

Position Title: Families where a Parent has a Mental Illness (FaPMI) Community Worker for Children and Young People (FaPMI CYP Worker)

Campus: Ballarat/Grampians Region

Directorate: Community and Aged Care

Department: Grampians Area Mental Health & Wellbeing Service (GMHWS)

Reporting to: FaPMI Coordinator

Direct Reports: N/A

Appointment Terms/Conditions:

Classification and Code: Community Development Worker – Class 2A

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

The FaPMI Program

The FaPMI (Families where a Parent has a Mental Illness) program aims to improve outcomes for consumers who are parents, their children, and their families by reducing the impact of parental mental illness on all family members through timely, coordinated, preventative and supportive action within Adult Mental Health and Wellbeing Services (AMHWS). The program is operationalised through the appointment of local FaPMI Coordinators who work within AMHWS and with network partners to improve their response to families where a parent has a mental illness.

The FaPMI program is coordinated at the statewide level by The Bouverie Centre, a practice-research-translation centre of La Trobe University.

Integral to the program are principles of family inclusion, valuing the contributions of people across the life span with Lived Experience, adopting trauma recovery and strengths-based frameworks, and considering the particular needs of families from culturally and linguistically diverse (CALD) and Aboriginal and Torres Strait Islander backgrounds.

FaPMI expansion

The Royal Commission into Victoria's Mental Health System recommendation 32 is that the Victorian Government:

1. by the end of 2022, fund a non-government organisation such as the Satellite Foundation to co-design and expand the range of supports across Victoria for young carers and children and young people who have a family member living with mental illness or psychological distress
2. by the end of 2022, broaden the scope and reach of the Families where a Parent has a Mental Illness program, including by:
 - a. enabling each Area Mental Health and Wellbeing Service to employ new workers to support young carers in their local environment
 - b. increasing the funding available to young carers to help with practical needs (brokerage).
3. strengthen identification and referral pathways for young carers through the mental health and education systems.

POSITION PURPOSE

The position is in the FaPMI program and will support the FaPMI program aims to improve outcomes for all family members where a parent experiences mental health challenges.

As FaPMI Community Worker for Children and Young People (FaPMI CYP Worker) you will have a particular focus on supporting children and young people up to 25 years old, including young carers. The FaPMI CYP Worker position will contribute to provision of a whole of family approach to service delivery. FaPMI Statewide is responsible for coordinating the FaPMI program at the state level and for supporting the FaPMI Coordinators and FaPMI CYP Worker positions located in AMHWS across Victoria.

The position will help to deliver on the Commission's intention to provide a stronger focus on early identification of young carers by both the mental health and wellbeing system and the education system. This position will be part of the supports to address young carer needs in a more supportive and timely way than is currently the case.

Note: Children, young people, and young carers refers to children and young people who are impacted by or provide care in relation to the mental illness of their parent or other family member.

KEY ACCOUNTABILITIES

- In collaboration with relevant service providers, identifying support needs and options for children, young people and young carers to:
 - strengthen their existing support network within their family context, where safe and appropriate to do so.
 - Access more formal support services where there are identified gaps in informal supports.

- Providing practical support, information, and connection to children and young people. This includes referral to appropriate peer support programs as well as co-facilitation of groups for children and young people.
- Facilitating access to transport for young people, where appropriate.
- Supporting children, young people and their families to access financial assistance in liaison with the FaPMI coordinator, through the FaPMI brokerage fund.
- Promoting awareness of young carer supports to service providers, including through developing relationships with local schools and other youth focused organisations.
- Developing/maintaining pathways to supports for children and young people.
- Supporting delivery of the local AMHWS FaPMI yearly plan with the FaPMI Coordinator.
- Participating in FaPMI Statewide activities including working groups and FaPMI CYP Worker supervision.

KEY SELECTION CRITERIA

Qualifications:

- Cert IV in Community Development or equivalent (minimum)
- Current valid driver licence
- Appropriate IT skills
- Satisfactory National Police Records Check
- Evidence of the right to work within Australia
- Victorian Working with Children Check

Note: *Certificate IV in Community Development - CHC42115*

This qualification reflects the role of community services workers who assist in the delivery of programs that contribute to the development of capacity through public social change processes. At this level, work takes place within a professional team under the guidance of others, to support development within the community. Work may be undertaken in organisations working across a range of social, health, environment, economic, arts and culture and recreation sectors.

Knowledge, Skills and experience:

- Knowledge of young caring roles and the impact on carers' health and wellbeing
- Knowledge of mental health and other community service delivery systems
- Experience working with children and young people, including group work
- Awareness of working with a trauma informed lens
- Well-developed verbal and written communication skills
- A commitment to family-inclusive practice and maximising opportunities and support for children, young people and families
- Understanding of the dynamics and risks of family violence
- Understanding of confidentiality, consent and information sharing legislation

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.

- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.