



Health

Hunter New England Local Health District

POSITION DESCRIPTION

Reference Number :	370355		
Recruitment Type	General Recruitment		
Position Number :	667075		
Position Title :	Mental Health Peer Worker (Nimoola House)		
Cost Centre :	Cost Centre	Code	%
	Residential MH LMNC MH	557359	100
Organisation unit :	NSW Health Service - Hunter New England Local Health District		
Location :	Taree		
Facility :	Mental Health		
Advertised Award/Classification	Professional and Associated/Health Educ Off Non Grad		
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 :	Nurse Manager Mental Health Manning for line management and Executive Leader Innovation, Partnerships and Engagement		
Responsible For :	Engagement and support of mental health consumers and promoting the understanding of consumer perspectives to the wider workforce		
	<p>The role of a Mental Health Peer Worker has been developed for people who have lived experience of mental health services and personal recovery.</p> <p>The international evidence demonstrates that embedding a peer support workforce within a mental health service has a number of benefits including:</p> <ul style="list-style-type: none"> • Engenders hope, gives consumers a reality to which they can aspire • Enables experimentation with different recovery strategies 		

<p>Purpose Of Position :</p>	<ul style="list-style-type: none"> ● Provides a role model of recovery ● Increases community integration and reduces isolation ● Reduces hospital admission rates and delays admission ● Assists with successful transition to community ● Assists those at risk of readmission to stay well ● Helps counter feelings of loneliness, rejection, discrimination and frustration ● Challenges stigma, including self-stigma ● Influence a change in service culture ● Enhances the recovery focus of the service <p>Mental Health Peer Workers use their personal journey to support consumers by providing individual consultations, education and group interventions aimed at facilitating recovery principles of hope, choice, self-determination and social connectedness.</p> <p>The Mental Health Peer Worker works alongside clinicians and is an integral part of the clinical team, contributing to care-planning and liaising with internal and external stakeholders to ensure the best outcome for the consumer.</p>
<p>Key Accountabilities :</p>	<ul style="list-style-type: none"> ● To act as a positive role model for consumers by using personal experience of recovery to share information, skills and strategies that support and promote the individuals recovery journey. ● Participate in allocation and care review processes, accept referrals (including self-referrals) as appropriate. ● Assist people with personal crisis and care planning to help gain a sense of control over their lives by building on their strengths and resources in collaboration with the treating team. ● Understand and act on issues of risk highlighted during referral, individual peer meetings or in group peer support work, actively promoting consumer safety and reporting to the appropriate clinician/team. ● In collaboration with clinician/s, plan and implement effective individual and group peer interventions, including supportive counselling, using specific recovery experience to share experiential knowledge, skills and strategies for living with mental illness, provision of information, and acting as a support person in the health system. ● Ensure knowledge of recovery, peer work, and mental health legislation is kept up to date through continuing education, training and professional development, including meeting all mandatory requirements such as performance development and appraisal. ● At the request of the consumer, attend specific clinical activities as a support person; including but not limited to Magistrates hearings, Mental Health Review Tribunals, Protective Estate Order hearings, Medical reviews, meetings with the clinical team, Court hearings or Housing NSW appointments. ● Provide in-service education/training to mental health staff on topics such as recovery and the peer support worker role. ● Undertake other duties which may be reasonably requested by the Line Manager and /or District Mental Health Executive. ● Promote and develop a safe environment for consumers, staff and the public, supported by and in compliance with HNELHD policies and procedures. ● Drive, lead and model behaviours to staff and patients that reflect the Excellence Framework including: <ul style="list-style-type: none"> ○ Standards of Behaviour: <i>Align behaviours with CORE values</i>

	<ul style="list-style-type: none"> o Speaking-Up: <i>Use 2 challenge rule to respectfully challenge colleagues</i> o Keywords at Key Times: <i>"Connect the dots" and help patients, carers and visitors better understand their care and reduce anxiety.</i> o Managing Up: <i>Positioning co-workers in a positive light to promote trust and confidence</i> <ul style="list-style-type: none"> ● Ensure the quality of service and participate in quality improvement activities, health promotion activities and research to promote best possible outcomes for consumers, family members and/or carers. ● Participate in the orientation of new staff members. ● Assist and participate in training and supervision of students from tertiary institutions. ● Participate in mentorship and supervision. ● Maintain confidentiality and high standards of conduct in line with EEO and privacy policies.
	<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 with 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
Communication :	<ul style="list-style-type: none"> ● Communication with multidisciplinary team of home service. This includes Unit/Service Management, psychologists, nurses, Occupational Therapists and medical staff. ● 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 Community Managed Organisations. ● Communication with Senior Consumer Advisor and Executive Leader; Innovation, Partnerships and Engagement on consumer engagement initiatives.
Decision Making :	<ul style="list-style-type: none"> ● The Mental Health Peer Worker will Makes day to day decisions relevant to the scope and responsibilities of the position and where appropriate with the clinical team. All complex issues should be referred to the line manager. ● The Mental Health Peer Worker will be orientated to the relevant Hunter New England Mental Health policies, procedures and guidelines on commencement of duties.
Selection Criteria :	<p>Selection Criteria</p> <p>Solid secondary level education qualifications or able to demonstrate levels of numeracy and literacy skills.</p> <p>Completion of the Certificate IV in Mental Health Peer Work or willingness to complete same</p> <p>Lived experience of secondary mental health services and able to reflect on personal experience of recovery.</p> <p>Good written, verbal and non-verbal communication skills e.g. ability to communicate their personal experience of recovery.</p> <p>Understanding of the issues and concerns of mental health service users and able to maintain, professional boundaries.</p>

	Experience supporting people with a mental illness within a personal recovery context. Experience of working in a team environment and understanding the dynamics of same. Current Drivers licence (NSW eligibility).
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	Frequent
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Frequent
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Not Applicable
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	Not Applicable
Kneeling - remaining in a kneeling posture to perform tasks	Not Applicable
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Not Applicable
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	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	Not Applicable
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	Not Applicable
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Not Applicable
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	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	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	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	Constant
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	Not Applicable
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Not Applicable
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	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: _____