



Health

Northern Sydney Local Health District

POSITION DESCRIPTION

Reference Number :	387858		
Recruitment Type	General Recruitment		
Position Number :	61467		
Position Title :	Mental Health Peer Worker Temp 12 month contract for 23 hours per week		
Cost Centre :	Cost Centre	Code	%
	MAC Consumer Consultants Prj 00 GEN(MH)	264756	100
Organisation unit :	NSW Health Service - Northern Sydney Local Health District		
Location :	North Ryde		
Facility :	Macquarie Hospital		
Advertised Award/Classification	Health Education Officer Non Graduate		
Registration/Licence Requirements :	Not Applicable		
Vaccination Category :	Category A		
Employment Screening Check			
National Criminal Record Check :	Yes		
Working With Children Background Check :	No		
Working With Aged Care Check :	No		
Responsible To :	Manager Consumer Services, Macquarie Hospital		
Responsible For :	Nil		
Purpose Of Position :	<p>The mental health consumer 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 consumer workforce in Northern Sydney Mental Health Drug & Alcohol comprises of workers who have current or previous experience of using mental health services. For people using mental health services this means receiving some services from people who understand their experience, empathise with their struggle and who can act as role models for recovery.</p> <p>The role of the Macquarie Hospital Peer Worker is to support the recovery of the consumers by complimenting the functions of the clinical staff. A primary goal is to work cooperatively and positively with consumers and staff to facilitate effective participation in individual treatment and recovery. This non-clinical position involves</p>		

individual and group peer support, individual advocacy (supporting consumers to self-advocate and speaking out on their behalf when requested in accordance with operational policy guidelines and non-clinical boundaries) and systems advocacy (participation on committees and involvement in the education of mental health staff and in service planning).

Working with Consumers:

- This peer worker position may work across any area of the hospital.
- Visit and talk to consumers in the inpatient units and day programs; gather their views and advocate on their behalf as requested and encourage and support them to advocate on their own behalf wherever possible.
- Document the issues and suggestions raised by consumers for analysis to help inform change and improvement.
- When requested by a consumer work collaboratively with clinical staff to assist them in their treatment planning and implementation.
- Actively promote, encourage and support the participation of consumers in the planning, implementation and evaluation of mental health service delivery and in determining and influencing their own care.
- Provide support and hope to consumers based on your own personal experiences and knowledge of mental illness and the mental health service.
- Inform consumers of their rights and responsibilities and ensure that information and resources are available to them as required.
- Be involved in organising and facilitating individual and group recovery and peer support activities for consumers within Macquarie Hospital.
- Write and collect articles and photographs for the quarterly Macquarie Hospital Consumers' newsletter
- Coordinate and participate as required in any consumer led projects or initiatives which may arise from time to time.
- Ensure that confidentiality is maintained at all times.
- Coordinate and participate in both formal and informal, consumer focused service evaluation activities, including the implementation of YES (Mental Health – Consumer Perceptions and Experiences of Services Questionnaire), according to Northern Sydney LHD Drug & Alcohol Services guidelines.

Self and Peers:

- Maintain standards of peer worker practice as developed and identified in NSLHD, State and National Guidelines.
- Attend appropriate internal meetings as requested and any other meetings as required.
- Participate in the education and orientation of mental health staff and students as requested by the Manager, Consumer Services.
- Ensure clinical and non-clinical boundaries are observed and adhered to at all times.

Professional:

Key Accountabilities :

	<ul style="list-style-type: none"> ● Take responsibility for own professional development and continuing education and training, including meeting all mandatory requirements. ● Work collaboratively, cooperatively and respectfully with peer worker colleagues and other mental health staff in Macquarie Hospital and across Northern Sydney LHD Mental Health Drug & Alcohol. ● Complete an annual professional development review with the Manager Consumer Services as per Northern Sydney LHD Drug & Alcohol policy. ● Participate in and contribute to service planning and accreditation activities within the service as required. ● Develop and maintain knowledge and understanding of the National Standards for Mental Health Services, the Mental Health Act and other relevant policy and legislative documents. <p>General Duties:</p> <ul style="list-style-type: none"> ● Participate in quality improvement and research activities. ● Comply with the Code of Conduct, WHS, EEO, Smoke Free, Bullying and Harassment and other NSW Health and Northern Sydney LHD policies and procedures. ● Implement the principles of Multiculturalism in your work by ensuring services within your area of responsibility are accessible and culturally appropriate to consumers.
	<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>
<p>Challenges/Problem Solving :</p>	<ul style="list-style-type: none"> ● Working respectfully and collaboratively to establish respectful and positive relations with mental health service staff, consumers, families and carers and other key stakeholders. ● Working with consumers with complex presentations including those with challenging behaviours. ● Ensure a significant proportion of time is spent in face-to-face peer support /advocacy activities while maintaining timely reporting of work tasks and documentation of support provided.
	<p>Internal:</p> <ul style="list-style-type: none"> ● Consumers of Macquarie Hospital and their carers and families ● Clinical and non-clinical staff of the sector/service ● Manager, Consumer Services and other Peer Workers

Communication :	<p>External:</p> <ul style="list-style-type: none"> • Engagement Manager, NSLHD • Northern Sydney LHD Mental Health Drug & Alcohol Consumers, carers and the broader community of the health service • Non-government organisations • State and National consumer and mental health organisations
Decision Making :	N/A
Selection Criteria :	<p>Selection Criteria</p> <p>Past or current personal experience using Mental Health and/or Drug & Alcohol related services.</p> <p>Experience working in a Peer Support Worker or Consumer Advocate role, with the ability to plan, implement and evaluate group and individual peer led activities.</p> <p>Knowledge of contemporary consumer issues in mental health inpatient services.</p> <p>Demonstrated commitment to consumer led recovery principles of mental health consumers.</p> <p>Demonstrated clear written and verbal communication skills including Information Technology skills.</p> <p>Demonstrated success in the ability to be able to work productively and reliably both independently and within a team.</p> <p>Able and willing to share aspects of your personal treatment and recovery experience with others, individually and / or in groups, to role model recovery, support understanding, respect and learning of others.</p> <p>Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, and with consumers.</p>
Staffing :	Nil
Budget :	Nil
Financial Delegation:	Nil

JOB DEMANDS CHECKLIST

Physical Demands	
	Frequency
Sitting - remaining in a seated position to perform tasks	Occasional
Standing - remaining standing without moving about to perform tasks	Frequent
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Occasional
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Not Applicable
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	Occasional
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Occasional
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Occasional

Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Occasional
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Occasional
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	Occasional
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Occasional
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Occasional
Hand & Arm Movements - Repetitive movements of hands and arms	Frequent
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Frequent
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Occasional
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	Frequent
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Not Applicable
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	Not Applicable
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	Not Applicable
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Not Applicable
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	Occasional
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Not Applicable
Confined Spaces - areas where only one egress (escape route) exists	Not Applicable
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Occasional
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Not Applicable
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not Applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Not Applicable

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: _____