



Role Description

Job Ad Reference	H20CHQ341933	Classification	AO4
Role title	Advanced Peer Worker (Youth)	Salary	\$38.18 -\$42.06 p.h.
Status	Temporary Full Time/Part Time	Closing date	8 April 2020
Unit/Branch	Jacaranda Place, Queensland Adolescent Extended Treatment Centre		
Division/ Hospital and Health Service	Child & Youth Mental Health Service, Children's Health Queensland Hospital and Health Service	Contact Name	Emma Hart
Location	Chermside	Contact Number	3310 9559

About Queensland Children's Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient and family-centred care at every level of our service and our continuous drive for service and operational excellence.

Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

Our Purpose

To offer the best: safe, expert, accessible child and family-centred care for children and young people.

Our Values

Respect – teamwork, listening, support - *We listen to others*

Integrity – trust, honesty, accountability - *We do the right thing*

Care – compassion, safety, excellence - *We look after each other*

Imagination – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

About Child & Youth Mental Health Service

The Integrated Child and Youth Mental Health Service (CYMHS) provides complex secondary and tertiary level health care. CYMHS offers specialised mental health services for families with children and young people (birth to 18 years) who experience severe and complex mental health problems, and where their needs cannot be met by other services. CYMHS provides a comprehensive, recovery-orientated mental healthcare service that aims to improve the mental health and wellbeing of children and young people and their carer networks. Recovery principles are embedded into service delivery, culture and practice, providing consumers and their families, in collaboration with other services, access and referral to a range of programs that will support and sustain recovery. CYMHS combines hospital and community-based facilities to provide free consultation, assessment and treatment of children and young people experiencing serious mental health disorders and problems with their carer network.

Children's Health Queensland acknowledges that working in CYMHS is emotionally demanding work and supports staff well-being and self-care at an organisational and individual level.

The Jacaranda Place, Queensland Adolescent Extended Treatment Centre (JP QAETC) will be a purpose built 12 bed state-wide sub-acute inpatient unit and co-located day program, governed and operated by CHQHHS on the grounds of The Prince Charles Hospital, Brisbane, due to be completed in late 2019 and operational by early 2020. The QAETF will deliver safe and responsive mental health care that effectively supports and enhances the mental health and wellbeing of young people aged between 13-18 years of age who have ongoing, complex mental health problems despite engagement with CYMHS. There will be consideration of extending to 21 years of age, based on a young person's developmental age.

The JP QAETC will deliver mental health care integrated with educational and vocational training to young people in a safe and therapeutic setting by a multidisciplinary team, providing diagnostic assessment, and individualised, family and group evidence-informed clinical interventions and therapies. The JP QAETC will have integrated onsite schooling provided by Education Queensland, to support the educational and vocational needs of both the inpatient and day program young people.

The subacute inpatient service will be a Level 6 service as defined in the Clinical Services Capability Framework (CSCF) and is a designated Mental Health site under the *Queensland Mental Health Act 2016*. The subacute inpatient service will include 12 residential beds for young people with severe and complex mental health issues who require subacute 24/7 residential inpatient treatment for up to 6 months.

The day program will offer 10 places to young people and is a Level 5 service as defined in the CSCF. Young people may attend Monday through to Friday to receive a specialised care plan that is based on clinical and educational needs. The day program may also be utilised by young people in the sub-acute inpatient unit, and therefore will have the capacity to flex up to 22 participants.

Your Opportunity

The Advanced Peer Worker (Youth) is based on the idea that people who have had a lived experience of mental illness and have experienced recovery, with specialised training, can support others experiencing mental health difficulties and can intentionally engender hope by role-modelling recovery in a way that others without lived experience cannot.

Advanced Peer Worker (Youth) will:

- Be a positive role model for hope, encourage self-awareness and self-determination by sharing their own lived experience and life stories.
- Support the development, planning and delivery of support services to consumers, carers and families within CYMHS
- Utilise their lived experience of mental health issues to model recovery strategies to enable service providers and Non-Government Organisations (NGO's) to develop a better understanding of the recovery framework to achieve the best possible outcomes for young people and their families.

Your Role and Responsibilities

You will fulfil the accountabilities of this role in accordance with the QCH HS core values and as outlined below.

- Ensure young people, families and staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Establish, develop and maintain a supportive relationship with young people and their families, recognising the diversity of people's culture and providing support that is culturally responsive, sensitive and appropriate.
- Support and mentor the AO3 Peer Workers within the team and or across the broader continuum of mental health care.
- Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.
- Participate in the collection of consumer, carer and family feedback as required and support individuals to participate in advisory groups and other relevant service quality initiatives as appropriate
- Utilising experience, skills and knowledge in; consumer education, support and provide a responsive framework that meets the needs of young people and their families.
- Utilise group work skills in delivering psycho education programs and participate in co-facilitating peer-based consumer groups within the clinical setting.
- Co-facilitate training to all staff, students and the community, as required, reflecting on the consumer perspective.
- Actively identify areas of improvement to the service and the clinical environment.
- Utilise well developed communication and consultation skills to work collaboratively across multidisciplinary teams to promote the functions of the Youth-to-Youth Peer Worker Program in conjunction with CYMHS Consumer Carer Participation team.
- Work collaboratively within the multidisciplinary team and complement existing service frameworks to assist young people on their recovery journey within the community.
- Collaborate with NGO's and assist with building their capacity to provide service to mental health consumers.
- Provide consumer representation on selection and recruitment panels and or hold consumer representative roles, representing a broader CYMHS consumer perspective
- Work effectively and collaboratively as a member of the CYMHS Consumer and Carer Participation Team in accordance with peer work values.
- Assist and support young people in the development of their treatment and recovery plans with clinical staff and to make positive changes towards recovery by supporting them to identify strengths and goals and plans to achieve.

Position Reports To

The Advanced Peer Support Coordinator:

- Reports operationally to the AETC Consumer Carer Senior Consultant
- Reports clinically to the AETC Consultant Psychiatrist and AETC ADON
- Reports professionally to the CYMHS Consumer Carer Coordinator within the CYMGS Clinical Governance, Quality & Safety Program

Staffing and Budgetary Responsibilities

- Nil Requirement

Qualifications/Professional Registration/Other Requirements

- **Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be a person with lived experience of child and or adolescent mental health recovery.**
- Experience as a mental health consumer / carer (public or private)
- Experience working in a public mental health service or the Non-Government Sector would be highly desirable.
- It is highly desirable that applicants hold a Certificate IV in Mental Health or Certificate IV in Community Settings or Certificate IV in Peer Support or can demonstrate that they are working towards obtaining these qualifications.
- May be required to provide services in young people's homes and community settings.
- This position may be required to travel and work across CHQ HHS CYMHS which includes Queensland Children's Hospital, and various community sites.
- This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- Queensland Health has introduced a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community. Under this policy, this role has been assessed as requiring evidence of vaccination against the following vaccine preventable diseases:
 - Measles, Mumps, Rubella, Varicella (Chicken Pox), Pertussis (Whooping Cough);
 - Hepatitis B;
- Prior to any offer of employment being made, you will need to provide evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases.

How will you be assessed?

You will be assessed on your ability to demonstrate the following key attributes against our [values](#). Within the context of the '**Your Role and Responsibilities**' described above, the ideal applicant will be able to demonstrate the following:

- Knowledge of recovery principles and strengths-based approach in working with consumers
- Ability to relate, empathise with, and is aware of and sees issues from the perspective of a young person (under the age of 18 years), their families and people from other cultures.
- Ability to work within appropriate professional boundaries and draw on knowledge and expertise gained through reflection on own lived experience
- Ability to organise and deliver psychoeducation and recovery groups to mental health service consumers.
- Ability to connect with young people and families to support engagement with the clinical team during all aspects of care and support transitions
- Ability to support consumer and carer participatory activities and to engage and empower young people to provide feedback on their service experience
- Ability to work within a multidisciplinary team and provide the consumer, carer and community perspective
- Ability to maintain confidentiality and utilise tact and discretion.

- Ability to seek advice and guidance and to work independently at times
- Ability to show proactive and effective communication skills by actively listening, conveying consumer's requirements clearly and fluently, displaying appropriate empathy and adapting style accordingly.
- Ability to demonstrate honesty, integrity and respect for all consumers, family/carers and staff.

Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'role and responsibilities'.
2. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
3. **Application form** (only required if not applying online).

Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health website](#).
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Pre-employment screening, including criminal history and disciplinary history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- Roles that interact face-to-face with patients; or the work location is in a clinical area such as a ward, emergency department or outpatient clinic; or frequently or regularly requires attendance in clinical areas require evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases:
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)

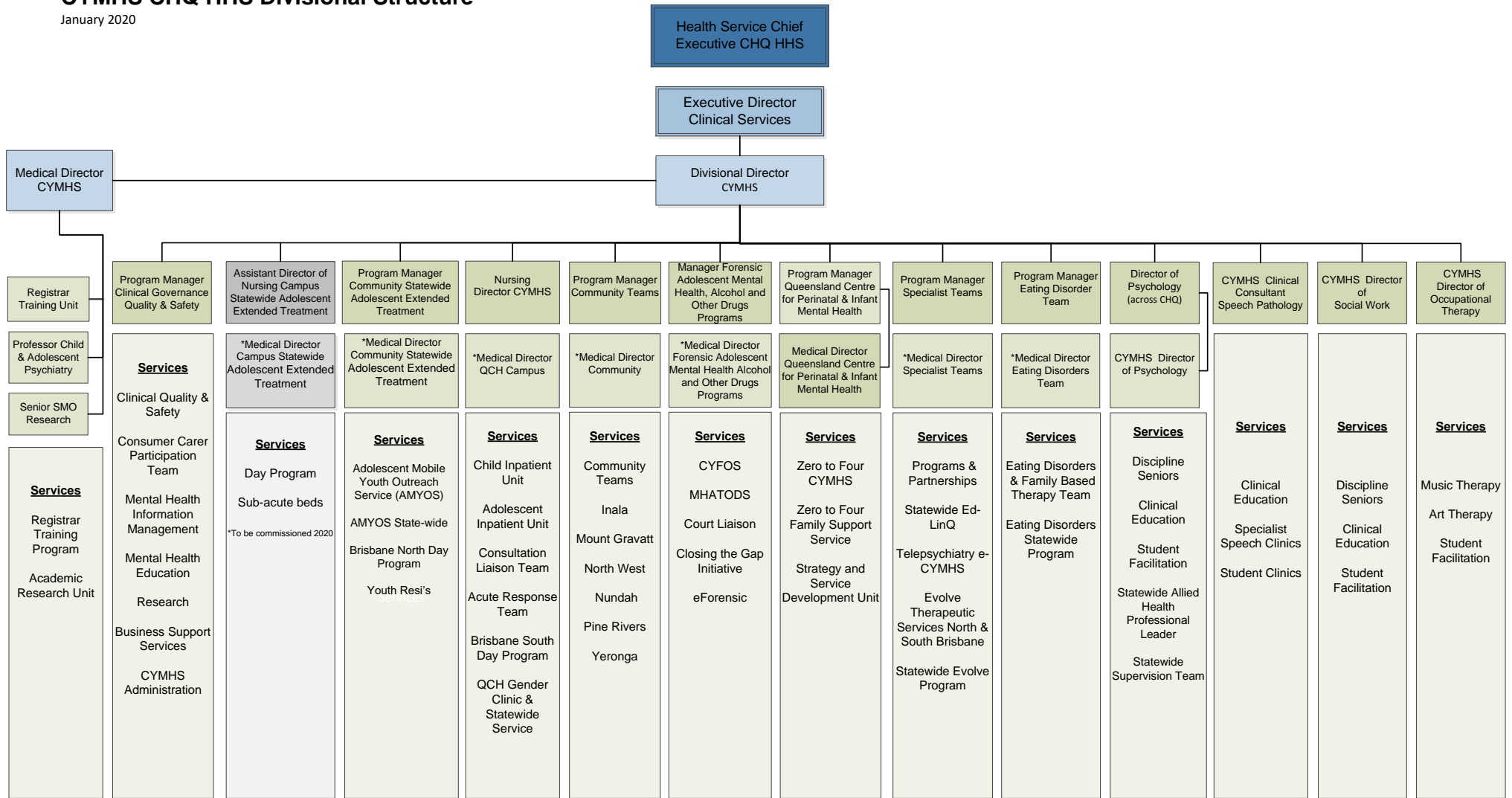
- Pertussis (whooping cough)
- Hepatitis B

NOTE that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).

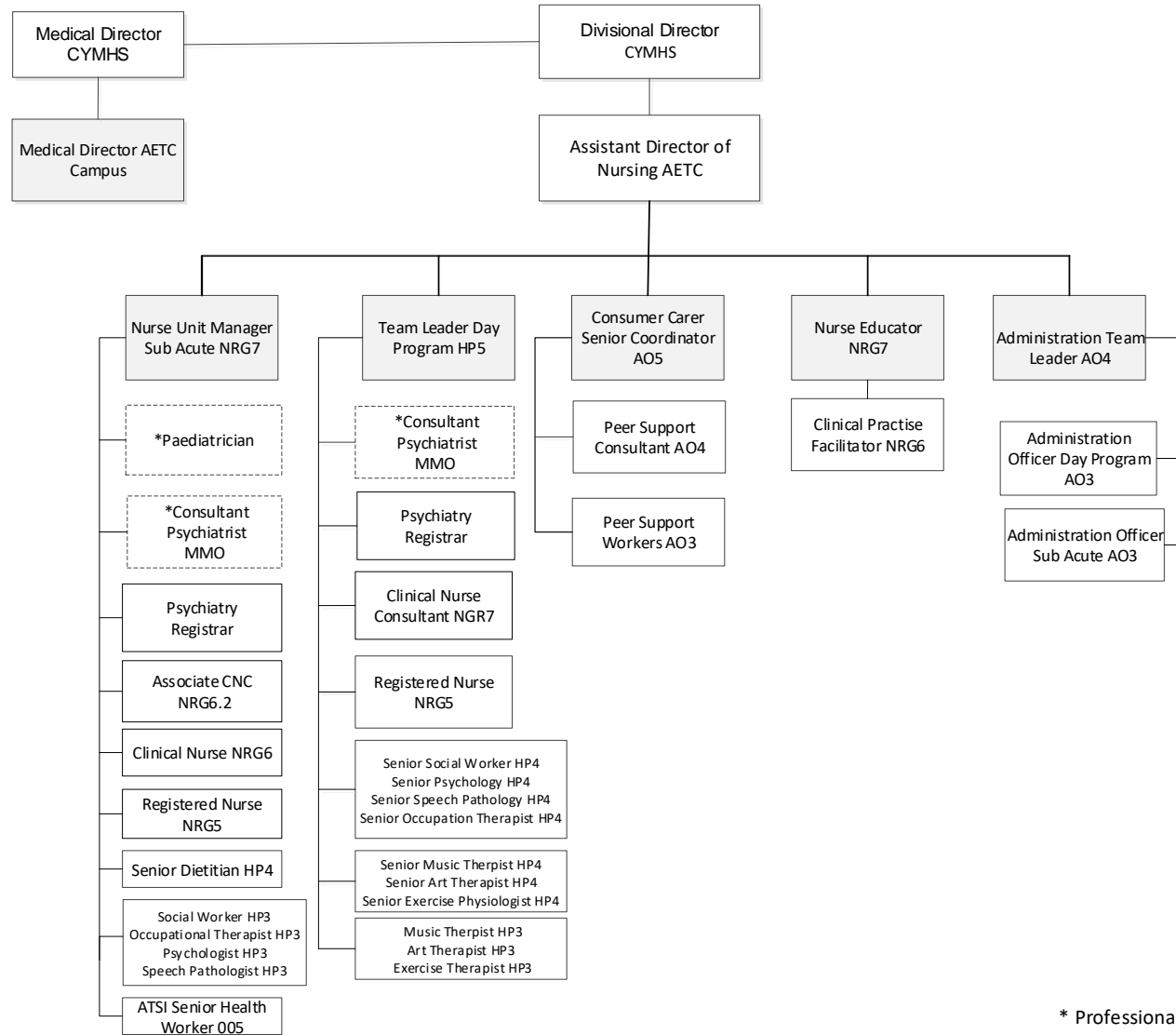
CYMHS CHQ HHS Divisional Structure

January 2020



* Reports directly to Medical Director CYMHS

QLD Adolescent Extended Treatment Centre



* Professionally reports to Medical Director AETC Campus

Clinical oversight