

Position Description

POSITION TITLE **AOD Peer Support Worker**

PROGRAM **Counselling and Support Services**

OUR PURPOSE

Is to improve the health and wellbeing of our community

OUR CONTRIBUTION

We commit our knowledge, skill and resources to the delivery of services and programs that are equitable and will improve the health of our community.

OUR VALUES

Respect – honouring diversity and equity

Excellence – going above and beyond

Courage – advocate and innovate

Dignity – the right to be heard and valued

ABOUT BANYULE COMMUNITY HEALTH

Banyule Community Health is a stand alone, not for profit organisation, governed by a volunteer Board of Directors to deliver on its purpose 'to improve the health and wellbeing of our community'. Banyule Community Health works across many sites and delivers multiple modalities of care and support in the primary health and welfare sector. Building on its strong values base and reputation of being truly responsive to its community, Banyule Community Health strives to continually provide high quality services, develop partnerships, which benefit its community and innovates to create better health outcomes and health equity.

Our 2015 - 20 Strategic Plan outlines our history, our approach and our strategic goals. It's available at bchs.org.au

THE Counselling and Support Services - AOD Team

Banyule Community Health offers a range of Counselling and Support Services including; Gambler's Help, Alcohol and Drug/Dual Diagnosis Counselling, Peer

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Support and Generalist Counselling and are co-located at numerous agencies across the North Eastern and North Western suburbs.

Our counselling and support services are committed to working with clients towards their goals in a flexible and holistic manner. Services are available for individuals, couples, children and families affected by gambling, problematic AoD use, mental health issues, family violence and other issues. Treatment is provided both face to face and in group format. BCH services are underpinned by social and public models of health.

THE ROLE

AOD peer support workers will draw on their lived experience of problematic substance use and co-occurring mental health issues to engage with people who are accessing services and programs at BCH. Peer support workers will work to engender hope and build supportive and respectful relationships with people that nurture and encourage recovery-oriented thinking and behaviour. Client work will be tailored and individualised to client needs and will promote self awareness through building shared understandings. Peer Support workers will work closely and collaboratively with the counselling program and other teams at BCH to deliver a program which is welcoming, responsive and flexible. Considerable training and supervision will be provided to support staff in these roles. AOD peer support workers will work in a part time capacity, job-sharing the role to deliver a service across most days of the week and working closely with clients attending the GP clinic and the North East Recovery and Support Program (group-based rehabilitation program for participants experiencing complex MH and AOD issues).

REPORTING AND WORKING RELATIONSHIPS

Position Reports to: Counselling and Support Services Team Leader

Reportable Positions:

Internal Relationships:

- Executive Manager Counselling and Support Services
- Medical Team
- Service Access
- Counselling Teams
- Mental Health Nurses
- Community health programs
- Internal and external GPs

External Relationships:

- SHARC

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- Partners in Recovery
- NEAMHS
- Nexus Dual Dagnosis Service
- North and West AOD services
- Broader MH agencies

SCOPE OF PRACTICE

242-AODPeerSupportworker-generic

DELIVERABLES

The AOD Peer Support Worker provides support to the Counselling and Support Services Team Leader and in collaboration with the Counselling and Support Services - AOD Team to:

- Engage with clients at BCH who are experiencing problematic AOD use or who have a dual diagnosis, bringing a lived experience/peer understanding to the relationship
- Regularly provide targeted follow up and assertive outreach to people during the course of their recovery journey
- Support clients through intake and assessment processes and refer to other services as needed
- Work with staff across a number of programs to assertively engage with the target group, using a strengths-based, hopeful and welcoming approach
- Undertake service promotion as needed
- Provide a consumer perspective in planning and delivering AOD programs
- Apply a flexible, client centered and holistic approach to assist participants with their individual goals
- Develop, maintain and enhance relationships with key stakeholders from a wide range of organisations
- Ensure that client confidentiality is respected and upheld at all times
- Contribute to planning, monitoring and evaluation of the provision of services
- Collect statistical data and prepare service reports to management as required.

STANDARDS TO WHICH PERFORMANCE WILL BE ASSESSED

- Deliverables
- Alignment with BCH Core Capabilities
- Alignment with BCH values
- Alignment with BCH Code of Conduct
- Compliance with BCH Policies, Procedures and Practice Manuals
- Compliance with OHS, Risk and Quality frameworks

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KEY SELECTION CRITERIA

Skills Requirements:

- Demonstrated experience and expertise in the provision of peer support for people who have AOD issues/dual diagnosis and related complex health and wellbeing issues.
- Ability to work collaboratively and in partnership with internal and external service providers.
- Ability to work as part of a multidisciplinary and interdisciplinary team
- Ability to use computer software for administrative purposes and to record client notes.

Knowledge Requirements:

- Understanding of the AOD and mental health system
- Understanding about the disparity in health outcomes for people with dual diagnosis
- Motivational Interviewing knowledge and skills (desirable)

Qualification and/or Experience:

- Lived experience of recovery from AOD and co-occurring mental health issues
- Tertiary qualifications in AOD/Mental health are required
- Experience in the provision of intentional peer support for people experiencing problematic substance use
- Experience working in both AOD and MH would be highly desirable

Environmental Considerations:

A physical and psychological constitution that matches the physical and environmental demands of the role

CONDITIONS OF EMPLOYMENT

A current Police Check (less than 6 months old) at date of appointment is required and a current Working with Children Check may be required.

A Victorian Drivers License

Working With Children Check

This role will be based primarily at West Heidelberg as well as outreach for the purposes of assertive engagement and follow-up/meetings etc, but may involve work from other BCH and associated sites.



Position Description

SIGNATURES

I have read this document and agree to undertake the key duties and responsibilities listed above. I acknowledge that this Position Description is an accurate reflection of the duties and responsibilities. This Position Description will be reviewed regularly in consultation with me. I understand additional or other duties may be allocated to me commensurate with my training, skills and knowledge.

Employee's name _____

Employee's signature _____ Date _____

Manager's signature _____ Date _____

This position was reviewed on 21/06/2017

- Approved by –Executive Manager, Counselling and Support Service