

# POSITION DESCRIPTION **TEMPLATE**

<b>POSITION TITLE</b>	Mental Health Peer Worker: Nurturing Connections
<b>STAFFLINK POSITION NO.</b>	TBC new position
<b>COST CENTRE</b>	260695
<b>CLASSIFICATION</b>	Health Educ Off Grad ,Health Educ Off Non Grad
<b>AWARD</b>	Public Hospital (Professional & Associated Staff) Conditions of Employment (State) Award
<b>REGISTRATION/LICENCE REQUIREMENTS</b>	Nil
<b>VACCINATION CATEGORY</b>	Category A
<b>PRE-EMPLOYMENT SCREENING CHECKS</b>	Working With Children and National Criminal Record Check
<b>RESPONSIBLE TO</b>	Perinatal and Infant Mental Health Coordinator/SAFESTART CL
<b>RESPONSIBLE FOR</b>	Nil
<b>PRIMARY PURPOSE OF THE ROLE</b>	<p>The Nurturing Connections: Caregiver-Child Relationship Service aims to improve outcomes for children and families through evidence-based assessment and intervention for caregivers and their infants and young children. The team will work with caregivers who are pregnant or caring for a child up to age 4. The focus of intervention is on improving responsive caregiver-child relationships and the quality of family relationships; increasing strength, skills and competencies of caregivers and their children and improving caregiver capacity to manage mental health and psychosocial stressors.</p> <p>This Peer Worker position is based on the Perinatal &amp; Infant Mental Health (PIMH) Nurturing Connections (NC) team. This position will work collaboratively with other team members to develop, provide and evaluate individual perinatal peer support as well as perinatal emotional wellbeing and recovery focussed group and dyadic interventions, delivered via both face-to-face and via telehealth modes.</p> <p>The Peer Worker will draw upon their lived experience of perinatal mental health challenges and their personal recovery journey to develop empathic relationships and support personal recovery for consumers of the MNCLHD. Specifically, the position will support parents/carers experiencing mental distress during pregnancy or the first 5 years of their child's life.</p> <p>The goal of the position is to support parents/carers through their mental health service journey by providing individual consultations, education and group interventions aimed at facilitating recovery principles of hope, choice, self-determination and social connectedness.</p>

	<p>Key focus areas include supporting parents/carers through their initial referral and engagement process, working with parents/carers and the treating team to enhance management of distress, dyadic connection and engagement with broader social activities and services.</p> <p>The Nurturing Connections team will work across hospital, community, NGO and home visiting settings.</p> <p>The Perinatal Peer Worker will facilitate and support connections to community-based child and family organisations and services. 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, maternity and child &amp; family health clinicians, and other key stakeholders.</p>
<p><b>KEY ACCOUNTABILITIES</b> (Maximum of 8)</p>	<p>Key Accountabilities cannot exceed 3200 characters total</p> <p><b>Peer Support</b></p> <ul style="list-style-type: none"> <li>• Work within a biopsychosocial framework as a way of understanding the person in context and through a perinatal lens</li> <li>• Provide direct support to consumers using personal lived experience to share information, skills and strategies that support and promote the individual's recovery journey</li> <li>• Provide peer support that aligns with consumer-centred, recovery oriented and trauma informed care, including awareness of and sensitivity to the experience of birth related trauma, separation, perinatal mental illness</li> <li>• Understand manage and escalate appropriately issues of risk.</li> <li>• Encourage and support people to build and maintain connections with their communities.</li> <li>• Work collaboratively within the multidisciplinary team</li> <li>• Advocate and provide consumers with information about their rights and responsibilities, how to navigate the mental health service, leading in their own care</li> <li>• Document consumer contact using a non-clinical, strengths-based format that is integrated into eMR</li> </ul> <p><b>Service development and evaluation</b></p> <ul style="list-style-type: none"> <li>• Participate in strategic and operational planning of service provision planning, including development of/compliance with policies, procedures, and clinical practice related to the NC Service.</li> <li>• Contribute to the strategic planning of consumer participation within the mental health service, and advocate for early intervention mental health services.</li> <li>• Participate in the reporting and evaluation of the service.</li> <li>• Use technology to improve performance and effectiveness.</li> <li>• Encourages collaboration in the provision of services for consumers.</li> <li>• Contribute feedback from consumers and caregivers to assist in shaping service development &amp; continuous improvement</li> </ul>

	<p><b>Education and Resource Development</b></p> <ul style="list-style-type: none"> <li>• Participate in the development , implementation, evaluation of education for clinicians that will promote an understanding of the experience of parental mental distress and strategies to enable parents to access appropriate support.</li> <li>• Contribute to the formulation, implementation and evaluation of an evidence-based suite of resources: Perinatal mental health and emotional wellbeing materials for parents and their partners/families and children</li> </ul> <p><b>Administration and General Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Undertake other duties as delegated by the PIMH Clinical Lead and other line manager.</li> <li>• Ensure that work is conducted in a manner that reflects the NSLHD CORE values and complies with all relevant policy and procedure and attend mandatory training</li> <li>• Model and participate in the organisation’s commitment to consumer and carers' participation.</li> <li>• Participate in own education and performance review</li> <li>• Participate in clinical supervision, or supervision appropriate to the role as negotiated with the PIMHS Clinical Lead</li> <li>• Undertake reasonable travel in accordance with the duties of this position.</li> </ul> <p><b>Quality and Safety</b></p> <ul style="list-style-type: none"> <li>• Role model and promote a culture and practices that reflect the organisational values and promote safety and wellbeing for staff and consumers, through demonstrated behaviours and interactions with stakeholders.</li> <li>• Maintain responsibility for personal/professional development including in risk, safety and quality and participate in evidence- based education and performance appraisals to continuously improve the level of service provided to consumers.</li> <li>• Take reasonable care that actions do not adversely affect the health and safety of others, comply with reasonable instructions, policies/procedures relating to health and safety in the workplace.</li> </ul>
<p><b>KEY CHALLENGES</b> <i>(Maximum of 3)</i></p>	<p>Establishing a new role and program initiative including work to establish respectful, collaborative, and positive relations with Mental Health services and other perinatal and child focussed services, consumers, families/ carers and other key stakeholders. Ensuring continuing professional development of self, and education of NC team and wider services</p>

	<p>Managing a busy workload with limited resources, competing demands and high-volume workload, including working across a range of physical locations requiring the ability to prioritise and organise tasks to ensure optimal outcomes.</p>	
	<p>Working with adults and infants/children (0-5 years) experiencing physical, psychological, and emotional distress  Maintaining professional boundaries and personal wellbeing while responding appropriately to consumer expectations.</p>	
<p><b>KEY INTERNAL RELATIONSHIPS</b>  <i>(Maximum of 3)</i></p>	<p>WHO</p>	<p>WHY</p>
	<p>Perinatal and Infant Mental Health Coordinator</p>	<p>Line manager for the team</p>
	<p>Mental Health Inpatient and Community Teams, including PIMHS</p>	<p>Collaboration for care of consumers and families</p>
	<p>LHD, Maternity, neonatal and Women’s Health Network, Child Youth and Family Services and paediatric Services</p>	<p>Collaboration for care of consumers and families</p>

KEY EXTERNAL RELATIONSHIPS <i>(Maximum of 2)</i>	WHO	WHY
	Non-Government Organisation Partners	Collaborative care for consumers and families.
	Department of Communities and Justice	Collaborative care for consumers and families. Ensure child wellbeing and safety.
SELECTION CRITERIA <i>(Minimum of 3 maximum of 8)</i>	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, as well as our patients and consumers, and those that care for them.	
	Certificate IV in Mental Health Peer Work or willingness and commitment to obtain. For Graduate Health Education Officers, additional relevant health degree required. Hold, or be willing to complete, the Certificate IV Mental Health Peer Work within 12 months of commencing in the position	
	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	
	Experience working in a peer support/consumer worker role, with the ability to plan, implement and evaluate group and individual peer led interventions	
	Demonstrated knowledge of current local, State and National legislation and standards relevant to mental health.	
	Demonstrated commitment to consumer led recovery principles and trauma informed care	
	Excellent communication (verbal and written, including use of computer systems) and interpersonal skills with the ability to collaborate effectively with the multidisciplinary team and with a diverse range of stakeholders including consumers, families and service providers.	
	Current unrestricted NSW drivers' licence and willingness to travel across the LHD	

## JOB DEMANDS CHECKLIST

The purpose of this checklist is to manage the risk associated with the position in relation to the occupant. It may be used to provide information about the position to a Health Professional required to perform a pre-employment medical assessment. Identification of possible risk can also assist with the development of a training plan for the occupant to ensure the risks are minimised.

Each position should be assessed at the site as to the incumbent's (or future incumbent's) OHS responsibilities specific to the position. This form is to be completed in consultation with the manager/supervisor of the position being recruited for.

Infrequent: intermittent activity exists for a short time on a very infrequent basis  
 Occasional: activity exists up to 1/3 of the time when performing the job  
 Frequent: activity exists between 1/3 and 2/3 of the time when performing the job  
 Constant: activity exists for more than 2/3 or the time when performing the job  
 Repetitive: activity involved repetitive movements  
 Not Applicable: activity is not required to perform the job

Physical Demands	Frequency
<b>Sitting</b> - remaining in a seated position to perform tasks	Constant
<b>Standing</b> - remaining standing without moving about to perform tasks	Occasional
<b>Walking</b> - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
<b>Running</b> - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
<b>Bend/Lean Forward from Waist</b> - Forward bending from the waist to perform tasks	Occasional
<b>Trunk Twisting</b> - Turning from the waist while sitting or standing to perform tasks	Occasional
<b>Kneeling</b> - remaining in a kneeling posture to perform tasks	Infrequent
<b>Squatting / Crouching</b> - Adopting a squatting or crouching posture to perform tasks	Infrequent
<b>Leg / Foot Movement</b> - Use of leg and / or foot to operate machinery	Not applicable
<b>Climbing (stairs/ladders)</b> - Ascend / descend stairs, ladders, steps	Infrequent
<b>Lifting / Carrying</b> - Light lifting & carrying: 0 - 9 kg	Infrequent
<b>Lifting / Carrying</b> - Moderate lifting & carrying: 10 - 15 kg	Infrequent
<b>Lifting / Carrying</b> - Heavy lifting & carrying: 16kg & above	Infrequent
<b>Reaching</b> - Arms fully extended forward or raised above shoulder	Occasional
<b>Pushing / Pulling / Restraining</b> - Using force to hold / restrain or move objects toward or away from the body	Infrequent
<b>Head / Neck Postures</b> - Holding head in a position other than neutral (facing forward)	Occasional
<b>Hand &amp; Arm Movements</b> - Repetitive movements of hands and arms	Frequent
<b>Grasping / Fine Manipulation</b> - Gripping, holding, clasping with fingers or hands	Occasional
<b>Work At Heights</b> - Using ladders, footstools, scaffolding, or other objects to perform work	Not applicable
<b>Driving</b> - Operating any motor powered vehicle	Occasional

<b>Sensory Demands</b>	<b>Frequency</b>
<b>Sight</b> - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
<b>Hearing</b> - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
<b>Smell</b> - Use of smell is an integral part of work performance e.g. Working with chemicals	Infrequent
<b>Taste</b> - Use of taste is an integral part of work performance e.g. Food preparation	Not applicable
<b>Touch</b> - Use of touch is an integral part of work performance	Infrequent
<b>Psychosocial Demands</b>	<b>Frequency</b>
<b>Distressed People</b> - e.g. Emergency or grief situations	Frequent
<b>Aggressive &amp; Uncooperative People</b> - e.g. drug / alcohol, dementia, mental illness	Frequent
<b>Unpredictable People</b> – eg dementia, mental illness, head injuries	Frequent
<b>Restraining</b> - involvement in physical containment of patients / clients	Infrequent
<b>Exposure to Distressing Situations</b> - e.g. Child abuse, viewing dead / mutilated bodies	Infrequent
<b>Environmental Demands</b>	<b>Frequency</b>
<b>Dust</b> - Exposure to atmospheric dust	Not applicable
<b>Gases</b> - Working with explosive or flammable gases requiring precautionary measures	Not applicable
<b>Fumes</b> - Exposure to noxious or toxic fumes	Not applicable
<b>Liquids</b> - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not applicable
<b>Hazardous substances</b> - e.g. Dry chemicals, glues	Not applicable
<b>Noise</b> - Environmental / background noise necessitates people raise their voice to be heard	Infrequent
<b>Inadequate Lighting</b> - Risk of trips, falls or eyestrain	Infrequent
<b>Sunlight</b> - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Infrequent
<b>Extreme Temperatures</b> - Environmental temperatures are less than 15C or more than 35C	Infrequent
<b>Confined Spaces</b> - areas where only one egress (escape route) exists	Infrequent
<b>Slippery or Uneven Surfaces</b> - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
<b>Inadequate Housekeeping</b> - Obstructions to walkways and work areas cause trips and falls	Occasional
<b>Working At Heights</b> - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
<b>Biological Hazards</b> - e.g. exposure to body fluids, bacteria, infectious diseases	Infrequent