

## Position Description | Te whakaturanga o mahi Health New Zealand | Te Whatu Ora

|                       |   |           |         |
|-----------------------|---|-----------|---------|
| Title                 | Peer Support Worker, Adult  |           |         |
| Reports to            | Clinical Manager, SIEDS Community Team  |           |         |
| Location              | Hillmorton Hospital   |           |         |
| Department            | South Island Eating Disorders Service   |           |         |
| Direct Reports        | Nil   | Total FTE | 1.0     |
| Budget Size           | Opex  | Capex     |         |
| Delegated Authority   | HR  | PC3988252 | Finance |
| Date                  |   |           |         |
| Job band (indicative) | Employment Agreement: PSA Allied, Public Health Technical<br>SECA Salary Scale: Group B Lvl 2 Health & Community Worker |           |         |

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

### Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

**Rangatiratanga** – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

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The primary purpose of the role is to:

The Adult Peer Support worker is responsible for:

- Developing peer relationships with people who are being treated by SIEDS, Which are based on mutuality and authenticity
- Using their lived experience to inspire hope and offer encouragement in the journey through the service.
- The promotion of choice, self-determination and active participation of the person, in the implementation through the MDT of care and support options utilising a strengths-based and trauma informed approach.
- Understanding and promoting the importance of connections with family-whānau, communities, and other specialist mental health services.
- Being an integral and valued member of the multi-disciplinary team, contributing to the team culture and developing relationships with SIEDS staff.
- Using clear communication and being able to articulate peer support principles, values and tasks. Including contributing to written documentation and quality initiatives.
- Adhere to all SMHS policies and protocols.
- Having a sound knowledge of the community and NGO mental health sector, particularly peer support community providers so that practical information and connections can be made with the people you are working with.
- At times peer support maybe provided in a group setting –Training to be provided if and when group facilitation skills are needed.
- Challenging stigma and discrimination and proactively promoting inclusion and diversity.

- Matters which must be referred to the [Clinical Manager]
- Conflicts of interest
- Conflict or concerns re practice of clinicians
- Concerns about risk a consumer presents to themselves or others

### Relationships

|  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• External</li> <li>• SIED staff, clinical leads and management.</li> <li>• The Peer Family Role.</li> <li>• The Lived Experience and Family-whānau advisory teams.</li> <li>• Te Korowai Atawhai.</li> </ul> | <ul style="list-style-type: none"> <li>• Internal</li> <li>• Peer support services and colleagues</li> </ul> |
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### About you – to succeed in this role

#### You will have

- Essential:
- Personal lived experience of an eating disorder, have used support from services as part of your recovery journey and can appropriately apply you own experience in a peer manner
- Aware of your own wellbeing, self-care, self-advocacy and stress management
- Appropriately assertive when necessary – working in partnership and demonstrating professional conduct, personal responsibility and accountability
- Commitment to continued learning – self and professional development
- A working understanding of Te Tiriti o Waitangi and demonstrated commitment to culturally responsive practice
- Skills:
- Communicates well to a broad range of people
- Team work but can also be self-sufficient
- Demonstrated networking skills and engaging/consulting with communities
- Current drivers licence

#### Desired:

- Has experience as a peer support worker (desirable)

- You will be able to

#### Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Desired:

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.