



Position Description

Position Title:	Lynx E.P.I. Peer Support Worker		
Program Name:	Lynx Early Intervention Program	Position Classification:	5
Reports To:	Program Manager		
Effective Date:	August 2019	Review Date:	August 2019

Position Summary:

The Early Psychosis Intervention (E.P.I.) program delivers public education, assessment, and treatment services for individuals experiencing the early stages of psychosis, and their families. In the context of mental health, peer support is a beneficially supportive relationship between people who have a lived experience in common. While each person's situation and path towards recovery is unique, the Peer Support Worker can provide emotional, social, and practical support for some of the shared challenges that persons with mental health conditions experience. Hope is the starting point from which a journey of recovery begins, and Peer Support Workers can inspire hope and demonstrate the possibility of recovery. In addition to the provision of peer support to Lynx clients, the Peer Support Worker position also provides the worker with a vocational recovery opportunity.

The Peer Support Worker focusses on the quality of life of young people experiencing early psychosis, and considers an individual's wellness from a holistic point of view that includes relationships, involvement in their community, general wellbeing, and their sense of empowerment. Peers provide mental health support delivered through evidenced-based practice approaches.

Key Responsibilities

- Provide individualized psychosocial interventions to Lynx EPI clients
- Participate in the provision of family education/ intervention supports and programming
- Provide support to clients with job search/employment skills development
- Assist clients in accessing education upgrading and skills development
- Provide community and residential group instruction and independent living skills programming to clients

An effort is made to match the Peer Support Worker's skills and experience with various client needs and peer support opportunities. As a result, a Lynx E.P.I. P.S.W. may be involved in any combination of the following duties (and these can change over time, as



skills and interests develop):

- Social recreation
- Public education
- Group facilitation
- One-to-one peer supports
- Alumni coordination

1. **Client Supports**

- Assist clients in the development of empowerment in the recovery process, through self-directed recovery choices
- Provide clients with a sense of validation of their own lived experience and the experiences of others
- Assist clients in their efforts to be active in the areas of socialization, recreation, education and vocation
- Assist clients in their efforts to understand their mental health condition and the process of recovery
- Assist clients in their efforts to maintain, regain or establish an active and enjoyable life-style
- Assist clients in their efforts to have positive relationships with friends, family and/or colleagues
- Assist clients in their efforts to prevent relapse or crises, and to respond appropriately if these do occur
- Participate in communication and planning for inter-professional treatment team work
- Participate in the development and delivery of group programming, as required

2. **Documentation**

- Accurate and timely completion of all administrative documentation including time sheets, expense claims, and training requests
- Timely completion of client data entry/progress notes, as required

3. **Other Activities**

- Organize, deliver and evaluate presentations, workshops, public forums and special events, where required such as: "Open Your Mind" for Public Education and Professional Training purposes
- Coordinate alumni activities including maintaining regular contact, establishing regular meetings and events, by upholding strong social connections with each other
- Ensure that all activities fall within program budget requirements, in collaboration with the Program Manager
- Contribute to the overall ongoing development of Lynx E.P.I. program
- Consultation regarding Lynx clients with members of the Lynx E.P.I. team



4. Performance Management and Professional Development

- Participate cooperatively in the agency performance management process/system
- Stay current on relevant legislation and best practices, current research, policies and procedures
- Participate in ongoing professional development and mandatory training
- Actively engage and participate in supervisory process

5. Health and Safety – Worker Responsibilities

- Work in compliance with the Occupational Health and Safety Act, applicable regulations and all organizational health and safety requirements and procedures to ensure the health and safety of clients, staff/colleagues, volunteers and students
- Actively participate in workplace, departmental and job-specific health and safety orientation, education and training
- Use or wear any equipment, protective devices or clothing required by the employer
- Operate any equipment and work in a way that does not endanger self or any other worker
- Comply with established policies, procedure and work practices regarding health and safety
- Identify and report workplace and job hazards, defects and contraventions of the Act to the supervisor or employer
- Report health and safety problems to the supervisor or employer
- Notify the supervisor if clarification of a policy, procedure or safe work practice is needed
- Use initiative to reduce risk and apply discretion to solve problems, within scope of authority
- Work co-operatively with co-worker, supervisor, Joint Health and Safety Committee members and others

6. Client Safety

Adhere to C.M.H.A. H.K.P.R. client safety programs including program policies as well as infection control and prevention procedures. In partnership with clients, family members, and fellow staff, maintain open lines of communication to assist the organization in identifying and achieving quality outcomes for client safety. Report client safety incidents and suggested improvements to manager or delegate.



7. Other Duties as Assigned

- Attend participate in team/staff meetings, and all-staff meetings as required
- Participate in agency quality improvement activities, e.g. accreditation projects, committee work, special events, etc.
- Participate in quality improvement activities at the team/program level
- Participate in external committees as required
- Duties may change from time to time

Requirements of the Position:

A. Education and Training

Successful completion of post-secondary education (diploma or degree) in the social/health science disciplines is preferred. Consideration may be given to applicants with equivalent mental health related skills and experience.

We recognize that mandatory training before hire is an asset, however, successful completion of the training applicable to this role shall be requirements for continued employment in this position:

- Health and Safety Training (including but not limited to the following):
 - Globally Harmonized System (previously W.H.M.I.S.)
 - Infection, Prevention & Control
 - Workplace Violence
 - Accessibility for Ontarians with Disabilities Act
- Applied Suicide Intervention Skills Training (A.S.I.S.T.)
- Non Violent Crisis Intervention (N.C.V.I.)
- Client Record Management System (C.R.M.S.)
- First Aid/Cardiac Pulmonary Resuscitation (C.P.R.)
- Ontario Common Assessment of Need (O.C.A.N.)

Assets with regard to this position:

- Wellness Recovery Action Plan (W.R.A.P.) Level 2 Certification
- Formal training or education in: Motivational Interviewing, C.B.T informed, D.B.T. informed, Solution Focused Therapy informed, Trauma informed, Concurrent Disorders

B. Related and Relevant Experience

Mandatory experience

- Lived experience and knowledge about recovery from psychosis or other mental health conditions
- Personal knowledge of the mental health system, and the ability to share this



knowledge with others

- Positive energy and enthusiasm for engaging and motivating young people living with
- mental illness
- Demonstrated knowledge of computer applications (Outlook, M.S. Office, databases), as required

C. Competencies

- Refer to C.M.H.A. H.K.P.R Competency Matrix

D. Other

- Valid driver’s license is required.
- Automobile in good repair and insurance coverage as required by agency policy.
- Satisfactory police records search and vulnerable sector screening
- Satisfactory references
- Intermediate to advanced minus proficiency in French

Working Conditions:

- Works primarily in office or community setting when providing client support in one-to-one or group format
- Works directly with individuals living with serious mental illness or who are experiencing symptoms of early psychosis
- Works primarily in community agencies and high schools when providing public education
- Flexible hours may be required to meet the needs of clients including group work and to provide public education in the community

Approval/Revised Approval Dates:

Program Manager

Date

I have read and understood the above position description.

Employee Signature

Date