

Perpetrator Intervention Services Requirements

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Introduction

This document sets out the requirements that funded perpetrator intervention services are contractually required to comply with under the Department of Justice and Attorney-General [Domestic and Family Violence Support Services Investment Specification](#).

Purpose of Perpetrator Intervention Services Requirements

The purpose of the Perpetrator Intervention Services Requirements is to set a minimum program standard across the sector, leading to consistent, quality outcomes for victims and perpetrators.

The requirements relate specifically to group perpetrator intervention programs and have been categorised into seven categories:

1. group readiness
2. duration of group programs
3. maximum number of group participants
4. gender of co-facilitators
5. qualification and experience requirements of facilitators
6. role, qualification, experience, frequency and duration of a victim advocate
7. role, experience and frequency of an observer.

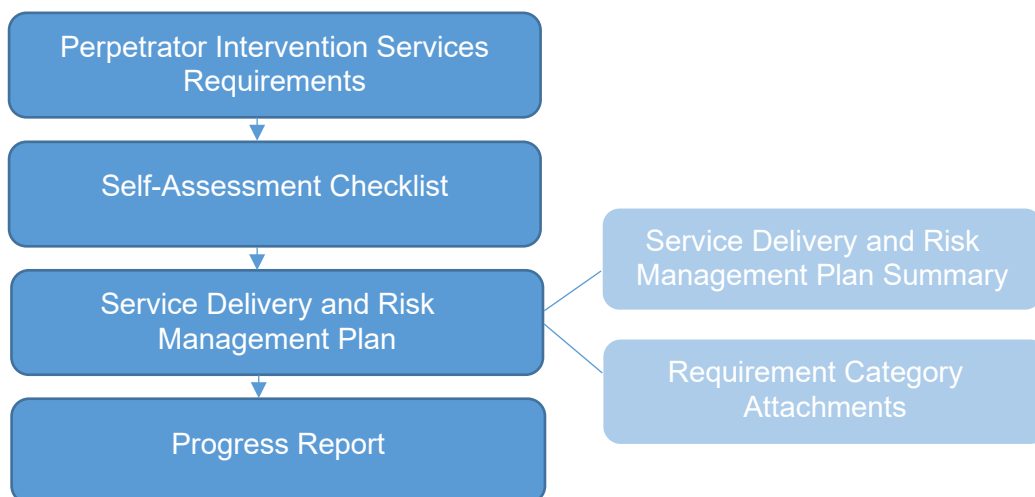
Compliance with the Perpetrator Intervention Services Requirement

The department acknowledges that not every service may be fully compliant with the new requirements immediately and that not every service will always be fully compliant in the future, for reasons often outside of their control, for example availability of appropriate staff.

In acknowledgement of these challenges, a compliance monitoring and reporting process has been implemented. Services are required to:

- assess their compliance with the requirements
- report non-compliance with one or more requirements
- outline the current practice/policy/procedures that are in place
- outline the reasons for non-compliance
- identify risk and risk mitigation strategies for non-compliance
- identify actions required to achieve compliance with the requirement in the future
- report progress towards achieving compliance.

Diagram 1: Compliance monitoring and reporting process



Services who have a Service Delivery and Risk Management Plan in place, and can demonstrate they are actively trying to be compliant with the requirements, will be deemed as compliant with the requirements for the term of the plan.

Self-Assessment Checklist

Services can assess their compliance with the Perpetrator Intervention Services Requirements by completing the [Perpetrator Intervention Services Requirements Self-Assessment Checklist](#). If a service rates their compliance with a requirement as partially met or not met, a Service Delivery and Risk Management Plan will be required.

Service Delivery and Risk Management Plan

The Service Delivery and Risk Management Plan comprises of two components:

- [Service Delivery and Risk Management Plan Summary](#)
- Service Delivery and Risk Management Plan Requirement Category Attachment for each requirement category that has been identified to be included in the Service Delivery and Risk Management Plan:
 - [Requirement Category 1: Group readiness](#)
 - [Requirement Category 2: Duration of group programs](#)
 - [Requirement Category 3: Maximum number of group participants](#)
 - [Requirement Category 4: Gender of co-facilitators](#)
 - [Requirement Category 5: Qualification and experience requirements of facilitators](#)
 - [Requirement Category 6: Role, qualification, experience, frequency and duration of a victim advocate](#)
 - [Requirement Category 7: Role, experience and frequency of an observer.](#)

The Service Delivery and Risk Management Summary identifies:

- what requirement categories have been identified to be included in the Service Delivery and Risk Management Plan
- reporting schedule.

The Service Delivery and Risk Management Plan Requirement Category Attachments will enable services to identify:

- non-compliance with one or more requirements within a requirement category
- the current practice/policy/procedures that are in place
- the reasons for non-compliance
- risk and risk mitigation strategies for non-compliance
- actions required to achieve compliance with the requirement in the future.

A Service Delivery and Risk Management Plan must be negotiated with the service's contract officer and can be in place for 12 months. The plan must be reviewed at 6 months and 12 months. A plan may be extended for a further 12 months if there are actions or factors outside of the service's immediate control preventing them from being compliant with the requirement. An extension of the plan must be discussed and negotiated with the service's contract officer.

Service Delivery and Risk Management Plan Progress Report

Services are required to complete the [Service Delivery and Risk Management Plan Progress Report](#) at 6 and 12 months or at the time the service becomes compliant with the requirement. Services and contract officers are expected to have informal discussions about their Service Delivery and Risk Management Plan in between the 6-month and 12-month reviews as required.

Requirements

1. Group readiness

- 1.1 Services must implement clearly articulated strategies to:
- assess participant suitability for group participation
 - engage and prepare participants for group participation, prior to the commencement of group sessions, such as outlining group rules; policies relating to confidentiality, victim advocacy, consequences for non-attendance; date, time, duration and location of sessions.

2. Duration of group programs

- 2.1 Perpetrator intervention programs must be delivered weekly, for a minimum of 32 hours, and over a minimum period of 16 weeks.

3. Maximum number of group participants

- 3.1 Group participation must be limited to 16 participants or less.

4. Gender of co-facilitators

- 4.1 A facilitation team must consist of two facilitators of different genders.
- 4.2 A facilitation team may only consist of facilitators of the same gender in exceptional circumstances:
- when organisational strategies are in place to promote victim safety, reduce the risk of collusion and respond to risks as they present
 - after a risk assessment in relation to that particular group's response to facilitators of the same gender has been assessed as low risk.
- 4.3 When a facilitation team consists of two male-identifying facilitators, a female-identifying supervisor or observer with domestic and family violence knowledge must be present (must be face-to-face observation or via video link).
- 4.4 When a facilitation team consists of facilitators of the same gender for more than four consecutive sessions, for example due to recruitment issues, the:
- facilitation team must have access to a supervisor of a different gender
 - services must make every effort to recruit or train a qualified facilitator of the required gender.

5. Qualification and experience requirements of facilitators

- 5.1 There are three levels of facilitators: Emerging Facilitator, Intermediate Facilitator. Senior Facilitator. A facilitation team must consist of at least one Senior Facilitator.
- 5.2 A facilitation team may comprise of one Senior Facilitator and one Emerging Facilitator in order for the Emerging Facilitator to obtain the required hours of experience to meet the criteria of an Intermediate Facilitator. Services must implement clearly articulated strategies that provide additional safeguards to promote safety, reduce the risk of collusion and respond to risk as it presents, such as additional supervision and training to support the professional development of the Emerging Facilitator.
- 5.3 If recruitment issues exist, a facilitation team may consist of two Intermediate Facilitators, on the proviso that one or both are working towards meeting the criteria of a Senior Facilitator. When a facilitation team consists of two Intermediate Facilitators for more than four

consecutive sessions, the service must implement clearly articulated strategies that provide additional safeguards to promote safety, reduce the risk of collusion and respond to risk as it presents, for example additional supervision, group observations, and increased contact with the partners/ex-partners, children or family members through the Victim Advocate.

5.4 Recruitment processes must ensure Aboriginal and Torres Strait Islander peoples and those of culturally and linguistically diverse backgrounds have equal opportunity in accessing positions within the program. This may include special measures to support recruitment of practitioners who do not have the pre-requisite qualification but do have relevant experience and cultural expertise. Services must be able to demonstrate that appropriate safeguards are in place to ensure the facilitator has the appropriate skills and knowledge to undertake the position and are supported to upskill to meet the requirements.

5.5 Requirements relating to qualifications and experience apply to all existing and new facilitators. Facilitators who do not meet the requirements must be supported by the service to gain the qualifications and experience required.

5.6 All facilitators must have a:

- demonstrated understanding of the behaviour change process in relation to domestic and family violence
- demonstrated nuanced and intersectional understanding of the drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control
- demonstrated recognition of the significance of patterns of perpetrator behaviour beyond individual incidents of violence and are able to meaningfully assess these patterns to develop appropriate responses for the victim and appropriate interventions for the perpetrator
- demonstrated gendered analysis of violence in their practice acknowledging that gender inequality is a predominant cause and consequence of domestic and family violence
- demonstrated recognition of the complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience
- demonstrated understanding of the *Domestic and Family Violence Protection Act 2012* and *Child Protection Act 1999* and *Child Protection Reform Amendment Act 2017*
- demonstrated understanding of the domestic and family violence definitions and provisions in the *Family Law Act 1975*
- demonstrated understanding of the *Domestic and family violence services practice principles, standards, and guidance*
- demonstrated understanding of the *Domestic and Family Violence Information Sharing Guidelines 2017* and *Information Sharing Guidelines 2018*.

5.7 An Emerging Facilitator must have:

- observed a minimum of 16 hours of perpetrator intervention group work prior to commencing as an Emerging Facilitator, with a commitment to observe a further 16 hours within six months of commencement in the role
- at least one of the following three criteria:
 1. a minimum of two-years' full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection

- human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
2. completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters, AND a minimum of one-year's full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
- domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
3. at least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology or human services.

5.8 An Intermediate Facilitator must have:

- observed a minimum of 32 hours of perpetrator intervention group work
- at least one of the following three criteria:
 1. a minimum of two-years' full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
 2. completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters AND have a minimum of one-year's full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
 3. at least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology or human services

- at least one of the following three criteria:
 1. experience facilitating a minimum of 64 hours of perpetrator intervention group work
 2. experience facilitating a minimum of 32 hours of perpetrator intervention group work and experience facilitating a minimum of 32 hours of relevant group work working with clients with complex and diverse needs
 3. experience facilitating a minimum of 64 hours of relevant group work working with clients with complex and diverse needs.

5.9 A Senior Facilitator must have:

- observed a minimum of 32 hours of perpetrator intervention group work
- a minimum of three-years' full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
- at least one of the following two criteria:
 1. experience facilitating a minimum of 160 hours of perpetrator intervention group work
 2. experience facilitating a minimum of 96 hours of perpetrator intervention group work and experience facilitating a minimum of 80 hours of relevant group work
- at least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology or human services
- at least one of the following two criteria:
 1. the equivalent of a graduate certificate in male family violence or facilitating men's behaviour change for example, as developed by CQU Australia
 2. completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters.

6. Role, qualifications, experience, frequency and duration of a Victim Advocate

- 6.1 Services must engage a Victim Advocate (either internal or external to the service) to enable risk assessment and safety planning, information sharing and referrals.
- 6.2 If an external advocacy service is engaged, a formal agreement must be in place detailing:
- roles and responsibilities
 - information sharing protocols between the perpetrator intervention program staff and the victim advocacy service
 - strategies for monitoring and reviewing the arrangement and outcomes.
- 6.3 The Victim Advocate must be a female-identifying practitioner when most of the clients identify as female.

6.4 The Victim Advocate must not be the perpetrator intervention program facilitator for that group.

6.5 A Victim Advocate must have:

- a demonstrated nuanced and intersectional understanding of the drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control
- a demonstrated recognition of the significance of patterns of perpetrator behaviour beyond individual incidents of violence and are able to meaningfully assess these patterns to develop appropriate responses for the victim
- a demonstrated gendered analysis of violence in their practice acknowledging that gender inequality is a predominant cause and consequence of domestic and family violence
- a demonstrated recognition of the complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience
- a demonstrated understanding of the behavioural change process in relation to domestic and family violence, including knowledge of the structure and content discussed in perpetrator intervention group programs
- a demonstrated understanding of the *Domestic and Family Violence Protection Act 2012* and *Child Protection Act 1999* and *Child Protection Reform Amendment Act 2017*
- a demonstrated understanding of the domestic and family violence definitions and provisions in the *Family Law Act 1975*
- a demonstrated understanding of the *Domestic and family violence services practice principles, standards and guidance*
- a demonstrated understanding of the *Domestic and Family Violence Information Sharing Guidelines 2017* and *Information Sharing Guidelines 2018*
- observed a minimum of six perpetrator intervention group sessions:
 - a minimum of three group sessions must be observed prior to commencement as the Victim Advocate
 - the remaining observation of group sessions must be completed within six months of commencement in the role
- relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field.

6.6 The Victim Advocate must contact and offer ongoing support including risk assessment and safety planning, information sharing and referrals to perpetrator intervention program participants' partners/ex-partners who have been identified as being impacted by their violence. If multiple partners/ex-partners are identified, services may undertake an assessment of risk and desire for contact and support to enable prioritisation of victim advocacy support. Prioritisation must be given to partners/ex-partners who:

- are assessed as high risk
- remain in a relationship with the perpetrator

- live with the perpetrator
 - has recently separated from the perpetrator
 - has ongoing parenting arrangements or orders in place with the perpetrator
 - is in regular contact with the perpetrator.
- 6.7 If the partner/ex-partner has children, staff must wherever possible, consider the needs of the children when offering ongoing support to the partner/ex-partner.
- 6.8 The Victim Advocate may offer support to children and family members that have been identified as being impacted by the perpetrator's violence, including warm referrals to other specialist domestic and family violence services, government service providers and other support services etc. if the service is unable to provide this support.
- 6.9 All reasonable attempts must be made to contact victims and all contact and attempts at contact must be documented.
- 6.10 The Victim Advocate must respect the right of the victim to accept limited or no contact and support.
- 6.11 Contact with a victim must be based on an assessment of the victim's level of risk, need, and desire for contact and support.
- 6.12 The Victim Advocate must contact the victim prior to commencement of the perpetrator intervention program to:
- inform them their ex/partner is commencing a perpetrator intervention program
 - outline what is involved in a perpetrator intervention program
 - outline what support is available to them including risk assessment and safety planning, information sharing and referrals
 - negotiate ongoing support and contact.
- 6.13 The Victim Advocate must contact the victim after commencement of the perpetrator intervention program, at a minimum:
- after the second perpetrator intervention program session
 - throughout the program as guided by the victim's level of risk, need, and desire for contact and support
 - after the perpetrator leaves or completes the program to assess the victim's level of risk, need, and ongoing desire for contact and support.
- 6.14 The Victim Advocate must work with the victim around the timing of their exit from the service to ensure they are safe and supported.
- 6.15 The Victim Advocate must make warm referrals to other specialist domestic and family violence services, government service providers, other support services etc. if the victim requires ongoing support once they exit the service, if the service is unable to provide this support.

7. Role, experience and frequency of an observer

- 7.1 Services must be open to the presence of observers to promote safety, accountability and professional development.
- 7.2 Observation may be via face-to-face, live video link or observing a session recording following the session. The mode/s of observation utilised is at the discretion of the service.

7.3 The management of electronic or digital records, for example recorded group sessions, is at the discretion of the service in line with the:

- *Privacy Act 1988*
- their organisation's privacy and confidentiality policies and procedures.

7.4 There are four types of observers:

1. practitioners who meet the experience and qualification criteria of a Senior Facilitator, this may include:
 - internal supervisors
 - paid external practitioners
 - practitioners from another service
2. observers with domestic and family violence knowledge, for example from:
 - funded domestic and family violence services providing support to victims and/or perpetrators
 - Integrated Service Response/High Risk Teams
 - local coordinated response networks
 - Queensland Police Service
 - Queensland Corrective Services
 - Queensland Courts
3. observers from the human services sector, for example from:
 - Aboriginal Community Controlled Organisations
 - sexual violence and women's support services
 - child protection support and placement services
 - alcohol and other drug services
 - medical and mental health services
 - disability services
4. other observers, for example:
 - new program staff
 - Department of Justice and Attorney-General employees
 - people with a legitimate professional interest in the work
 - those authorised to attend by the organisation, such as auditors assessing services' compliance with the *Domestic and family violence services practice principles, standards and guidance*.

7.5 The observer must not be the Victim Advocate for that perpetrator intervention group.

7.6 Services must have a minimum of six sessions per program observed:

- two sessions observed by a practitioner who meets the experience and qualification criteria of a Senior Facilitator
- four sessions observed by either an:
 - observer with domestic and family violence knowledge
 - observer from the human services sector

- services may substitute two observation sessions by an observer with domestic and family violence knowledge and/or observer from the human services sector with observation from an observer who meets the experience and qualification criteria of a Senior Facilitator.

Services delivering multiple groups per week with the same two facilitators for most of the program

- If a service delivers more than one group per week with the same two facilitators for most of the program, they may reduce the number of sessions observed to three per group:
 - one session observed by a practitioner who meets the experience and qualification criteria of a Senior Facilitator
 - two sessions observed by either an:
 - observer with domestic and family violence knowledge
 - observer from the human services sector.
- Services may substitute one observation session by an observer with domestic and family violence knowledge and/or observer from the human services sector with observation from an observer who meets the experience and qualification criteria of a Senior Facilitator.

7.7 Services must implement observer normalisation strategies and observer behaviour protocols to:

- communicate the role and purpose of the observer to participants and the observer
- minimise disruption to group sessions
- maintain privacy and confidentiality.

7.8 Services must implement a briefing and feedback mechanism to ensure:

- facilitators brief the observer about the group and curriculum being discussed, and the expectations of them before the session commences
- observers provide verbal or written feedback to facilitators at the end of the session
- observers can discuss any concerns they have with the information discussed during the session with the facilitator.

Glossary

Case management	Case management includes the following phases: risk and needs assessment, safety planning, support planning, direct service and coordination and review, closure, and evaluation. The Perpetrator Intervention Program Requirements apply only to group work, however there may be some elements of the requirements that may be voluntarily applied to case management to meet best practice standards.
Facilitator	Practitioner responsible for delivering the perpetrator intervention program. A facilitator may be an Emerging Facilitator, Intermediate Facilitator or Senior Facilitator based on their level of experience and qualifications. The perpetrator intervention program requirements are not linked to operational decisions regarding remuneration or position titles.
Individual counselling	Group work can raise personal issues for perpetrators that is not appropriate for group discussion. Individual counselling may be offered to complement group work. The perpetrator intervention program requirements apply only to group work, however there may be some elements of the requirements that may be voluntarily applied to individual counselling to meet best practice standards.
Group	The gathering of perpetrators participating in a perpetrator intervention program. A group may be open or closed.
Observer	<p>An individual who observes the facilitators delivering the perpetrator intervention program. Observers do not participate in the delivery of the program or group discussions. There are four types of observers:</p> <ol style="list-style-type: none">1. practitioners who meet the experience and qualification criteria of a Senior Facilitator, this may include:<ul style="list-style-type: none">- internal supervisors- paid external practitioners- practitioners from another service2. observers with domestic and family violence knowledge, for example from:<ul style="list-style-type: none">- funded domestic and family violence services providing support to victims and/or perpetrators- Integrated Service Response/High Risk Teams- local coordinated response networks- Queensland Police Service- Queensland Corrective Services- Queensland Courts3. observers from the human services sector, for example from:<ul style="list-style-type: none">- Aboriginal Community Controlled Organisations- sexual violence and women's support services- child protection support and placement services

- alcohol and other drug services
 - medical and mental health services
 - disability services
4. other observers, for example:
- new program staff
 - Department of Justice and Attorney-General employees
 - people with a legitimate professional interest in the work
 - those authorised to attend by the organisation, such as auditors assessing services' compliance with the practice standards.

Organisation	Government-funded organisation delivering the perpetrator intervention program. One organisation may have multiple services that deliver perpetrator intervention programs in different locations. Organisation and service may be used interchangeably.
Program	A perpetrator intervention program is the domestic and family violence behaviour change curriculum delivered over a minimum of 16 weekly sessions.
Service	Government-funded service that delivers the perpetrator intervention program. Service and organisation may be used interchangeably.
Service Delivery and Risk Management Plan	A plan developed by the service in consultation with the department if a requirement is not being fully met. The plan will provide details on risk mitigation strategies implemented and long-term strategies to be compliant with the requirement.
Session	A perpetrator intervention program must consist of at least 16 weekly sessions.
Supervisor	Practitioner responsible for the day-to-day supervision of facilitation staff.
Victim	A person who has experienced domestic and family violence. This term is inclusive of all ages, including children, young people, and older people. While domestic and family violence is primarily perpetrated by men against women, we recognise that victims can be any gender.
Victim Advocate	Practitioner responsible for contacting and offering ongoing support (including risk assessment and safety planning, information sharing and referrals) to perpetrator intervention program participants' partners/ex-partners and in some cases children or family members impacted by the violence.