

Garinga Bupup Case Worker (Unborn Project)

EMPLOYMENT DETAILS			
Role type	Full Time	Award	SCHADS
Hours per week	38 hrs	Classification	4
Length of Term	12 month contract	Salary	As per award
Reports to	Family Journeys Program Manager	Additional Benefits	Access to Salary Packaging
Secondary Report	Director, Families, Healing and Response	PD Last Review Date	12 months

ORGANISATIONAL CONTEXT



Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National



Aboriginal Community Controlled Health Organisation).

BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.

BDAC has a responsibility to ensure growth of services, development of our Aboriginal and Torres Strait Islander community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing self-determination employment and career pathways for Aboriginal people.

LOCAL WORK ENVIRONMENT

Bendigo and District Aboriginal Co-operative provides a range of specialist services for Community living on Djaara Country including a Medical Clinic, Health and Wellbeing, Family and Community Services, and Kindergarten.

POSITION OBJECTIVE

The Garinga Bupup program focuses on providing an immediate and culturally safe early intervention support to Aboriginal and/or Torres Strait Islander unborn children and their mothers in order to prevent unborn reports to Child Protection.

Garinga Bupup supports mothers through pregnancy by building strong relationships with parents, engaging mothers in antenatal services and providing pregnancy education including health and nutrition. Other intensive supports include, developing a birth plan, support with sleep and feeding.

BDAC'S VISION AND CORE VALUES

“Empowered generations belonging to strong families, culture and community”.

Our Lore refers to the stories, customs, beliefs, and spirituality of our People. Our Lore guides our work and has been passed down through generations by our ancestors and knowledge holders. Our five LORE principles are:

- We keep our focus on Community priorities.
- We are brave.
- We think outside the box.
- We create a safe, caring, and supportive environment.
- We are accountable.

Please refer to our <https://www.bdac.com.au/our-strategy> for further information about our underlying principles within the BDAC Strategy.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities	<p>The Garinga Bupup Case Worker will engage with Aboriginal and/or Torres Strait Islander families in a culturally safe and competent way.</p> <p>The Garinga Bupup Case Worker will:</p> <ul style="list-style-type: none"> • Have sound understanding of the history of colonisation and resulting impacts on Aboriginal and/or Torres Strait Islander families • Demonstrate ability to work with Aboriginal and/or Torres Strait Islander community members with complex trauma needs • Demonstrate understanding of the Child Protection system • Demonstrate understanding of Aboriginal parenting practices • Understand maternal child health • Work with families to ensure their cultural needs are identified and embedded into practice • Provide confidential client support to Aboriginal and/or Torres Strait Islander families to improve the safety, stability and developmental outcomes for child/ren in utero • Maintain clear and concise documentation of case progression • Participate in all training, supervision and consultation activities • Teach and coach families to understand child development from in utero • Coach parenting skills and strategies • Through a relational approach, assist families to navigate the service system • Provide consultation within the team and broader services system in relation to complex family needs • Maintain relationships with key stakeholders including but not limited to Bendigo Health
General Responsibilities	<ul style="list-style-type: none"> • Model and abide by BDAC Values, Code of Conduct, Policy, and Procedures. • Participate actively in and facilitate supervision and professional development activities.

	<ul style="list-style-type: none"> • Ensure that you participate in team meetings, staff meetings and other community activities as requested. • Ensure that you adhere to legislative requirements. • Ensure that you report any risks identified immediately to your line manager. • Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures. • Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures. • Participate in Continuous Quality Improvement (CQI) activities.
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COMMITMENT TO SAFETY
<ul style="list-style-type: none"> • All children have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse, and abiding by the Child Safe Standards. • BDAC is committed to the health and wellbeing of its employees and stakeholders. • BDAC has a zero tolerance to all forms of violence.

KEY SELECTION CRITERIA
<ul style="list-style-type: none"> • Knowledge and understanding of Aboriginal history, culture and the ACCO environment • Understanding of Aboriginal parenting practices • Demonstrated understanding of the Child Youth and Families Act (2005) • Excellent time management skills with the ability to meet deadlines • Ability to prepare briefs, letters, emails and reports using clear, concise and grammatically correct language. • Well-developed interpersonal and communications skills, with a demonstrated capacity to worker collaboratively with others • Understanding of parenting strategies and ability to implement these when working with families • Ability to work flexible hours to support families with attending classes such as antenatal, birthing and parenting classes • Knowledge of child development within utero and ability to facilitate this knowledge to families • Ability to collect and record evaluation data

<p>Preferred / Desired / Mandatory Education, Training and/or Competencies.</p> <ul style="list-style-type: none"> • Recognised Social Work degree or a similar welfare or behavioural related degree which includes: a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably, b) practical component such as counselling or case work practice <p>or</p> <ul style="list-style-type: none"> • Recognised Diploma of Community Services Work, or similar qualification which is studied over a minimum of two academic years of full-time study (or part time equivalent) and includes: a) a primary focus on child development, human behaviour, family dynamics

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children’s Check (*or Teachers Registration if applicable*).
- Must hold current full Victorian Drivers Licence and provide a copy.
- Must have the right to work in Australia.
- Must pass an Employment History check; and
- Must have and maintain a commitment to child safety, equity, inclusion, and cultural safety.
- **Vaccination Policy:** all staff are encouraged to be vaccinated against whooping cough, measles, mumps, and rubella (MMR) (*if not immune*), influenza (*annually*), hepatitis A and B, chicken pox (*if not immune*); shingles (*for eligible people*), and COVID-19. It is expected that Clinic and kindergarten staff will be vaccinated against the above diseases and will be required to complete a **Vaccination Consent Form**. It is also expected that Clinic staff will be vaccinated again diphtheria, tetanus and pertussis (DtP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the Garinga Bupup Case Worker.

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....