



Health

Western NSW Local Health District

POSITION DESCRIPTION

Reference Number :	395471		
Recruitment Type	General Recruitment		
Position Number :	665639		
Position Title :	Peer Worker		
Cost Centre :	Cost Centre	Code	%
	MHS BTH Acute & Continuing	830323	100
Organisation unit :	NSW Health Service - Western NSW Local Health District		
Location :	Bathurst		
Facility :	Mental Health and Drug Alcohol		
Advertised Award/Classification	Professional and Associated (State) Award / Health Education Officer Graduate		
Registration/Licence Requirements :	Not Applicable		
Vaccination Category :	Category A		
Employment Screening Check			
National Criminal Record Check :	No		
Working With Children Background Check :	Yes		
Working With Aged Care Check :	Yes		
Responsible To :	This position is operationally responsible to the Manager / Team Leader, Community Mental Health Drug and Alcohol Bathurst and strategically to the MHDA Consumer and Carer Participation Coordinator.		
Responsible For :	The mental health peer workforce is centred on a recovery philosophy which requires that services demonstrate hope for consumers' recovery, respect their experience, support their self-determination, identify and work toward collaborative goals or needs and promote their social inclusion. The mental health peer workforce in Western NSW is comprised of workers who have current or previous experience of using mental health services. Through the employment of a peer workforce, it means that people who use mental health services receive some of their services from people who have personal experience of mental illness and are able to understand what they are going through, empathise with their struggle and can act as role models instilling hope for recovery.		
Purpose Of Position :	The Peer Worker will draw upon their lived experience of mental health challenges and their personal recovery journey to develop empathic relationships and support personal recovery for people who access the service. The Peer Worker will promote, encourage, facilitate and support effective recovery activities which assist people to maintain their mental health and wellbeing. They will work collaboratively and positively with consumers and staff to promote engagement of people in their individual treatment and recovery.		
	Program Delivery		

Key Accountabilities :	<ul style="list-style-type: none"> ● Help people who access the service to engage with mental health services and actively participate in their care. ● Support people who access the service to be actively involved in their own care through information including their rights and responsibilities, how to navigate the mental health system and other information and support as appropriate to their individual needs. ● Provide individual and/or group recovery focused care that utilises your lived experience of mental health challenges and personal recovery. ● Undertake individual advocacy for people who access the service, as appropriate, and in line with the service's policies and guidelines. ● Effectively model hope and recovery; connectedness and citizenship. ● Support people who access the service with their physical health and wellbeing goals related to their recovery journey, including promoting the importance of accessing GP services. ● Undertake other duties which may be reasonably requested by the Team Leader and/or Consumer and Carer Participation Coordinator. <p>Professional</p> <ul style="list-style-type: none"> ● Complete a workplace Wellness Plan in conjunction with the Team Leader and the Consumer and Carer Participation Coordinator and update annually. ● Maintain standards of practice as identified in local, state and national guidelines. ● Build and maintain close working partnerships with key stakeholders such as health services, non-government organisations, residential care facilities, GPs, and consumers and carers. ● Provide education and in-service activities to other members of the multi-disciplinary mental health team, health and key partner organisations, as required. ● Regularly attend and participate in team, regional and district wide stream meetings and staff development sessions, either face to face or via videoconferencing. ● Participate in regular supervision with appropriate supervisor as negotiated with the Team Leader and Consumer and Carer Participation Coordinator. ● Participate in annual performance review with the Team Leader and the Consumer and Carer Participation Coordinator. ● Develop and maintain knowledge and skills in the field of peer workforce, by engaging in appropriate professional development activities. ● Under the guidance of the Team Leader and Consumer and Carer Participation Coordinator, participate in activities which facilitate the ongoing improvement and development of a quality and specialist service. ● Record all required clinical activity data via the appropriate and relevant systems and processes in the designated time frames.
	<p><i>All staff are expected to take reasonable care that their actions do not adversely affect the health and safety of others, that they comply with any reasonable instruction that is given them and with any reasonable policies/procedures relating to health or safety in the workplace, as well as notifying any hazards/risks or incidents to their managers.</i></p>
Challenges/Problem Solving :	<ul style="list-style-type: none"> ● Working respectfully and collaboratively to establish and maintain positive relations with mental health drug and alcohol services staff, consumers, families and carers and other key stakeholders. ● Prioritising competing demands. ● Remaining flexible, open and composed in difficult situations. ● Working within best practice framework and acknowledging resource constraints. ● Maintaining personal resilience and mental wellbeing while working with emotionally challenging and complex situations.
Communication :	<ul style="list-style-type: none"> ● Maintain concise and accurate client and other records according to the requirements of the Health Service. ● Ensure that required reports are prepared and dispatched to the relevant personnel. ● Abide by Local Health District policies including those related to the use of information technology. ● Be a member of a local, and district multi-disciplinary team and attend team, discipline and clinical meetings, as required, participating in decision-making in line with policy.

	<ul style="list-style-type: none"> Effectively engage and work with vulnerable and at risk populations, such as low socio-economic, Aboriginal and Torres Strait Islanders and those with complex co-morbidities. Communicate effectively at a high level with a broad range of stakeholders – face to face, over the telephone and over video-conferencing technology. This can include providing interventions using video-conferencing technology.
Decision Making :	<ul style="list-style-type: none"> Decision making is guided by Western NSW Local Health District policies and procedures, NSW Health Policy Directives, Information Bulletins and Guidelines, relevant legislation. Consult with the multidisciplinary team and/or other appropriate senior staff regarding difficult decisions or ethical dilemmas.
Selection Criteria :	<p>Selection Criteria</p> <ol style="list-style-type: none"> Certificate IV in Mental Health Peer Work or equivalent or commitment to undertake and a current unrestricted driver's licence or an appropriate plan for transport. Evidence of personal experience as a consumer of mental health services, an understanding of and commitment to consumer led recovery principles and ability to utilise the lived experience to support others with their own mental health recovery journey. Have the capacity to undertake the role without undue negative impact on your mental health, through effective strategies to maintain wellness. Demonstrated clear written and verbal communication and negotiation skills including information technology skills. Ability to work independently and as part of a multidisciplinary team and actively contribute to clinical care planning processes in a team setting. Ability to plan, implement and evaluate group and individual program activities. Demonstrated ability to develop and maintain effective partnerships with a range of key stakeholders, GP's, non-government organisations, inpatient & community MHDA teams, consumers and carers.
Staffing :	This position does not manage staff.
Budget :	This position does not manage a budget.
Financial Delegation:	As per WNSWLHD Delegations Manual, this position does not have financial delegation.

JOB DEMANDS CHECKLIST

Physical Demands	
	Frequency
Sitting - remaining in a seated position to perform tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Frequent
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Frequent
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Occasional
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Occasional
Kneeling - remaining in a kneeling posture to perform tasks	Infrequent
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Not Applicable
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Occasional
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Infrequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Not Applicable
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Not Applicable

Reaching - Arms fully extended forward or raised above shoulder	Infrequent
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Infrequent
Hand & Arm Movements - Repetitive movements of hands and arms	Occasional
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Infrequent
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not Applicable
Driving - Operating any motor powered vehicle	Occasional
Sensory Demands	
	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Occasional
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Infrequent
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not Applicable
Touch - Use of touch is an integral part of work performance	Infrequent
Psychosocial Demands	
	Frequency
Distressed People - e.g. Emergency or grief situations	Frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Occasional
Unpredictable People - e.g. Dementia, mental illness, head injuries	Frequent
Restraining - involvement in physical containment of patients / clients	Infrequent
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Occasional
Environmental Demands	
	Frequency
Dust - Exposure to atmospheric dust	Not Applicable
Gases - Working with explosive or flammable gases requiring precautionary measures	Not Applicable
Fumes - Exposure to noxious or toxic fumes	Not Applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not Applicable
Hazardous substances - e.g. Dry chemicals, glues	Not Applicable
Noise - Environmental / background noise necessitates people raise their voice to be heard	Not Applicable
Inadequate Lighting - Risk of trips, falls or eyestrain	Not Applicable
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Infrequent
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Infrequent
Confined Spaces - areas where only one egress (escape route) exists	Not Applicable
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Infrequent
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not Applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Infrequent

As the incumbent of this position, I confirm I have read the Position Description and Job Demands Checklist, understand its content and agree to work in accordance with the requirements of the position.

Employee Name: _____

Employee Signature _____ Date: _____

Manager's Name: _____

Manager's Signature _____ Date: _____