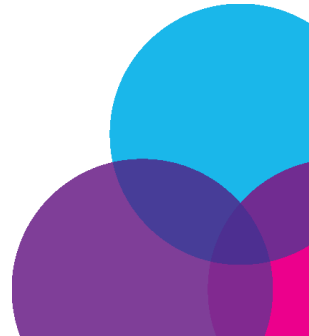


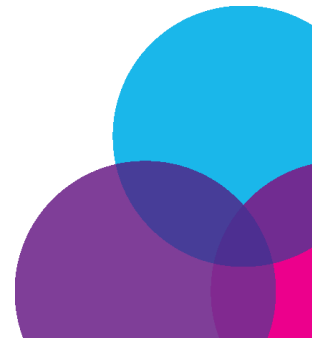
# Peer Support Worker Development in the Workforce

Julie Repper



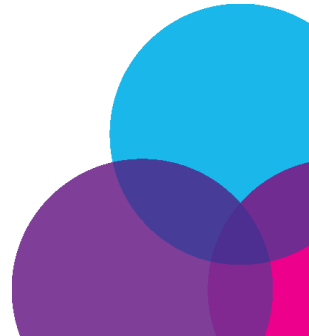
# The Challenge

- Defining the contribution of peer workers
- ‘Finding’ positions
- Moving into different parts of the service
- Maintaining their ‘peerness’
- Evolving and Developing
- Contributing to a coproduced system



## Defining the contribution of peer workers

- Sharing lived experience
- Working across 'boundaries'
  - Between services
  - Between people using and people providing services
- Offering a new language
- Offering new perspectives
- Maintaining a Recovery focus



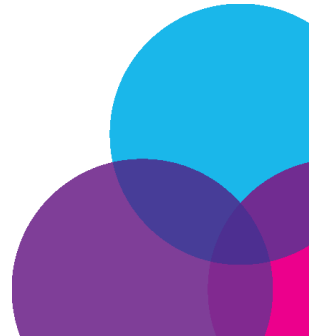


## ‘Finding’ positions

- Ensure that peer workers are included in all new service specifications
- Why not a peer? – when vacancies arise
- Specifying ‘lived experience’ as a requirement in new roles
- Discussing workforce requirements with all teams

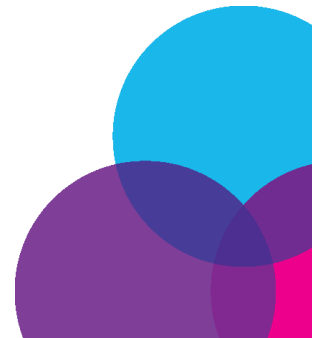
# Moving into different parts of the service

- What about peer workers in dementia, substance misuse, forensic, CAMHS, perinatal services ....
- What about peer workers in Comms, Finance, recruitment, business management?
- What is their unique contribution?
- What additional training do they require?
- What adjustments might be needed?



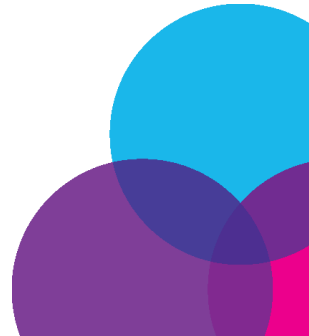
## Maintaining their ‘peerness’

- Always support peer workers to ‘inspire to influence’, to use their lived experience effectively
- Supervision – peer to peer (is training available?)
- Peer development sessions/group supervision to consider shared challenges, to solve problems, develop ideas.....
- Personal development planning – into new careers/employment or into senior roles.



## Evolving and Developing

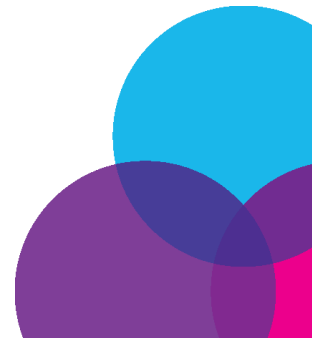
- What else can your peer workers contribute in your organisation?
- How else can their lived experience make a difference?
- Policies and procedures
- Learning and development
- System transformation
- Coproduction?





## Contributing to a coproduced system

- People with lived experience play an essential role in coproduction
- Not always appropriate or feasible for peer support workers to do this
- Where is your coproduction expertise coming from?
- Who is trained, experienced, skilled enough to join decision making forums across the system to ensure that everything is coproduced?

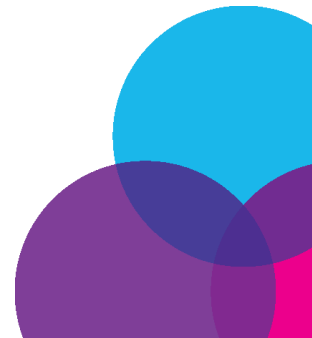






# The Future

- Will we always need peer workers or do we seek ways of enabling everyone to use their lived and life experience in their work?
- Should we be recruiting people who are able to reflect upon their life and lived experience and use it appropriately and effectively in their work?
- Should we be offering training for staff to do this?
- Should we be redefining relational boundaries in all of our professional training and practice?





*Thank you for listening!*

Any questions, contact  
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