

Position Description



Title	AOD Peer Support Worker
Business Unit	Adult Catalyst Programs - Alcohol and Other Drugs and Mental Health
Location	26 Jessie Street, Coburg VIC 3058/349 Bell Street, Preston VIC 3072
Employment type	As per the Employment Agreement
Reports to	Consumer Team Leader

1. About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

We work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven community's and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

2. Position purpose

The Alcohol and other Drugs Peer Support Worker offers lived experience peer support to Uniting AOD clients who are seeking to address their problematic substance use and have been referred to or are currently engaged with the Catalyst day rehabilitation programs. This role is central to a two-year pilot program whereby the efficacy and impact of a Peer Support Worker role will be evaluated and assessed. The Peer Support Worker will work within the Victorian AOD Metro services delivered by Uniting AOD & MH.

The purpose of this position is to support Uniting clients in achieving seamless and AOD integrated treatment pathways by mentoring, offering support and a lived experience perspective of treatment services. The peer role will work closely with program clinicians by providing practical assistance and support to help clients achieve their longer-term recovery goals. The lived experience aspect of the peer support worker will be vital to building trust and rapport with clients, supporting them with their treatment goals.

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3. Scope

Budget: Nil

People: Nil

4. Relationships

Internal:

- AOD & MH Group managers
- Manager, Catalyst and Consumer Participation Programs
- Consumer Team Leader
- Uniting AOD & MH Managers
- Clinical Consultants
- Catalyst Team Leaders
- Other Uniting AOD & MH staff

External:

- Clients and their significant others
 - Other AOD/MH Agencies
 - Community services
 - Employment services
 - Family services
 - Housing workers and homelessness support agencies
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5. Key responsibility areas

Program / Service Delivery	<ul style="list-style-type: none">• Provide lived experience support to assist clients to reduce harm and achieve their substance use goals• Work within a harm reduction framework, which includes family inclusive practice and dual diagnosis support principles• Work within an International Peer support framework which emphasises establishing healthy peer relationships through building trust, mutuality, and connectedness• Support difficult to engage clients by providing a peer perspective to build rapport and trust of the service• Provide secondary consultation to staff, from a peer/lived experience perspective• Contribute to building staff knowledge and understanding of the value of peer support work / lived experience roles• Work with clients before, during and immediately after non-residential rehabilitation to ensure successful engagement in the Catalyst Programs and ongoing AoD treatment• Mentor and support clients with the implementation of their individual treatment plan, and provide lived experience perspectives on coping mechanisms and strategies to manage their AoD associated issues• Support clients and their significant others access to a range of appropriate service providers, both internally and externally to address their AoD goals and meet long term recovery goals
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	<ul style="list-style-type: none"> • Provide clients and families with harm reduction information and basic education (through individual and group-based forums and actively support client participation) • Maintain client engagement through regular contact • Facilitate AoD groups with clients during the Catalyst Programs from a lived experience perspective and the Peer Support Group (some afterhours roster work required, 8pm finish) • Actively participate in the clinical review of individual treatment plans in collaboration with the team and external service providers where indicated • Other duties as required
Supervision and Professional Development	<ul style="list-style-type: none"> • Actively participate in ongoing professional development via the annual performance reviews provided by Uniting AOD & MH, participate in supervision provided by Uniting and attend relevant training as required • Participate in lived experience supervision
Teamwork	<ul style="list-style-type: none"> • Contribute to the team to achieve service priorities • Take an active role as a member of the team to ensure effective decision making and communication flow • Promote the value of lived experience
Administration	<ul style="list-style-type: none"> • Maintain file records • Contribute to the achievement of quality improvement, both in terms of individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to/development of quality systems documentation. • Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person

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<p>Personal accountability (Lead by Example)</p>	<ul style="list-style-type: none"> • Model and promote behavior that is in accordance with Uniting’s values and behaviors – Imaginative, Respectful, Compassionate and Bold • Comply, and ensure team compliance, with the Uniting Code of Conduct, Delegations of Authority, all protocols, policies and procedures and applicable government legislations and standards • Adhere to and promote Uniting’s health and safety culture, committing to achieve outcomes, making sound and timely decisions using a variety of data sources • Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us. • Ensure appropriate use of resources • Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting’s values and professional standards of behavior • Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace • Identify opportunities to integrate and work collaboratively across teams • Promptly respond to and report health and safety hazards, incidents and near misses to line management • Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position
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6. Person specification

Qualifications

- A relevant qualification in a health and/or welfare related discipline or equivalent experience is desirable but not essential
- Certificate IV in AOD or Alcohol and Other Drug core competencies (or willingness to complete the core competencies within the first 24 months of employment) (**Refer to appendix A for details on competencies**)

Experience

- A lived experience of substance use and accessing public AOD services
- Demonstrated ability in effectively working with clients and families experiencing problematic alcohol and other drugs use in a respectful, compassionate, and positive manner
- Experience working in a similar role (or an AOD/MH support worker role) is desirable but not essential

Core Selection Criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting’s values
- A lived experience of substance use and/or accessing AOD services
- Demonstrate ability to relate effectively and establish rapport with people
- Demonstrated understanding of the appropriate services network for clients accessing AOD services
- Ability to work effectively with people with alcohol and other drugs dependency in a harm minimisation framework, and their significant others
- Well-developed communication and conflict resolution skills
- Capacity to develop collaborative and productive working relationships with intra and inter service providers and stakeholders
- Competent oral and written communication skills

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- Computer literacy (MS Office suite and email)
- Capacity to maintain file records
- Demonstrated commitment to appropriate supervision and professional development
- Current Driver's License or willingness to obtain prior to commencing the role

APPENDIX A

AOD Competencies:

Uniting requires people in clinical positions to have the following competencies (or their equivalent) to be completed in the first 24 months of employment. Where people do not already have these competencies, Uniting will invest in the person's professional development by providing them through its RTO or our partner RTO.

The competencies required in the first 12 months are;

- CHCAOD001: Work in an alcohol and other drug context
- CHCAOD002: Work with clients who are intoxicated
- CHCAOD004: Assess the needs of clients with alcohol and/or other drug issues
- CHCAOD009: Develop and review individual alcohol and other drug treatment plans

The competencies required in the first 24 months are;

- CCHAOD006: Provide interventions for people with alcohol and other drug issues.
- CHCAOD007: Develop strategies for alcohol and other drug relapse prevention and management

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **prior** to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood and accepted the above Position Description

	Employee	Manager
Name:		
Signature:		
Date:		