



Australian Government

CHCPWK006 Promote and conduct mental health peer work

Release: 1

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Modification History

Release	Comments
Release 1	This version was released in <i>CHC Community Services Training Package release 2.0</i> and meets the requirements of the 2012 Standards for Training Packages. Minimal changes to the elements and performance criteria. New evidence requirements for assessment, including volume and frequency.

Application

This unit describes the skills and knowledge required to promote peer work and conduct peer worker planning, recruitment and support.

This unit applies to managers and team leaders who are responsible for the recruitment, planning, and ongoing management of consumer workers and carer workers in the mental health peer workforce.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

1. Undertake peer worker planning and recruitment

- 1.1 Identify and assess mental health peer participation requirements in collaboration with consumer and carer leaders
- 1.2 Plan processes and recruitment strategies that align with national policy and recommendations of the consumers and carers in service delivery
- 1.3 Develop job specifications and position responsibilities in collaboration with consumer and carer leaders
- 1.4 Determine and address reasonable adjustment needs

ELEMENT**PERFORMANCE CRITERIA**

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

in all aspects of recruitment and employment

1.5 Recruit peer workers using timely and appropriate processes and providing all relevant documentation required by the organisation

1.6 Provide relevant induction, orientation and training plans for new peer workers

1.7 Establish a work plan in consultation with the peer worker

1.8 Promote positive inclusion of peer workers within the organisation

ELEMENT**PERFORMANCE CRITERIA**

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

2. Support peer work

- 2.1 Create work practices that optimise the intended objectives, values and ethics of mental health peer work
- 2.2 Define, agree and communicate peer worker roles, responsibilities
- 2.3 Develop work practices that are equitable for peer workers, including the same access to resources and work related facilities and opportunities as other workers
- 2.4 Provide peer workers with appropriate access to supervision, mentoring and debriefing by experienced peer workers and other people best able to satisfy their agreed work and development needs
- 2.5 Provide opportunities for peer workers to operate in leadership and management roles according to their skills
- 2.6 Ensure that peer workers are supported and have access to peer mentoring and peer networking opportunities on an ongoing basis
- 2.7 Put in place mechanisms to continually evaluate support strategies and ongoing skills development available to peer worker
- 2.8 Ensure peer work plans and organisation policy are consistent with peer worker frameworks and principles
- 2.9 Identify and address risks and evidence of role strain, role conflict and role confusion in relation to peer worker role
- 2.10 Recognise performance achievement and encourage self-assessment and reflective practice

ELEMENT**PERFORMANCE CRITERIA**

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

3. Promote and support the inclusion of peer workers in the workplace

- 3.1 Promote the value of peer work to all staff
- 3.2 Identify and manage service culture issues and procedures that are barriers to effective peer work
- 3.3 Consult with peer leaders in the development and delivery of staff training
- 3.4 Provide support and training about peer work to staff in-order to clarify role delineation and minimise the risk of role strain, role conflict and role confusion
- 3.5 Encourage all staff to attend consumer and carer events

4. Promote and champion peer work

- 4.1 Develop, document, manage and review policies and procedures to support the delivery and promotion of peer work within the organisation
- 4.2 Advocate with peer workers within the organisation and sector
- 4.3 Ensure peer worker participation in all relevant planning, implementation, education and evaluation activities, both within the organisation and sector
- 4.4 Ensure information about peer work programs appear in organisation brochures, promotional materials and annual reports
- 4.5 Seek or allocate funding for peer worker driven resource and program development and other initiatives
- 4.6 Maintain current knowledge of peer work developments and innovations

Foundation Skills

The Foundation Skills describe those required skills (language, literacy, numeracy and employment skills) that are essential to performance.

Foundation skills essential to performance are explicit in the performance criteria of this

unit of competency

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>

Assessment Requirements for CHCPWK006 Promote and conduct mental health peer work

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Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:

- planned, recruited, supported and retained mental health peer workers in a manner consistent with the ethics, duty of care, job readiness, principles and practices of mental health peer work for at least 1 workplace, demonstrating use of the following skills and processes:
 - risk management
 - contingency management
 - managing people
 - effective interpersonal and communication skills
 - team management
 - management of reasonable adjustments for workers
 - structured debriefings with peer workers, consumers and carers

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the work role. This includes knowledge of:

- history of emergent mental health consumer and carer movements
- philosophical, ethical and values based approaches to mental health peer work
- the mental health peer workforce, and consumer and carer participation

- theoretical perspectives on approaches to mental health peer work
- innovative approaches to mental health peer work
- working from a rights based framework
- impacts of stigma, prejudice and discrimination on recovery journey
- social justice issues and approaches
- organisation objectives, policies and procedures required to support a mental health peer workforce
- ethics and practice differences between mental health peer work, and mental health work
- human resource management theory, principles and practices as they relate to mental health peer work
- duty of care for the supervision of others in the workplace
- rights and responsibilities of mental health peer workers, and employers
- research on the value and challenges of peer work in mental health settings
- strategies for ongoing development, support and promotion of mental health peer workers in the organisation
- current consumer and carer developed literature, research and resources
- development of peer delivered mentoring and supervision
- barriers experienced by mental health peer workers, and strategies to address these barriers
- relevant legislation, policies and guidelines that impact on the mental health peer workforce and the organisation

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. Where simulation is used, it must reflect real working conditions by modelling industry operating conditions and contingencies, as well as, using suitable facilities, equipment and resources.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

In addition, assessors must be an experienced peer worker with lived experience of mental illness as a consumer or carer (assessment must also involve a qualified assessor where the peer worker is not a qualified assessor).

Links

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