

Austin Health Position Description



Position Title: Peer Worker- Carer ICYMHS CATS

Classification:	Lived Experience peer Worker MP32- 36- depending on experience
Business Unit/ Department:	Infant Child and Youth Mental Health Service ICYMHS
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021 - 2024
Employment Type:	Part Time
Hours per week:	30.4
Reports to:	Team Leader ICYMHS CAT Program Manager Access Community and Partnerships Teams, ICYMHS
Direct Reports:	nil
Date:	December 2024

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

Position Purpose

The ICYMHS CATT (Crisis Assessment and Treatment) Team within Austin Health plays a crucial role in providing timely and effective assessment, treatment, and post-discharge assertive support for young people presenting with high acuity mental health needs.

As a **Carer Peer Worker**, you will be an integral and highly valued member of the multidisciplinary team, offering mutual support and practical assistance to carers involved with young people, empowering them to support the young person taking control of their recovery journey.

About the Mental Health Division

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

About ICYMHS

ICYMHS provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). It is an exciting time for Austin as the ICYMHS directorate will be expanding in response to the recommendations from the Victorian Royal Commission into Victoria's Mental Health Services (2021).

ICYMHS currently have two inpatient units- Child and Adolescent, a Child and Family Residential Program, with future projects for a further residential program - YPARC, CAT and Outreach Eating Disorder are being established over 2025.

At present there are a number community teams and several specialist youth outreach teams. There is a ICYMHS Triage Team with an emerging ICYMHS CATT service

There are also a number of specialist roles and teams that support the work of ICYMHS alongside an expanding Lived Experience Workforce embedded within the ICYMHS directorate.

Our community teams are currently based primarily at the Heidelberg Campus of Austin Health, Heidelberg site and in Epping. It is anticipated there will be several teams located the community over time.

Local area description:

The position offered sits within the Infant Child and Youth Mental Health Service- ICYMHS directorate and provides onsite and community outreach crisis mental health intervention for persons residing in the ICYMHS catchment areas. The position requires clinicians to

work a 7- day week, 24 hour rotating roster and is based across sites and Austin emergency department (EPS).

Purpose and Accountabilities

Role Specific:

- Displays a clear understanding of the principle of recovery orientated practice and its implementation with a crisis response
- Lived experience of mental illness or mental health challenges.
- A strong understanding of the Victorian public mental health system.
- At least 2 years' experience working as a Peer Worker/Lived Experience role in Emergency Departments or Crisis Assessment teams.
- Recognition and understanding of your own recovery process and the ability to use this experience to support others.
- Knowledge of peer support principles, with a commitment to providing support from a mutual perspective, sharing lived experiences to inspire hope.
- A deep understanding of recovery-focused care and an ability to work from a strengths-based approach.
- Willingness to participate in ongoing training and supervision as part of your role.
- Effective communication skills and the ability to engage with carers and consumers in everyday, non-clinical language.
- A commitment to ensuring safe, best-practice care that puts consumers and carers at the heart of the decision-making process.
- Maintain and promote effective communication, both written and verbal, to ensure information and documentation is accurate and meets required service standards.
- Engage in strategic planning and the development of special projects as discussed.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.

- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

Essential Knowledge and skills:

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Completion of Intentional Peer Support (IPS) training and/or Certificate IV in Mental Health or Mental Health Peer Work (or equivalent qualification).
- Australian working rights.
- Sound knowledge of the Mental Health and Wellbeing Act (2022) and other relevant legislation and policies.
- Demonstrated ability to effectively liaise, consult and work within a multi- disciplinary team and a team environment.
- Well-developed interpersonal, communication and negotiation skills.
- Possess and demonstrates a commitment to high levels of customer service, both internal and external to Austin Health.
- Has an undertaking to actively and independently participate in supervision with a discipline senior.
- Computer literacy and a willingness to increase skill base.
- Current driver's licence

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

We welcome applications from Aboriginal and Torres Strait Islander people. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#)

Document Review Agreement

Manager Signature	
Employee Signature	
Date	