



Lived Experience (Peer) Workforces Project Steering Committee Communique #31

The Mental Health Commission's (Commission) Lived Experience (Peer) Workforces Project (Project) aims to guide the development of thriving state-wide consumer, family, and significant other Lived Experience (Peer) Workforces across the mental health, suicide prevention and alcohol and other drug sectors. This includes the implementation of the [Western Australian Lived Experience \(Peer\) Workforces Framework](#).

This Project supports strategic directions outlined in documents such as the Mental Health, Alcohol and Other Drug Workforce Strategic Framework 2020-2025. The Steering Committee provides strategic oversight and guidance to the Project. The Steering Committee is co-chaired by Margaret Doherty, representing the Family Significant Other/Community mental health, alcohol and other drug and forensic portfolios, and Director Strategic Policy and Planning, Mental Health Commission.

This Communique is to provide all stakeholders with information and outcomes from the meeting held on Tuesday, 1st April 2025.

Principles-Based Recruitment (PBR) Package

The Commission is currently refining the PBR documents following member feedback at the 18 February 2025 Steering Committee meeting. The Commission will continue to update members as the package further progresses.

Lived Experience Workforces Website

The Commission provided members with an update on the new Lived Experience (Peer) Workforces website. More recent documents, including the recent [WA Network for Alcohol and other Drugs Agencies \(WANADA\) Understanding Alcohol and Other Drug Lived and Living Experience Leadership](#) full report and the Aboriginal and Torres Strait Islander Lived Experience-led Peer Workforce Guide, are being taken into consideration to ensure it encompasses the most contemporary practices. A register has been set-up for sections requiring ongoing review and updates. The Steering Committee may be invited to be part of the ongoing review process with the item potentially being added as a standing item to future meeting agendas.

Supervision Initiative

Members were provided with an update on the progression of the Lived Experience (Peer) Supervision Initiative undertaken by Mental Health Matters 2 through a Request for Quote process. It was noted that the delivery component of the Lived Experience (Peer) Supervision course has received positive feedback from participants. A comprehensive fidelity criteria resource for the

Lived Experience (Peer) supervision has also been developed for individuals and organisations. The Commission is considering the document including where it will be shared and located.

Lived Experience (Peer) Worker Handbook

Members were informed that the next iteration of the Handbook (developed by HelpingMinds) is being considered by the Commission noting the Steering Committee's previous feedback. Members will be kept updated by the Commission as the document progresses.

Internal Lived Experience (Peer) Workforces Development and Engagement Plan

Members were informed that the Commission has finalised an Internal Lived Experience (Peer) Workforces Development and Engagement Plan that encompasses three key priority areas: organisational readiness (LE (Peer) workforces); organisational development (LE engagement); and phased organisational culture change. Governance structures, project charters and project plans are currently being developed. Members were provided with an overview of the work, which is being supported by the Commission's Lived Experience Assistant Commissioners.

Steering Committee's Future

Members were reminded that the Steering Committee is due to finish on 30 June 2025, as per the Terms of Reference. Members were provided with the opportunity to discuss the Steering Committee's future in terms of the group's value and purpose moving forward and any obvious gaps. The Commission is considering what a future iteration of the group might look like, including a renewed purpose mission and Terms of Reference. Future membership was also discussed, noting that it may be valuable to include the Commission's Assistant Commissioners in some capacity.

Lived Experience (Peer) Principles

Members reflected on the Lived Experience (Peer) principle of '*authenticity*,' agreeing on the importance of bringing our true selves to the work as well as identifying the barriers to doing so. There was agreement that authenticity is only possible when there is space for genuine vulnerability and honesty.

More information about the project and initiatives can be found on the [Commission's website](#).

If you have any queries, please email the LivedExperienceWorkforces@mhc.wa.gov.au.

