

Getting Peer Work Right Checklist

Area: Establishing Culturally Responsive Mentorship*

Component	Comments/notes	Working towards	Complete
Is the Peer Worker receiving cultural mentorship?		<input type="checkbox"/>	<input type="checkbox"/>
Is the mentorship occurring at regular intervals?		<input type="checkbox"/>	<input type="checkbox"/>
Have you co-created a mentorship plan with the Peer Worker that includes: <ul style="list-style-type: none"> ▪ Frequency of mentorship ▪ Type of mentorship <ul style="list-style-type: none"> – (Mandatory) Cultural Mentorship – Clinical Mentorship ▪ Type of mentorship activities ▪ Preference for mentor ▪ Preference for mentorship time 		<input type="checkbox"/>	<input type="checkbox"/>
Any accommodations for mentorship (e.g. Tech requirements, accessibility requirements)		<input type="checkbox"/>	<input type="checkbox"/>
Have you considered: <ul style="list-style-type: none"> ▪ How will you consider the diversity of First Nations Peoples in their preferences for mentorship? ▪ How will you communicate the limits of confidentiality as it relates to mentorship activities? ▪ How will you emphasise boundary setting in the mentorship environment? 			



Area: Considering the Local context

Component	Comments/notes	Working towards	Complete
Does your organisation understand the community context you are delivering peer work services in?		<input type="checkbox"/>	<input type="checkbox"/>
Are your organisation's peer work activities being guided by community needs?		<input type="checkbox"/>	<input type="checkbox"/>
Is your organisation appropriately resourcing for the local context? (e.g. Phones to reach communities, vehicles to travel into communities) Has your organisation thought about how resourcing could be allocated if funding is a barrier (e.g. Moving funding out of temporary/FIFO positions directly into peer work)		<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation understand significant periods of the year that could impact peer work? (e.g. Lore, tourist seasons, sporting events, weather events)		<input type="checkbox"/>	<input type="checkbox"/>
Has your organisation thought about where a peer worker might be located (e.g. inside or outside of the community they are supporting)		<input type="checkbox"/>	<input type="checkbox"/>
<p>Have you considered:</p> <ul style="list-style-type: none"> ▪ The impact of the geography (e.g. metro, rural, remote) on delivering peer work services? ▪ The demographics of the community (e.g. age, languages spoken, culture, sexuality, religious beliefs) in your selection and recruitment of peer workers? 			

Area: Communicating transparency regarding peer work

Component	Comments/notes	Working towards	Complete
Has your organisation communicated honestly about the benefits and challenges of peer work across their promotion and recruitment of peer workers?		<input type="checkbox"/>	<input type="checkbox"/>
Has the peer worker engaged in self-reflection to assess whether they think they are the right person to do this role?		<input type="checkbox"/>	<input type="checkbox"/>
Has your organisation considered the readiness of a prospective peer worker? (e.g. Is the peer worker ready to take on this role?)		<input type="checkbox"/>	<input type="checkbox"/>
Is your organisation genuine in its commitment to peer work? (e.g. Appropriate remuneration, non-monetary benefits, flexible leave)		<input type="checkbox"/>	<input type="checkbox"/>
How is peer work advertised to the community? (e.g. Is community involved in the advertising of peer work roles?)		<input type="checkbox"/>	<input type="checkbox"/>
How you will assess whether a prospective peer worker is right for the role? (e.g. First Nations Health Professional assessing readiness)		<input type="checkbox"/>	<input type="checkbox"/>

Have you considered:

- How much your organisation currently understands the needs of the community they are working in
- How you will communicate the balance between community and professional obligations for future peer workers?

Area: Cultivating an environment of self-care

Component	Comments/notes	Working towards	Complete
<p>Have you co-created a self-care/support plan that includes:</p> <ul style="list-style-type: none">▪ Frequency of check-ins with the peer worker▪ How much time/funding is available for self-care activities▪ Identification of self-care activities and current supports▪ Signs of peer worker not doing so well▪ Clear pathway for when peer worker needs to take a break or seeks guidance▪ Current and ongoing cultural obligations and accommodations from the organisation▪ References to the mentorship plan▪ Making time for peer workers to check in with themselves▪ Organisational support structures beyond mentorship		<input type="checkbox"/>	<input type="checkbox"/>
<p>Have you considered:</p> <ul style="list-style-type: none">▪ How self-care looks different for each peer worker?▪ The warning signs of a peer worker not doing so well to identify when further support may be required?			

Area: Supporting Training and Professional Development*

Component	Comments/notes	Working towards	Complete
Is training and professional development embedded in the position description?		<input type="checkbox"/>	<input type="checkbox"/>
Has a training and professional development plan been co-created with the peer worker?		<input type="checkbox"/>	<input type="checkbox"/>
Is there organisational budget specifically for training and professional development activities for peer workers?		<input type="checkbox"/>	<input type="checkbox"/>
Is the training and professional development plan being implemented with consideration for the needs of the peer worker?		<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation know the types of training and development that can be undertaken? With ceremony and lore activities defined as training and development		<input type="checkbox"/>	<input type="checkbox"/>
Have you considered: <ul style="list-style-type: none">▪ Developing a minimum training standards/requirements for peer workers which is publicly available?			

Area: Establishing Boundaries

Component	Comments/notes	Working towards	Complete
Does your organisation have a clear position description that outlines the role and responsibilities of peer workers?		<input type="checkbox"/>	<input type="checkbox"/>
Are peer workers sharing their story safely and understanding their own triggers?		<input type="checkbox"/>	<input type="checkbox"/>
Is your organisation regularly checking boundaries of peer workers?		<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation understand that checking boundaries will differ person to person, situation to situation?		<input type="checkbox"/>	<input type="checkbox"/>
Are peer workers understanding the limits of their support and when they may be in a situation that is beyond their skillset?		<input type="checkbox"/>	<input type="checkbox"/>
Have you considered: <ul style="list-style-type: none">▪ How you will communicate confidentiality and legal implications of the stories that peer workers may share?▪ How you will accommodate both the cultural and professional obligations of the peer workers?			

Area: Role flexibility and leave accommodations*

Component	Comments/notes	Working towards	Complete
Has your organisation accommodated cultural leave within its policies and procedures?		<input type="checkbox"/>	<input type="checkbox"/>
Is your organisation engaging in honest and reciprocal communication with peer workers about life situations or circumstances where peer workers may need to take time away from their roles?		<input type="checkbox"/>	<input type="checkbox"/>
Is your organisation accommodating flexibility for peer workers? (e.g. a day off in recognition of working long hours multiple days in a row)		<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation understand that flexibility looks different for all peer workers and making provisions to accommodate that flexibility?		<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation have other forms of leave that can be implemented (such as mental health leave, wellbeing leave, reflection leave) to accommodate the flexibility of peer work positions?		<input type="checkbox"/>	<input type="checkbox"/>

Have you considered:

- The cultural obligations of the peer worker and the importance of providing flexibility for peer workers to fulfil them?
- The importance of boundaries and allowing autonomy and choice for peer workers in how they navigate their professional work?