



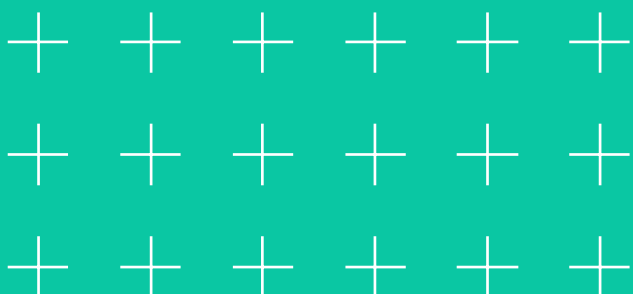
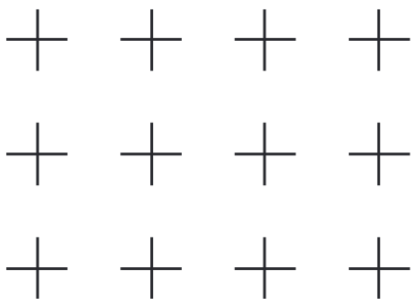
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Position Description

Youth Peer Worker – Orygen MOOD
Bipolar Stream

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

Position Title:	Youth Peer Worker – Youth Mood Clinic Bipolar Team
Service:	Orygen Specialist Program
Location:	Sunshine / Wyndham / Melton
Reports To:	Clinical Stream Lead – Youth Mood Clinic; Continuing Care Team Coordinator – Region B; Youth Mood Clinic Bipolar Team Leader
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024
Classification:	Peer Worker Level 2 (MP32-MP35)
Immunisation Risk Category:	Category A
Date of Review:	June 2023

Orygen Specialist Program (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates four primary mental health care headspace services in the catchment area.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at ‘ultra-high risk’ of psychosis), mood disorders, and personality disorders; and manage co-morbid substance use disorders, eating disorders, and neurodevelopment disorders. A forensic stream has also now been established providing in custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and YPARC programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au.

Orygen highly values responsive services for youth in the western and northwestern region of Melbourne. Orygen programs are to be guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

The Orygen Youth Mood Clinic (YMC) are expanding their services to include a sub-team specialising in Bipolar Disorder. This sub-team aims to improve access to early effective care for young people with Bipolar Disorder and young people experiencing Bipolar Disorder without psychosis and with or without a range of co-

morbid mental health issues. The team will also evaluate new clinical models of delivering care, including digital mental health approaches.

The service operates over a number of sites and staff may be required to work from Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment. Ongoing commitment to improve service accessibility has seen the development of new sites, including the Sunshine Service, based within the Youth Hub and colocated with headspace, as well as satellite clinics in Wyndham and Melton. As these sites develop and more are considered, staff may be based at different sites dependent on the specific requirements of the position.

POSITION SUMMARY

The Youth Peer Worker will work as part of the multidisciplinary YMC Bipolar Team, providing specialist lived expertise in the development, delivery and evaluation of individual interventions. The role will work through MOST to listen to, validate and provide support to young people in the YMC Bipolar Team.

The Youth Peer Worker will work closely with clinical and lived-experience staff, including family peer support workers, to provide peer-to-peer supports, including individual and family direct work, advocacy, and referral and linkages. The role will participate in research projects involving new ways to provide care for young people with Bipolar Disorder as the team evaluates new clinical models of delivering care, including digital mental health approaches.

KEY ACCOUNTABILITIES

- Provide lived experience specific values and perspective within the multidisciplinary team.
- Engage and support young people to access the MOST platform
- Participate in and develop functional recovery and life skills activities and relationship building activities.
- Developing and writing relevant and engaging therapeutic posts to populate MOST social networks that also emphasises posts related to the experience of bipolar.
- Promote methods of self-care to young people from the perspective of a peer with a lived experience of challenges with mental health, physical health, drug and alcohol use, work and study or caring for someone with mental-ill health.
- Passing on any feedback received by BLEND participants to youth engagement staff and clinical team members.
- Model appropriate usage of the platform to set the norms for appropriate behaviour online.
- Collaborating with clinical and research staff and other peer workers to ensure the safety of young people online.
- Provide advice and feedback regarding MOST content.
- Taking opportunities within the organisation to share personal experience they are comfortable to share in order to improve the young person's experience of BLEND participation.
- Be a knowledge resource for the Peer Support Work specialty and building the role of Peer Work within the MOOD Stream and the Orygen service system.
- Support with recruitment and selection of new MOOD Bipolar Stream staff, where possible.
- Support with orientation, training and supervision of other peer workers, where possible.
- Co-reflection or consumer perspective supervision.
- Work with young people in a non-clinical way that values the shared experiences of a peer and supports the young person to appropriately engage with services appropriate to their needs.
- Promote, engage and support young people within clinical research.
- Ensure service provision is in collaboration with young people and their families/carers, is client-centred, recovery oriented and strengths focused
- Ensure service provision is guided by evidence-based, culturally-safe and trauma informed principles incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations.
- Work with others in the clinical team, young people and their families/carers to understand risk and develop plans to work towards reducing risk.

- A willingness to use their own lived experience within the context of the role.
- Attendance and active participation at supervision sessions online and in person.
- Provision of advice and opinions on a range of user experience (UX) aspects.
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment.
- Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, supervision and other appropriate strategies.
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice and primary care providers.
- Participate in other generalist tasks aligned with consumer perspective work to ensure comprehensive and safe consumer and family-/carer-oriented care is provided in the home environment.
- Participate in committees where a peer worker perspective is required.
- Ensure high standards of care that are congruent with OSP aims – client-focused, youth-friendly, family-inclusive, accessible, responsive, and consistent with best practice.
- Work as part of a multidisciplinary team.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work collaboratively with colleagues across all OSP teams.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Participate in ongoing service improvement initiatives and activities.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.

KEY RELATIONSHIPS

Internal

- Clinical Stream Lead – Youth Mood Clinic
- YMC Bipolar Team Leader
- Orygen Peer Support Work Specialist
- Orygen Lived Experience staff
- NWMH Senior Consumer Advisor
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen @ Home; HOPE; and FYMHS.

External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers

KEY SELECTION CRITERIA

Essential:

- A lived experience of accessing youth mental health services for mood disorders and ability to share experiences in a recovery focused way (in a variety of contexts).

- Experience in delivering peer work in mental health, ideally in a youth-specific setting.
- Demonstrated experience in the provision of peer support for young people experiencing a range of mental health problems.
- Knowledge of the Intentional Peer Support framework, and familiarity with using the IPS framework.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services, NDIS and other relevant agencies.
- The incumbent should be passionate about the role of the peer workforce in the youth mental health workforce.
- Ability to work collaboratively and effectively with young people and their families/carers.
- Ability to work independently and effectively within a multidisciplinary team including both clinical and research teams.
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- Ability to document care as required and comply with expectations for data collection e.g. contacts.
- Willingness to work from a community-based site and across multiple sites if required.
- Comply with all legal requirements pertaining to the position.
- A current Victorian driver's licence.
- A Working with Children check.
- Melbourne Health will organise a Police Check prior to commencement of employment.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Lived experience of Bipolar Disorder.
- Certificate IV in Mental Health Peer Work, Intentional Peer Support Core training and/or other relevant mental health training is highly desired.
- A working knowledge of community-based organisations and human services organisations.
- Computer and keyboard skills.
- Commitment to the development of integrated clinical research within the service.
- Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/ legislation relevant to working with young people in a mental health setting.
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (e.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services)
- The incumbent may be required to perform other duties in line with lived experience perspective work as directed.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH and Oxygen values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

/ /

Date _____