Let's get ready! An *organisational readiness toolkit* to assist with embedding lived-living experience / peer workers into AOD services

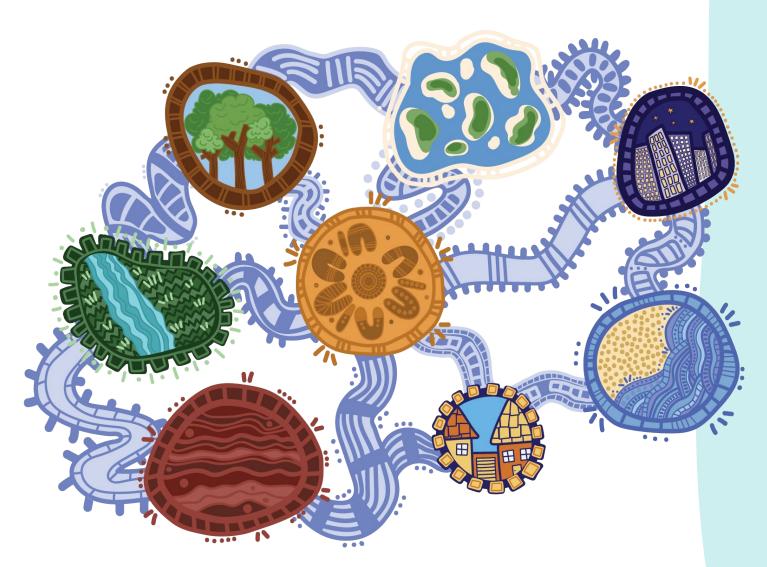
Brett Hodges, Mat Tipping, James Hoey, Jeff Buckley & Hoiyan Karen Li

We have no conflicts of interests to disclose



brett.hodges@health.qld.gov.au

Centre for alcohol and other drug training and workforce development



Artist: Bree Buttenshaw, Kalkadoon artist with Saltwater People. "This piece is about community, people and place. It is about coming together, working together and collaborating to achieve the shared goal of supporting people affected by drug and alcohol use." Insight acknowledges the Traditional Custodians and Owners throughout Australia, their continuing connection to land, water, culture and community, and their knowledge and teachings passed down from generation to generation.

We pay respect to Elders past and present.





Our Team AOD LLE educators started 2023

We are a leading provider

of alcohol and drug training and workforce development services

We would like to recognise those amongst us today who have experienced the stigma that surrounds alcohol and other drugs, mental health challenges, and suicidality. We also recognise those who walk alongside us, the families and significant others who often also experience the impacts of this stigma.

We recognise the great contributions your experiences can provide, in improving systems and the experiences of those accessing them.

None of the work I present here today would be possible without the brave and tireless efforts of many peers before me and I acknowledge their contributions. Overview



Background



Initially a 12-month project position
Blank landscape go out and fill it
Network consultation and literature review

- Many examples of pioneers working within systems and making change
- Also, many examples of where this had gone wrong
- 4 main findings
 - Disclosure
 - Boundaries
 - Self-Care
 - Organisational Readiness

Consultation

- Peer approach to consultation
- 35 conversations across Qld and interstate
- Identified the areas people felt needed covering
- Continued conversations through draft to final product



Challenges

AOD LLEndenbigher biolephilip and work work



Insight's AOD LLE organisational readiness toolkit



AOD LLE workforce considerations that require some

attention as an organisation moves towards integrating an

acceptance of the roles

One of the featured challenges across much of the literature and organisations and AOD LLE workforces is around the integration of a new workforce into existing structures and

Examples of different toolkits and Australia and the world that can provide further specific guidance depending on your needs.

- Divided into sections that align with where an organisation is •
- Navigation bar allows quick access to the section required ٠
- External resources open in new link or download ٠

Navigate to	Resources		
Challenges in recruitment	1		Oueensland
Background/criminal history checks		Lives Lived Well	Mental Healt Commission
Role / Position Descriptions	Centre for alcohel and other drug training and workforce development Resource	Resource	Resource
Fielding questions from applicants AOD LLE representation on	Position Description Alcohol and Other Drug Lived Experience Educator	Job Description Lived Experience Peer Support Worker	Position Description Program Manager, Lived- Living Expertise
recruitment panel	A role developing and delivering alcohol and other drug (AOD) lived experience training and educatio	Job description for a lived experience peer support worker role	A high level LLE position description that includes those with AODLLE and requires a rang
Key references			of skills
We welcome your feedback			
Back to top	DBRISBANE SOUTH An Australian Government initiative Resource	Resource E BUTTERY	Resource
	Position Description Lived- Living Experience Project Co-ordinator A unique collaborative role that will work across both Brisbane South Primary Health Network (BSPHN)	Position Description AOD Peer Worker AOD (Alcohol and Other Drugs) Peer Worker Drug and Alcohol Treatment Program (DATP)	Qid Health Advanced AOI Peer worker A position description for an AOI peer worker for the PEC unit at the RBWH



www.insight.qld.gov.au

