

Position Description

Position Title	FaPMI Community Worker for Children and Young People
Position Number	30009418
Division	Clinical Operations
Department	MH Professional Development Unit
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Community Dev Worker C2A Y2 – Y10
Classification Code	YA40 – YA48
Reports to	Operational: FaPMI coordinator/s Management: Manager of Mental Health Professional Development Unit
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association (If Applicable) • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The FaPMI Program

The Families where a Parent has a Mental Illness (FaPMI) Program aims to improve outcomes for people who are parents and who also experience concerns regarding their mental health and wellbeing, their children, and their families by reducing the impact of parental mental health difficulties on all family members. The program is currently operationalised through the appointment of local FaPMI Program Coordinators, who work within Area Mental Health and Wellbeing Services, as well as with external agencies to improve the response and support provided to families, where a parent is experiencing mental health challenges. The FaPMI Program is coordinated at the state-wide level by The Bouverie Centre, a practice-research-translation centre of La Trobe University and supports the FaPMI Program Coordinators and FaPMI CYP Workers located across the state's Area Mental Health and Wellbeing Services. Integral to the program are principles of family inclusion and participation, valuing the contributions of people across the life span with Lived and Living Experience, adopting trauma recovery intersectional and strengths-based frameworks, thereby taking into deep consideration those individual and diverse contextual factors that make each family unique and special.

The Position

This position will support the aims of the FaPMI Program; the FaPMI Community Worker for Children and Young People (FaPMI CYP Worker) will work closely with the FaPMI Coordinator/s and assist with targeted program activities, with a particular focus on supporting children and young people up to the age of 25 years, including young carers. The FaPMI CYP Worker position will contribute to provision of a whole of family approach to service delivery. The FaPMI CYP Worker will utilise established service connections, build others, and work directly with young carers to provide linkages to assist them in developing strong support networks.

Responsibilities and Accountabilities

Key Responsibilities

In collaboration with FaPMI coordinators and relevant service providers:

- Increase recognition and identify support needs and options for children, young people, and young carers to:
 - strengthen their existing support networks within their family context where it is safe and appropriate to do so
 - access more formal support services where gaps in informal support are identified
- Assist provision of practical support, information, and community connection to children and young people, including referral to appropriate support programs
- Support children, young people, and their families to access financial assistance, including accessing the FaPMI brokerage fund

- Support the delivery of the local and state-wide FaPMI priorities and directions for stakeholders
- Utilise established connections and further develop effective working relationships, collaborations, and partnerships with a range of service providers (including schools) to improve support pathways for children, young people, and families
- Co-facilitate peer groups for children and young people
- Participate in organisational meetings and relevant FaPMI state-wide working groups
- Complete files notes, reports, contact statistics, and administrative tasks relevant to the role
- Participate in staff development, training, and service activities as required
- To escalate concerns for child wellbeing, mental health, or family violence to the appropriate treating team and/or senior colleague or manager
- To work within relevant legislative requirements including, but not limited to, The Mental Health & Wellbeing Act (Vic 2022), Family Violence, Information sharing and confidentiality

Key Selection Criteria

Essential

1. Cert IV in Community Development or tertiary mental health or related qualification (nursing, allied health, welfare, disability services, or related discipline).
2. Demonstrated understanding of the impacts of mental illness on family life, including the caring roles and responsibilities of children and young people.
3. A commitment to family-inclusive practice and experience working with children, young people, and families.
4. Working knowledge of mental health and other community services and the ability to work effectively within a multidisciplinary team and across the service system.
5. Understanding of group programs and experience or capacity in the facilitation of groups.
6. Knowledge of the relevant legislation and service frameworks, including the Mental Health & Wellbeing Act (Vic 2022), recovery-oriented practice, information sharing, and family violence.
7. Interpersonal and communication skills, including problem-solving ability, negotiation skills, sound oral, writing, and ICT skills

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.

- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health 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 Bendigo Health's discretion and activities may be added, removed or amended at any time.