



**Our Vision:** People who experience mental illness and addictions living well.

**Our Mission:** To contribute positively to the recovery of people who experience mental illness and addictions through the provision of quality community services, social housing and by supporting mental health sector development.

## Job Description

**Title:** Peer Supporter

**Location:** East Adult Community Psychiatric Service (ACPS), Hillmorton Hospital

**Reports to:** Comcare Service Manager Jobconnect and Peer Services

### Main Purpose of Position:

To work within the East ACPS Team using your personal lived experience of mental illness or addiction to provide peer support to people based on Intentional Peer Support principles.

As part of a Multi-Disciplinary Team, the purpose of the position is to provide individualized support with the goal of recovery, role modelling the hope for recovery, encouraging self-awareness including the development of natural supports and participation in communities.

Peer support is based on the concept that people who have a lived experience of mental illness and have experienced recovery can act as 'recovery coaches' to others (peers) and can intentionally engender hope by role-modelling recovery in a way that others without experience of mental illness cannot.

Peer support is a specialized role with specific training and workforce infrastructure, including supervision and on-going professional development. Peer Supporters share personal experience of recovery in a way that inspires hope and encourages people to recognize that they can be partners in their own care. The peer support relationship is based on mutual respect, through shared experience and understanding.

### Overview of how this role will function:

This role is part of a joint initiative between Comcare and East ACPS (Specialist Mental Health Services at Hillmorton Hospital).

The role is designed to be part of the East ACPS Multi-Disciplinary Team, working alongside the team day to day, supporting clients and providing the Peer perspective on care. You will attend East ACPS team, MDT and clinical meetings. you will work from the East ACPS base to develop strong relationships with East team staff and work collaboratively with the team to support clients.

You will provide Peer Support adhering to the evidence-based Intentional Peer Support model. You will support clients who are patients of East ACPS, to direct their own recovery and develop natural



supports. You will maintain an open flow of communication with the clients you support and their clinical supports.

**Functional Relationships:**

Internal	External
Comcare Peer Service Manager, Team Leader and staff	Community and related NGO services
Service Users	Local and Central Government Agencies
Comcare Staff	
East ACPS Managers and Clinical staff	

**Authorities:** As per Delegations Policy and authorities identified in Comcare’s Delegation Authorities Policy and Te Whatu Ora Canterbury policy/document

Functions	Key Responsibilities
Provide peer support to clients on case load	<ul style="list-style-type: none"> <li>• Meet with clients at agreed times to provide Intentional Peer Support, this includes –               <ul style="list-style-type: none"> <li>○ connecting with peers and sharing own personal experience of recovery in a way that inspires hope, motivation, self-determination and empowerment</li> <li>○ assisting peers to identify what works best for them and exploring ways they can develop resilience and become more active participants in their own recovery process</li> <li>○ supporting peers to believe in themselves and to maintain that self-belief</li> <li>○ supporting peers to connect to supports in the community</li> <li>○ supporting peers to learn self-advocacy</li> </ul> </li> <li>• Complete required documentation and ensure client file is kept up to date</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• Provide information to the multi disciplinary team (MDT) in meetings and also to individual MDT members when requested, from a Peer Support specialist’s perspective.</li> <li>• Maintain regular ongoing communication with clinical staff and managers about work with shared clients</li> <li>• Maintain regular ongoing communication with the Comcare Peer Services Manager about Peer work</li> </ul>
Planning and On-going review of Client needs	<ul style="list-style-type: none"> <li>• Use the <b>Outcomes Star™</b> tool to help clients identify the purpose of work</li> <li>• Make a plan with clients that includes the purpose of work, their vision, strengths and barriers to moving forward</li> <li>• Regularly review the purpose to ensure clients’ needs are being met and that there is a need for on-going Peer Support</li> </ul>



<p>Contribution to East ACPS team and Comcare Peer Services team</p>	<ul style="list-style-type: none"> <li>• Participate in ongoing service evaluation and development</li> <li>• Provide relevant information for area of responsibility to managers as required</li> <li>• Attend all relevant staff and team meetings and MDT meetings</li> <li>• Perform other duties as reasonably requested from time to time to assist with the delivery of mental health support within an integrated team</li> </ul>
<p>Honouring te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> <li>• Develop approaches for partnering with mana whenua, Māori with lived experience of mental health and addiction services and their whanau</li> <li>• Work in partnership with clients and whānau to provide culturally responsive and appropriate support to improve outcomes and reduce inequities.</li> <li>• To attend cultural supervision monthly reflecting on practice through self-awareness</li> </ul>
<p>Development</p>	<ul style="list-style-type: none"> <li>• Actively participate in professional development to meet identified learning needs that promote and support excellent performance in the position</li> <li>• Over time employees will, through the natural process of gaining confidence in their ability and understanding of the systems, operate more quickly and efficiently in the job they hold. This will free up time that could be used to develop and enhance their skills, knowledge and abilities. As a consequence of this, and because Comcare is interested in developing each employee to their full potential, each employee will from time to time be asked to take on extra duties that are designed to upgrade their skills, knowledge and abilities.</li> </ul>
<p>Policy and procedure</p>	<ul style="list-style-type: none"> <li>• Following the policies, procedures and systems of East ACPS team and Comcare</li> </ul>
<p>Health and Safety</p>	<ul style="list-style-type: none"> <li>• Proactively support and follow our Health and Safety programs, Policies and Procedures</li> <li>• Ensure services are delivered in line with Comcare's Health and Safety Policies and Procedures</li> <li>• Ensure the Wellbeing of Comcare's clients, tenants and staff are at the forefront of any decision taken</li> <li>• Assess and mitigate and manage risk, including no cultural harm</li> <li>• Ensure accidents and incidents in the workplace are reported in a timely manner</li> </ul>

Anei ā mātou whanonga pono /  
Our Values



**We Statement**

'We offer a safe space to enable tāngata whaiora to find their own empowerment and support them to be leaders of their own journey.'



**We Statement**

'We take a person-centred approach and nurture a sense of belonging through shared experiences and strengthening ties between whānau and communities.'



**We Statement**

'We ensure that our mahi reflects a mana enhancing approach to strengthen hope for tāngata whaiora, with aroha, respect, integrity and trust.'



**We Statement**

'We support the mana of each other through respect, collaboration and communication.'



**We Statement**

'We protect and preserve taonga for whānau and generations to follow.'

This Job Description is intended to describe the duties/responsibilities that the staff member will be expected to undertake in this position. It should not be considered as a complete and exhaustive list of all responsibilities, duties, or skills required of the position holder. From time to time, the position holder may be required to perform duties outside of their normal responsibilities as needed. This job description will be reviewed regularly in order for it to continue to reflect the changing needs of Comcare.

**Person Specification**

**Qualifications/Background:**

- Trained in Intentional Peer Support or willing to undertake this training



- National Certificate in Health and Wellbeing level 4 (or equivalent Level 4 Qualification relevant to social service provision) or willing to undertake this training

**Experience / Knowledge / Skills:**

- Lived experience of mental illness and/or addictions
- Understanding of peer support
- Recovery focussed
- Demonstrating knowledge of Tikanga Māori
- Able to demonstrate knowledge of the principles of the Te Tiriti O Waitangi in work practice
- Time management & organisational skills
- Initiative
- Tact and diplomacy
- Problem solving
- Full driver's licence
- Basic computer literacy – word, email and internet
- Well-developed communication and interpersonal skills
- Clear boundaries
- Positive attitude
- Reliable & trustworthy
- Learning focussed
- Values people

**Desirable:**

- Work experience in mental health and/or addictions sector
- Lateral thinker
- Creative thinker
- Team building skills and collegial attitude
- Flexible
- Positive self-image

**Date:** April 2024

**Signed by:**

**Date:**

<b>Employee:</b>		
<b>Employer:</b>		