

POSITION DESCRIPTION

Position:	Families where a Parent has a Mental Illness (FaPMI) Community Worker for Children and Young People
Directorate:	Mental Health Services
Division:	Mental Health
Business Unit:	Recovery and Wellbeing
Enterprise Agreement	VICTORIAN PUBLIC MENTAL HEALTH SERVICES ENTERPRISE AGREEMENT
Reports to:	Manager Infant Child and Family Services

MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. MBPH is a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement.

MBPH provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

MBPH is proud to be affiliated with Monash and La Trobe Universities for the provision of undergraduate and postgraduate Medical, Nursing and Allied Health education. Affiliations also exist with other universities for clinical placement and training.

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

To improve outcomes for our tri-state communities, by creating partnerships, leading a culture and building our team to deliver sustainable services.

VALUES AND BEHAVIOURS

All employees of the Mildura Base Public Hospital are required to uphold the values of our organisation, for more information on our values please refer to page 5 of this document.

POSITION SUMMARY

About 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 (AMHS). The program is operationalised through the appointment of local FaPMI coordinators who work within AMHS and with network partners to improve their response to families where a parent has a mental illness.

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 and 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.

About the FaPMI program

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About the role

The position is in the FaPMI program and will support the FaPMI program aims. 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 State-wide 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 RESPONSIBILITIES AND DUTIES

- In collaboration with relevant service providers, identifying support needs and options for children, young people and young carers to:
- Strengthens 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, including referral to appropriate peer support programs

- 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 pathways to supports for children and young people

- Supporting delivery of the local AMHWS FaPMI yearly plan with the FaPMI coordinator
- Participating in FaPMI State-wide activities including working groups and FaPMI CYP Worker community of practice
- Co-facilitation of peer groups for children and young people
- Facilitating access to transport for young people, where appropriate

Adhere to and comply with relevant legislation i.e., Mental Health Act 2014 and the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005

GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital employee, you have a responsibility to participate in and commit to ongoing **quality improvement** activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

KEY SELECTION CRITERIA

Essential:

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
- 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

Qualifications: Certificate IV in Community Development or equivalent

Desirable:

- Previous experience of working in the Mental Health Sector

MANDATORY REQUIREMENTS

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children Check:

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined “child-related role” at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence

A current Victorian driver's licence is required for this position

All Mildura Base Public Hospital sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.



Happy WE ARE POSITIVE

As an organisation

We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

Individually

- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best



Empathetic WE ARE CARING

As an organisation

We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

Individually

- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care



Accountable WE ARE COMMITTED

As an organisation

We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

Individually

- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.



Respectful WE ARE OPEN TO OTHERS

As an organisation

We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

Individually

- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences



Team-based WE ARE ONE TEAM

As an organisation

We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

Individually

- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

LANGUAGE WE USE

"I choose..."
"I care..."
"I prefer..."
"I will..."
"I can..."
"Is there a better way to do this?"
"Can we explore that more so I can understand it better?"
"We will...us...we can..."

LANGUAGE WE DON'T USE

"I have to..."
"I must..."
"If only..."
"Ah well, that is because of XYZ..."
"Our processes do not let us do it"
"Things have always been done this way"
"Them and us"

THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

