sentencing and preventive detention. 3. Develop training tools and provide ongoing supervision to staff. 4. Ensure staff maintain records of activity as required by organisational accountability and compliance standards. 5. Provides training on the range of therapeutic modalities. 6. Co-educate and train staff on treatment strategies, cultural safety and trauma. 7. Provide guidance and expert advice about effective transitions to inpatient services and recommend to appropriate services. 8. Provides guidance and recommendations if indicators of compromise are apparent during the transition period. 9. Provide guidance and recommendations to staff during supervision regarding concerns relating to therapeutic relationships. 10. Provide education to staff around skills in a range of therapeutic interventions to achieve clinical and personal goals for consumers.	11. Develops training programs on and family violence to enhance awareness and response strategies within the workforce. 12. Trains and mentors staff in de-escalation strategies and conflict management, promoting a culture of safety and respect.

DOMAIN 4: COLLABORATION IN MULTIDISCIPLINARY CONTEXTS

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Proactively engage in training (internal or external) to develop foundational knowledge of forensic settings and multidisciplinary practice. 2. Demonstrate an understanding of the role and value of social work within MDT teams. 3. Be able to explain the role of the social worker in a forensic setting, and promote the values and reputation of the profession. 4. Demonstrate professionalism via presentation, demeanour, reliability, honesty, respect and engagement with consumers and MDT. 5. Able to work alongside other people with empathy and genuineness.	1. Confident at promoting and upholding the values and ethical competencies of a FMHSW within the MDT team. 2. Recognise values conflicts with other professions and manage these with professionalism. 3. Managing interprofessional differences respectfully. 4. Manage workload independently, seeking support from supervisor and other managers when required. 5. Confident use of boundary-setting skills in complex cases.	1. Work effectively within MDT to provide appropriate individualised care to consumers, recognising and addressing any limitations in knowledge or practice gaps by seeking advice from other peers, supervisors or via educational means. 2. Share advice, expertise and new developments with colleagues and MDT. 3. Be a primary role model to junior FMHSWs, demonstrating professional behaviour, managing conflict and value clashes and interprofessional ethics. 4. Confidently raise and address issues of poor practice with supervisors and/or management team. 5. Work alongside management team to identify current and future professional learning for other members of the team. 6. Be able to understand and engage with how research informs practice, including taking part in practice audit and research, with staff working towards taking more responsibility for quality and service improvement as they become more experienced.	1. Deliver training, expert advice related to legal, professional, and service standards. 2. Provide social work leadership within a multidisciplinary service delivery context, promoting the social perspective within a management. 3. Share advice, expertise and new developments with colleagues and MDT. 4. Promote a professional and learning culture across the social work discipline. 5. Promote relevant expectations about practice norms, identifying and helping workers to resolve unwarranted practice issues. 6. Utilise research projects as a key part of training for students on clinical (hybrid) and research placements.

DOMAIN 5: ADVOCACY

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Build foundational insights into the definition of recovery and how it differs for every consumer. 2. Build foundational insights into discrimination faced by different groups in society. 3. Uphold and advocate for consumers' self-determination and rights. 4. Understand how offence-specific recovery is based on an individual assessment of a consumer's risk of reoffending. 5. Understand that recovery is individualistic and based on specific familial, social, cultural and belief systems and trauma experiences of each person living with a mental health challenges. 6. Understand that consumers may present with difficult and challenging behaviours that can place the consumer and/or others at risk of harm. 7. Build confidence in advocating for consumers' rights within their recovery plan. 8. Undertake organisational training to be informed on the identification of consumers' risk of aggressive behaviour and appropriate corresponding with the aim to reducing restrictive practices.	1. Practice consistently with the dignity of risk principle, understanding that a consumer has the right to a certain level of risk to achieve personal growth and working to balance the duty of care owed to consumers with actions that afford each person the dignity of risk. 2. Reflect on and develop practice methods that promote equality of access and consumer voice. 3. Ensure choice and access to treatment are advocated for within contextual and procedural limits. 4. Ensure interventions are aligned with the best practice models and organisational procedures. 5. Ensure that the care and treatment provided is responsive, specific and appropriate to the needs of each unique person.	1. Recognise barriers to successful implementation of a care framework, providing support to staff in resolving practice gaps. 2. Acknowledge program-level discriminatory and oppressive practices, and share alternative practice opportunities with management. 3. Identify and address clinical interventions that do not adequately support consumer involvement in decision-making on their journey to recovery. 4. Be competent in Identifying each person's criminogenic needs and dynamic risk factors to implement the least restrictive interventions appropriately.	1. Actively instigate professional development and reflective practice to educate and promote evidence-based best practice social work care within secure settings. 2. Work with staff to address practice gaps, regularly checking that interventions align with best practice models and organisational procedures. 3. Ensure supervision is transparent, supportive and promotive of the recovery framework. 4. Lead training to FMHSW staff on best practice strategies in implementing a recovery framework within their setting. 5. Challenge interventions or advocacy processes that are disempowering or discriminatory. 6. Provide training on characteristics, traits or issues that directly relate to reoffending to appropriately equip staff to understand what treatment and supports are required to reduce the risk of further offending.

DOMAIN 6: SUPPORTING TRANSITION PATHWAYS WITHIN THE JUSTICE SYSTEM

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Understands the impact of substance use, incarceration and the custodial environment on mental health. 2. Counsel consumers and their families/ carers about your responsibilities and their rights within legal frameworks. 3. Understand the potential stress on consumers due to environmental transitions, which could lead to behaviours such as deliberate self-harm, harm to others or absconding, subsequently compromising the transition process. 4. Able to explore various possibilities and preferences of the transition experience with the consumer to promote successful transitions. 5. Collaborates with the MDT and family/ carers to plan and implement strategies to effectively manage the transition. 6. Begin to build network of relevant and pertinent community linkage services.	1. Ensure transition planning is appropriate to the consumer's psychosocial and cultural needs. 2. Practice consistently with the dignity of risk principle, understanding that a consumer has the right to a certain level of risk to achieve personal growth and working to balance the duty of care owed to consumers with actions that afford each person the dignity of risk. 3. Use systems knowledge to facilitate access to services where discrimination and barriers might otherwise exist. 4. Able to competently assess the consumer for signs of stress and decompensation related to transitional processes. 5. Exercise duty of care by ensuring recommendations to services do not compromise the safety of consumers or others while having regard for consumer preference. 6. Able to compassionately guide the consumer with coping strategies through the transition process. 7. Thoughtfully structures environmental supports for consumers, including accommodation, living skills, recreation, ongoing justice processes, social support, AOD support, NDIS and access to mental health care.	1. Collaborate with custodial services and MDT to develop individualised mental health care programs specific to the consumer. 2. Use principles of mediation, negotiation, assertion, and conflict resolution. 3. Ensure care and treatment planning incorporate consideration of risks, protective factors, available resources and therapeutic objectives. 4. Makes sound judgements and recommendations about appropriate levels of care and supervision required for consumers during transition and at new setting. 5. Educate community groups on forensic mental health consumers' needs.	1. Actively instigate professional development and reflective practice to educate and promote evidence-informed and best practice social work care within secure settings. 2. Challenge interventions or advocacy processes that are disempowering or discriminatory. 3. Provide guidance and expert advice about effective transitions between inpatient services and recommend appropriate services. 4. Provides guidance and recommendations if indicators of compromise are apparent during the transition period. 5. Monitors service delivery patterns and contributes to relevant forums at an organisation, regional, state, and national levels. 6. Provide guidance and expert advice about effective transitions exiting services, and recommend to appropriate services and linkages within the community. 7. Advocate with community services to reduce stigma and allow for greater pathways to the community and/or increase accessibility.

DOMAIN 7: WORKING ALONGSIDE FIRST NATIONS COMMUNITIES

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Respect the Aboriginal and Torres Strait Islander Peoples' lived experience and use knowledge of cultural practices to formulate mental health recovery care plans. 2. Proactively seek guidance from Aboriginal Mental Health or Liaison Officers to align cultural competence to interventions. 3. Understands the sources of possible conflicting views and practices between Aboriginal and Torres Strait Islander Peoples and Australian mainstream mental health, and how differences may be accommodated or resolved.	1. Recognise the impact of colonisation, institutionalised racism and how the history and power of FMHSW as part of the system may be perceived, experienced and resisted by Aboriginal and Torres Strait Islander consumers. 2. Are knowledgeable and skilled in providing support and interventions addressing the specific needs of Indigenous people groups in a culturally sensitive manner, within the prison and hospital setting, including issues of psychological distress, substance abuse, poor treatment adherence and threatening behaviours. 3. Identify gaps in treatment resulting from a lack of culturally responsive service provision, poor clinician-patient cross-cultural communication, a mistrust of Western clinicians/medicine, or an inability to accommodate Indigenous models of health and holistic therapy which can include spiritual concepts. 4. Work with MDT, particularly Aboriginal Engagement Officers, to build trust to enable effective engagement between Aboriginal and Torres Strait Islander people and FMHSW.	1. Are knowledgeable and competent of the injustices and inequalities faced by Aboriginal and Torres Strait Islander Peoples and their contributing factors for mental disorder and offending prior to admission, including but not limited to society injustices, substance abuse, psychological distress (depressive episodes, anxiety and post-traumatic stress disorder), low educational attainment, unemployment, exposure/ experience of violence and prior contact with the justice system.	1. Provide training and guidance for best evidence-based culturally sensitive treatment programs. 2. Continue to incorporate culturally appropriate training specific to the First Nations Peoples group, including collaboration with the Aboriginal and Torres Strait Islander mental health team. 3. Promote evidence-based theories of First Nations Peoples' community structure and functioning, to align practice interventions with knowledge of FMHSW staff.

DOMAIN 8: DIVERSITY, EQUITY AND INCLUSION

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Build foundational insights into discrimination faced by different groups in society. 2. Understand how an individuals' trauma background, education attainment, perceived risk, labels and other social indicators relate to experiences of oppression and marginalisation. 3. Understand how intersectional experiences of discrimination impacts oppression and marginalisation. 4. Reflect on and build an awareness of the systems barriers and discrimination experienced by people in the criminal legal system (including intersectional experiences of diversity). 5. Reflect on the power imbalance between consumers and clinicians. 6. Be aware of and begin to understand cultural and diversity needs for consumers.	1. Reflect on and develop practice methods that promote equality of access and consumer voice. 2. Identify and report program-level discriminatory practice. 3. Address intersectional discrimination at the consumer level. 4. Use systems knowledge to facilitate access to services where discrimination and barriers might otherwise exist. 5. Be aware of and seek to minimise the impact of the power imbalance in interactions and social work practice. 6. Competently and consistently practice in accordance with clinical expectations, safeguards and decision-making principles.	1. Acknowledge program-level discriminatory and oppressive practices. 2. Identify and share alternative practice opportunities with management. 3. Support inclusive practices at a program level. 4. Guide and model informed practice of upholding diversity and human rights in practice. 5. Assist with informal/ formal training that builds awareness of injustices. 6. Identify and address clinical interventions that are not adequately supporting consumer involvement in decision making. 7. Identify compliance gaps in practice and advocate for necessary practice amendments.	1. Deliver training, expert advice and supervision that promotes service and discipline-wide human rights-based values and practices. 2. Lead practice, providing expert advice, supervision and training on injustice. 3. Facilitate critical reflective practice that promotes consumer dignity and respect for social justice and diversity. 4. Support the development of service-wide systems, guidelines and policy that facilitate compliance with the legislative safeguards.

DOMAIN 9: PROFESSIONAL DEVELOPMENT, RESEARCH AND SUPERVISION

SW1 (Graduate)	SW2 (Social Worker)	SW3 (Senior Social Worker)	SW4 (Lead/Educator/Chief)
1. Seek support in supervision appropriately, whilst starting to exercise initiative and evaluate own working style and professional identity. 2. Use supervision to learn critical self-reflection. 3. Be critically aware of current issues and new forensic mental health related research within evidence-based practice by keeping up to date with industry news and developments. 4. Proactively engage in training run internally or externally to ensure knowledge and practice expertise for continued professional development. 5. Understand how research and innovation is vital to improving the lives of people with mental health issues. 6. Inform supervisor of desired training topics relevant to increase knowledge and skillset within their relevant work setting. 7. Be aware of self-care domains and engage in self-care activities that help to avoid conditions (e.g., burnout, diminished self-efficacy, stress, compassion fatigue) that could result in impaired judgment and interfere with ability to work effectively. 8. Identifies early signs of vicarious trauma and moral distress in oneself and others, seeking supervision and support when needed. 9. Understand the risk of vicarious trauma to self, due to working with those who have experienced complex trauma. 10. Build awareness of how to be critically self-reflective and use this for professional self-development.	1. Participate in appropriate reflective and managerial supervision to analyse own practice style, work through decisions and ground them in social work theory and perspectives. 2. Regularly apply critical reflection and analysis to increasingly complex cases and as expertise develops, demonstrate critical reflection and evidence-based decision-making whilst supporting others in developing these core social work skills. 3. Applies effective self-care practices and adjusts them as needed to manage stress and enhance resilience in the forensic mental health setting. 4. Recognises the symptoms of vicarious trauma and moral injury and implements strategies to mitigate their effects. 5. Use evidence to drive new interventions and best practice models when engaging with consumers. 6. Actively demonstrate learning experience as a basis for ongoing reflective practices and supervision sessions. 7. Are active learners, open to new and emerging knowledge, research and evidence informing their practice.	1. Use reflective practice techniques to evaluate and critically analyse personal case scenarios and complex situations, to construct and test hypotheses and make explicit evidence-informed decisions. 2. Engage in supervision (from leads/educators and peers) that provide support relating to complex MDT settings in a leadership capacity. 3. Seek supervision from leads/educators and peers, and demonstrate a commitment to own and to others' continuing professional development. 4. Leads initiatives in promoting a culture of self-care within the team and encourages colleagues to engage in self-care practices. 5. Provides mentorship and guidance to less experienced colleagues on managing vicarious trauma and moral injury. 6. Be able to understand and engage with how research informs practice, including taking part in practice audits and research, with staff working towards taking more responsibility for quality and service improvement as they become more experienced. 7. Use research literature to evaluate and measure the adequacy of services. 8. Work alongside educators to identify current and future professional learning needs applicable for broader team. 9. Share advice, expertise and new developments with broader team.	1. Teach and enable FMHSWs staff to be critically self-reflective during supervision time; challenge, promote curiosity within their role and MDT setting, enable staff to scrutinise their values and ethics, while upholding of social justice. 2. Use supervision to integrate this framework into organisational processes to ensure standards of practice are used to assess and evaluate practice and inform performance appraisal and progression activities. 3. Mentor colleagues in understanding dissemination and translation of research in FMHSW. 4. Facilitates training sessions on recognising and addressing the impact of vicarious trauma in forensic social work. 5. Develop and implement organisational policies that prioritise self-care and mental well-being for all team members. 6. Advocates at regional, state, or national levels for systemic changes to reduce the risk of vicarious trauma and moral injury in forensic settings. 7. Seek opportunities to develop staff knowledge and through education, training, consultation, supervision, mentoring and similar forms of support. 8. Share advice, expertise, training and new developments within their broader team. 9. Actively liaise with external educational bodies to incorporate relevant training.

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