



Health

South Eastern Sydney Local Health District

POSITION DESCRIPTION

Reference Number :	379125		
Recruitment Type	Bulk Recruitment		
Position Number :	621349, 621353		
Position Title :	Peer Support Worker (Health Education Officer Graduate/Non Graduate)		
Cost Centre :	Cost Centre	Code	%
	Consumer Workers MH - STG	180146	50
	St Vincent Support	180457	50
Organisation unit :	South Eastern Sydney Local Health District		
Location :	Kogarah		
	Caringbah		
	Various Locations		
Facility :	Mental Health Services		
Award Classification :	Health Education Officers Determination-Health Educ Off Grad		
Registration/Licence Requirements :	Not Applicable		
Vaccination Category :	A		
Employment Screening Check			
National Criminal Record Check :	Yes		
Working With Children Background Check :	Yes		
Working With Aged Care Check :	No		
Responsible To :	Peer Support Worker Manager		
Responsible For :	Not applicable		
Purpose Of Position :	<p>This position will work collaboratively with other Keeping the Body in Mind (KBIM) team members (CNC, Dietician and Exercise Physiologist) to develop, implement and evaluate the effectiveness and acceptability of targeted lifestyle and pharmacological interventions to reduce cardio-metabolic risk factors in consumers with mental health illness that impacts on physical health and wellbeing. The Peer Support Worker will draw upon their lived experience of mental health concerns and their personal recovery journey to develop empathic relationships and support personal recovery for consumers of the South Eastern Sydney Local Health District. Specifically, the position will assist consumers in making lifestyle changes (dietary and exercise based) through a peer support approach, and contribute to an evaluation of the program.</p> <p>The position will have a key role in the development of resources for consumers, their families and carers, and clinicians. The position will also participate in the development, delivery and evaluation of training to mental health clinicians, GPs and other key stakeholders.</p> <p>The team will be led by the Physical Health/ KBIM Clinical Nurse Consultant (CNC).</p> <p>Individual supervision and group peer mentoring will be provided for this position.</p>		

PEER SUPPORT

- The Peer Support Worker will work alongside the Clinical Nurse Consultant, Dietician and Exercise Physiologist in the engagement and enrolment of consumers in the delivery of clinical interventions.
- To model and support consumers in their physical health care and wellbeing goals by using their own recovery experience to share information, skills and strategies.
- Ensure a significant proportion of time is spent with individuals on a one to one basis to provide peer support and information in line with recovery principles and wellbeing planning.
- The Peer Support Worker will assist and support consumers referred to the program to actively participate in:
 - A comprehensive and holistic assessment that includes diet and exercise
 - The formulation of an individualised program aimed at making positive lifestyle changes to improve physical health and wellbeing
 - An individualised and tailored program of diet and exercise
 - Provide information to consumers on where to access further information on physical health care including linking people with community services
 - In addition to the care delivered directly to clients of the program provide peer support to consumers linked in with other Mental Health programs.

RESOURCE DEVELOPMENT

- Contribute to the formulation, implementation and evaluation of an evidence-based suite of resources: Health promotional materials for consumers and their families/carers
- Resources to support clinicians in providing/sourcing targeted lifestyle interventions that support sustained lifestyle and behavioural change.
- Participate in the development, implementation and pilot testing of educational packages for mental health clinicians and GPs that will promote an understanding of the experience of consumers who have physical health issues, and strategies for enabling consumers to make sustained lifestyle changes.
- In addition, the position will provide in-services and training/education to meet the needs of clinicians working in partnership with the program.

EDUCATION AND TRAINING

- Participate in the development, implementation and pilot testing of educational packages for mental health clinicians and GPs that will promote an understanding of the experience of consumers who have physical health issues, and strategies for enabling consumers to make sustained lifestyle changes.
- In addition, the position will provide in-services and training/education to meet the needs of clinicians working in partnership with the program.

PROJECT MANAGEMENT

- Actively participate in the development, implementation and evaluation of the program plan, Develop effective working relationships with members of the team and other key partners.
- Actively participate in the implementation of a structured evaluation framework aimed at gathering data regarding the development, implementation and evaluation of the lifestyle interventions.

Key Accountabilities :

EXPECTED STANDARDS	ALL STAFF	LINE MANAGERS AND SUPERVISORS	SENIOR MANAGERS
PATIENT SAFETY, RISK MANAGEMENT AND QUALITY IMPROVEMENT	Actively participate in patient safety and ongoing quality improvement programs and practices that promote the best possible health outcomes for patients/clients.	Identify, develop, lead and monitor patient safety, risk management and quality improvement programs to improve the operation and promote the best possible health outcomes for patients/clients. Ensure that National Safety and Quality Health Service Standards are met.	Provide governance and strategic direction for the development, implementation and evaluation of patient safety and quality improvement programs that promote the best possible experience and health outcomes for patients/clients. Ensure that National Safety and Quality Health Service Standards are met.
NSW HEALTH CORE VALUES	Act as an appropriate and effective role model and promote a culture and supporting practices that reflect the NSW Health core values of Collaboration, Openness, Respect, and Empowerment , through demonstrated behaviours and interactions with patients, clients and employees.	Assist workers to identify and model specific behaviours and actions that reflect the NSW Health core values of Collaboration, Openness, Respect, and Empowerment , in the workplace.	Uphold the highest standards of professionalism at all times by performing the functions of the role efficiently, economically, fairly, impartially and with integrity and by actively advocating the NSW Health core values of Collaboration, Openness, Respect, and Empowerment , to ensure that Local Health District and Government expectations are met.
NSW HEALTH	Read and acknowledge	Ensure workers are provided	Model and encourage

	<p>CODE OF CONDUCT</p> <p>individual responsibilities as determined in the Code of Conduct. Acknowledge the Code of Conduct as a framework for professional behaviour, ethical practice and decision-making.</p> <p>Acknowledge and accept a shared responsibility for ensuring that their own behaviour and the behaviour of colleagues meets the standards outlined in the Code of Conduct. Report and express any workplace concerns fairly, honestly and respectfully.</p>	<p>with a copy of the Code of Conduct upon appointment or reappointment. Provide advice to each worker to ensure they understand their responsibilities under the Code of Conduct. Maintain a record of when this occurred.</p>	<p>behavioural expectations as outlined in the Code of Conduct.</p>
	<p>HEALTH AND SAFETY</p> <p>Comply with SESLHD WHS and IM processes and any measures put in place to protect their health and safety at work.</p> <p>Contribute to and participate in WHS consultation and training initiatives.</p> <p>Contribute to workplace safety planning, including the review and continual improvement processes at a local level via the WHS consultation arrangements.</p>	<p>Implement all elements of the SESLHD health and safety management system.</p> <p>Monitor and evaluate the department's WHS and Injury Management (IM) performance.</p> <p>Actively develop workers' WHS performance.</p> <p>Report progress toward and barriers to the achievement of Service WHS and IM targets to senior management.</p>	<p>Apply due diligence to known and emergent WHS risks.</p> <p>Actively engage in service WHS planning and reporting.</p> <p>Set WHS and IM performance targets for the Service.</p> <p>Monitor and measure individual departments' WHS performance against targets.</p>
	<p>REGISTRATION AND LICENCES</p> <p>Maintain registration and licences required for position held.</p>		
<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"> • A busy workload with competing demands requiring the ability to prioritise and organise tasks • Working in a newly created role alongside established multidisciplinary teams • Maintaining professional boundaries when responding appropriately to consumer expectations • Sensitivity to working with people who have mental health conditions 		
Communication :	<ul style="list-style-type: none"> • Communication with consumers, carers and families of the mental health service • Communication with a range of care teams regarding the consumer journey within the mental health service and non-government organisations • Communication with Line Management, District Mental Health Executive and the Consumer Partnerships Coordinator, regarding the Peer Support Worker program, its implementation, progress and evaluation • Communication with the South Eastern Sydney Recovery College team regarding student learning plans, and course development and facilitation • Documentation of intervention in accordance of with NSW Health and Local Health District policies and guidelines 		
	<ul style="list-style-type: none"> • Responsible for day to day decisions relating to Peer Support interventions as per the position description and scope of practice 		

Decision Making :	<ul style="list-style-type: none"> • Report to multidisciplinary team any changes to consumers wellness and functioning • Further decision making as per policies and guidelines of the mental health service
Selection Criteria :	<p>Selection Criteria</p> <p>Personal experience as a consumer of mental health services and ability to utilise the lived experience to support others in their own mental health recovery journey.</p> <p>Qualifications in health or other relevant qualification, e.g. Degree, Diploma or Certificate, or readiness to work towards the same</p> <p>Experience working in a peer support/consumer worker role or similar, with the ability to plan, implement and evaluate group and individual peer led interventions.</p> <p>Demonstrated knowledge of current local, State and National legislation and standards relevant to mental health</p> <p>Demonstrated commitment to consumer led recovery principles including the physical health care of mental health consumers.</p> <p>Demonstrated effective interpersonal and communication skills including the ability to provide quality written documentation through the use of proficient IT skills.</p> <p>Demonstrated ability to work independently with minimal supervision, as well as an effective team member.</p>
Staffing :	Nil
Budget :	Nil
Financial Delegation:	Nil

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	Occasional
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Occasional
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Infrequent
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Infrequent
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	Infrequent
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Infrequent
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Infrequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Infrequent
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	Infrequent
Driving - Operating any motor powered vehicle	Infrequent
Sensory Demands	
	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Frequent
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
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	Infrequent
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	Frequent
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	Infrequent
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	Infrequent
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	Infrequent
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: _____