

# Peer workforce strategies, frameworks, resources

Victorian Department of Health

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## Background

This document has been prepared for ImROC's *Peer Support: Visioning for Opportunities Conference 2024* and provides an overview of strategies, frameworks and resources developed or used in Victoria, Australia.

## Summary of resources

Title	Description	Link
<b>All mental health workforces</b>		
Victoria's Mental Health and Wellbeing Workforce Strategy 2021-2024	Responding to key recommendations of the Royal Commission into Victoria's Mental Health System, the Strategy prioritises steps to stabilise the system and lay the foundations for the decade of reform ahead.	<a href="http://www.health.vic.gov.au/publications/mental-health-workforce-strategy">www.health.vic.gov.au/publications/mental-health-workforce-strategy</a>
Capability framework: <i>Our workforce, our future</i>	The framework sets out the skills, knowledge and ways of working that the workforce will require in the new integrated and responsive mental health and wellbeing system.	<a href="http://www.health.vic.gov.au/our-workforce-our-future">www.health.vic.gov.au/our-workforce-our-future</a>
<i>Big Feels At Work</i> podcast	An audio resource for mental health and addictions workers with lived experience, created by <i>The Big Feels Club</i> , an online consumer-led peer support initiative.	<a href="http://www.bigfeels.club/big-feels-at-work">www.bigfeels.club/big-feels-at-work</a>
<b>Peer workforces and organisations</b>		
Lived experience leadership website	Provides access to all range of information, resources and research about lived experience leadership	<a href="https://livedexperienceleadership.com.au/">https://livedexperienceleadership.com.au/</a>
National Lived Experience Workforce Guidelines	The Guidelines are intended to inform employers and funding bodies and to support change across the mental health sector by improving understanding of the benefits of the Lived Experience workforce and by supporting employers to assess their local readiness and prioritise activities.	<a href="http://www.mentalhealthcommission.gov.au/lived-experience/lived-experience-workforces/peer-experience-workforce-guidelines">www.mentalhealthcommission.gov.au/lived-experience/lived-experience-workforces/peer-experience-workforce-guidelines</a>

Victorian lived and living experience workforce strategies (2019-2022)	These strategies, co-designed by the Department of Health and the lived and living experience workforces, describe the required activity needed to adequately support and develop each workforce and should be carried out in partnership and with leadership from lived and living experience workers.	Consumer and family carer peer workforce strategies: <a href="#">Peer Inside Our Work   CMHL</a> AOD peer workforce strategy: <a href="#">Peer Projects - SHARC   Self Help Addiction Resource Centre</a> Harm reduction peer workforce strategy <a href="#">Fuse Initiatives   HRVic</a>
Lived experience workforce data reports	The <i>Lived Experience Workforce Positions Report 2019-20</i> updates data collected by the department and reported in 2017 about LLEW positions in state-funded mental health services. Additional 2019-20 data includes AOD workforce in treatment and harm reduction services.  The <i>Lived and Living Experience Workforces (LLEW) Data Project 2022</i> aims to create a baseline of the experiences of Victoria's LLEW to help inform the development of new accountability processes.	<a href="#">Lived Experience Workforce Positions Report 2019-20</a>  <a href="#">Lived and Living Experience Workforces (LLEW) Data Project 2022</a>
Consumer and family carer perspective supervision frameworks & supervisor database	These frameworks are intended to guide supervisees, supervisors and organisations in undertaking strong processes to support consumer and family/carer perspective supervision by outlining the specific functions, importance and benefits of discipline-specific supervision.  This database is primarily designed to assist consumer lived-experience workers or family/carer lived-experience workers to find a suitable discipline-specific supervisor. Workers from other disciplines (e.g. social work, nursing, psychiatry) can also use this database to find a suitable Lived Experience Supervisor to assist them to enhance their practice.	<a href="#">FINAL CPS framework 18.pdf (cmhl.org.au)</a>  <a href="#">carer-perspective-supervision-framework.pdf (thermh.org.au)</a>  <a href="#">Consumer and Family Carer Perspective Supervisor Database   LEW Supervision Database (cmhl.org.au)</a>
<i>Rising Together</i> and <i>Leading the Change</i> research reports	The <i>Rising Together</i> study (2022) sought to investigate the experiences of family/carer lived experience workers within the Victorian mental health system, with the aim of better understanding what is needed to ensure the safe and sustainable development of this workforce.  The <i>Leading the Change</i> report (2020) examines how to change the mental health system to safely include consumer workers and	<a href="#">RisingTogether_report_web_final.pdf (cmhl.org.au)</a>  <a href="#">Leading the Change: Co-producing Safe, Inclusive</a>

	argues there is a pressing need for significant improvement in the inclusion and use of consumer workers within mental health care services.	<a href="http://Workplaces%20for%20Consumer%20Mental%20Health%20Workers.unimelb.edu.au">Workplaces for Consumer Mental Health Workers (unimelb.edu.au)</a>
Expanding post discharge support initiative - research report	Under this initiative, additional support for consumers was provided by a new peer workforce following discharge from a specialist mental health service. This research report explored the benefits, barriers, challenges and enablers of integrating peer support workforces within clinical mental health services.	<a href="http://www.health.vic.gov.au/publications/research-report-expanding-post-discharge-support-initiative">www.health.vic.gov.au/publications/research-report-expanding-post-discharge-support-initiative</a>
<i>Our Future</i> training report	The <i>Our Future</i> project conducted research and consultation in partnership to inform the development of recommendations for an introductory training package for the rapidly growing Lived and Living Experience Workforces in the Mental Health and Alcohol and Other Drug (AOD) sectors in Victoria. The report has made a significant contribution to the planning of future workforce opportunities.	<a href="http://www.sharc.org.au/wp-content/uploads/2022/09/Our-Future-Final-Report.pdf">www.sharc.org.au/wp-content/uploads/2022/09/Our-Future-Final-Report.pdf</a>
Effective Peer Employment Within Multidisciplinary Organizations: Model for Best Practice	A study that outlines a best practice model for peer employment and required organisational change.	<a href="http://www.researchgate.net/publication/354348124_Effective_Peer_Employment_Within_Multidisciplinary_Organizations_Model_for_Best_Practice#fullTextFileContent">www.researchgate.net/publication/354348124_Effective_Peer_Employment_Within_Multidisciplinary_Organizations_Model_for_Best_Practice#fullTextFileContent</a>