



Position Description

Position Title	Peer Mental Health Practitioner
Directorate	Community and Wellbeing Services
Reports to	Team Leader Mental Health
Date of Job Description	25/03/2025
Conditions	Conditions of employment are documented in the Mallee family Care Enterprise Agreement 2012
Employment Status	Part Time or Full Time – Fixed Term Contrat
Salary	This position is classified as Band 3 – Casework Assistant with a salary range of \$67,339 - \$78,414, dependent on qualifications and experience, plus superannuation and the ability to salary package up to \$15,834 tax free, pro-rata
Hours of Work	This is a part time or full time position. Work outside normal office hours may be required.

Position Objectives

The Early Intervention Psychosocial Support Response (EIPSR) is a State Government funded support program, administered through Mildura Base Public Hospital.

The EIPSR is a psychosocial support model targeted to adult clients of the clinical mental health service system living with a severe mental illness and associated psychiatric disability who are:

- Not eligible for the NDIS because they do not have a significant, permanent functional impairment(s) associated with their mental health condition; or
- Are eligible for the NDIS and are waiting for an access decision and their NDIS plan to begin.

The service model provides short to medium term, specialist psychosocial support to help eligible client to:

- Build their capacity to better manage their mental illness;
- Develop practical life skills for independent living and social connectedness;
- Achieve health, functional lives; and
- If eligible transition to the NDIS

The Peer Mental Health Practitioner will assist our Community Mental Health Practitioners (CMHP), to support clients, in line with recovery-orientated practice to;

- Development and implementation of an individual's Recovery Support Plan and their self-directed goals.
- Share knowledge of lived experience of mental health challenges (where appropriate) which fosters hope, empowerment and mutuality to promote recovery.
- Provide consultation and education to Mallee Family Care staff regarding peer work and engage in/lead co-design opportunities within the Agency.

Key Responsibilities & Duties	Performance Expectations
Peer Work.	<p>Utilise your own lived experience of mental ill health and recovery to inform your work and the work of the team.</p> <p>Disclose your lived experience in an appropriate and purposeful manner to support, empower, bring hope, and support the recovery of clients. Draw on the broader lived experience knowledge base to inform your practice.</p>
Engagement, Assessment and Referral.	<p>Provide responsive and dynamic intake system for consumers and carers with a variety of options for people to access support such as walking in's, web-based, or telephone service delivery.</p> <p>Assist with referral, engagement and assessment of clients as required and appropriate.</p> <p>Engage with clients, using an evidence informed practice framework, to understand and assess their individual needs including (but not limited to);</p> <ul style="list-style-type: none"> • Immediate safety; • Mental health; • Physical health and wellbeing; • Education, training and employment; • Housing and accommodation; • Eligible entitlements; • Mobility, including transport; • Family and social connections and recreational activities. <p>Engaging and building relationships with key internal and external stakeholders to minimise barriers to referral and support.</p> <p>Proficiency in the use a range of evidence-based risk and needs assessment tools to effectively assess safety and holistic needs.</p> <p>Support clients to test their eligibility and access NDIS for psycho-social disability support, where appropriate and desirable by the client.</p>

Direct and individualised intervention, using a recovery and support approach.	<p>Effectively engage and work with clients, through a staged recovery approach, to enable them to live a meaningful life through:</p> <ul style="list-style-type: none"> • Establishing self-directed recovery relationships. • Strengths identification and capacity building. • Skill and capacity development. • Engagement and maintenance of natural supports. • Service exit and on-going self-management support. <p>Provide a range of short, medium and extended individualised and group interventions for individuals and families according to their assessed needs and intervention plans and including building sustainable self-management and support of clients to transition from the service.</p>
Provide support to Families and Carers.	<p>Support family and carer roles through building relationships and understanding their concerns and challenges.</p> <p>Provide information, education and referrals to increase their understanding of community support networks and resources.</p> <p>Work alongside and make appropriate referrals to Mallee Family Care's Family and Carer Peer Support Workers.</p>
Work within community and local service providers.	<p>Work collaboratively with a wide range of key internal and external stakeholders to improve overall service access and person-centred supports.</p> <p>Participate and actively contribute to community and professional network and interagency meetings, forums and committees as appropriate and required.</p> <p>Support co-design by valuing lived experience and working collaboratively with consumer and carer stakeholders and groups.</p>
To participate in supervision.	As per Mallee Family Care Supervision Policy.
To be compliant with MFC E Learning courses.	Completing compulsory allocated courses each quarter.

To undertake other duties as may reasonably be required.	Undertaking other duties required by your Line Manager.
<p>Qualifications and Experience:</p> <ul style="list-style-type: none"> • Lived experience is essential to the role and have an interest to further professional development or study. • Current enrolment or looking to enrol in Certificate IV in Mental Health or Diploma of Community Services. Diploma level qualification in relevant field may also be considered. • A current drivers licence, a willingness to travel and preparedness to be accommodated overnight when required. <p>Key Selection Criteria:</p> <p>Applicants are invited to submit their application addressing the following selection criteria:</p> <ul style="list-style-type: none"> • Lived experience of mental health challenges and consumer experience. • Demonstrated understanding of lived experience approaches including peer work, co-design and workforce development. • Ability to disclose your lived experience in an appropriate and purposeful manner to support, empower, bring hope and support the recovery of clients. • Support the team to understand and deliver services that are consistent with recovery-oriented practice from a lived experience perspective. • Passion to drive and champion change, initiatives and progress the lived experience agenda throughout the organisation. • Understanding of local mental health and alcohol and other drug, NDIS and My Aged Care systems. 	

Organisation Structure and Values

Mallee Family Care is a Company Limited by guarantee with a community based Board of Management. It was established in 1979 and is a large and diverse community service organisation, providing a wide range of services to the communities of North West Victoria and South West New South Wales.

Day-to-day management for the agency is the responsibility of the Chief Executive Officer, Director Corporate Services, Executive General Manager Community and Wellbeing, Executive General Manager Education, Training and Research and Executive General Manager Child and Family Services.

This structure has been designed to ensure a clear focus on the delivery of services and to utilise the skills and experience of staff in the most efficient and effective manner.

Our Vision

Empowering the vulnerable and disadvantaged in our communities.

By this we mean we want:

- Communities where vulnerable children will be protected.
- Communities where disadvantaged families and individuals will be supported.
- Communities that are committed to supporting those in need.

Our Mission

To enrich lives and to increase opportunities (for those in need) through:

- Services;
- Education
- Research; and
- Advocacy

Our Approach

Our approach to achieving this strategic intent will demonstrate that:

- We are focused on the resolution of issues and will be flexible and adaptive in our approach.
- We understand our communities, we are informed by practice and our focus is on outcomes that matter.
- We work in partnership with stakeholders.
- We consult broadly and engage with our communities.

Other Information:

At Mallee Family Care we are deeply committed to the people with whom we work. We therefore go to great lengths to ensure that the positions we make available are filled by the most appropriate applicants. To assist with this we undertake a number of selection processes beyond initial interviews.

Appointment to the position will be subject to the satisfactory completion of the following:

- Psychological Personality Assessment – California Personality Index (CPI)
- Medical Disclosure
- Six month probationary period
- Referee Checks (two nominated referees including your supervisor if you are currently working)
- Photocopy of Driver's Licence.
- Police Check
- Working with Children Check
- Safety Screening Statutory Declaration

Benefits of working at Mallee Family Care

- Discounted membership of your nominated gym/health club.
- Direct salary deduction
- Partially paid study leave and practical assistance available for approved courses after 6 months of employment
- Confidential, responsive counselling available for time when personal and work related issues may affect your ability to perform at work (Employee Assistance Program – EAP)
- Flexible working arrangement options (where appropriate)
- Up to date and ergonomic furniture
- A happy and family friendly work environment