



Worker Code of Conduct – Peer Education

Principle:

1. The Tasmanian Council on AIDS, Hepatitis and Related Diseases (TasCAHRD) is committed to the provision of an environment conducive to peer support and education by including, wherever possible, members of the consumer groups in all areas of its operations.
2. TasCAHRD will value the contribution of peer workers through the provision of support and encouragement to maximise their participation in management and delivery of services.

Definitions:

3. For the purpose of this policy:
 - a) a 'peer', for TasCAHRD, is an individual who shares/has shared with other TasCAHRD consumers a similar lifestyle, specifically in relation to sexual orientation/identity, the use of illicit drugs (including the illicit use of licit drugs), and/or infection with a blood borne virus or with a sexually transmitted infection.
 - b) a 'worker' includes all employees, volunteers and students on placement authorised by TasCAHRD to provide consumer services, including peer education and support services.

Guidelines:

Peer Workers:

4. TasCAHRD will make every effort to employ workers who are members of education and support program target groups.
5. TasCAHRD recognises that it may not always have members of target groups employed to provide peer services, and therefore will encourage volunteers from the relevant target group to fulfil these roles where appropriate.
6. All workers will receive training in appropriate areas of their work to guarantee a professional service.
7. TasCAHRD will encourage its workers, through provision of resources and skills training, to train other members of target groups in education and support.

8. The appropriate Program Coordinator must approve all TasCAHRD peer-based activities. The Volunteer Coordinator must be notified of all peer-based activities conducted by volunteers.
9. A report on all peer-based activities by volunteers will be made to the appropriate Program Coordinator and/or to the Volunteer Coordinator.
10. All peer-based activities of TasCAHRD will comply with other TasCAHRD policies

Confidential Service:

11. Consumers of all programs organised by TasCAHRD must be able to trust TasCAHRD implicitly and realise that the Council offers a confidential service.
12. Before commencing any work, workers must be given appropriate orientation/induction into TasCAHRD and appropriate training in the area of work undertaken.
13. Following orientation and training, all workers must agree to the provisions of the TasCAHRD Confidentiality Policy and must sign a Confidentiality Declaration Agreement.
14. Information may, if required as part of service delivery, be obtained from or shared with fellow workers. Any such shared information must also remain confidential.

Consumer / Worker Relations:

15. Program Workers are not to enter into sexual intimacy or illicit drug taking relationships with each other in the work situation. Where such a relationship already exists, it is not to interfere in any way with the effective provision of TasCAHRD services or with the management and conduct of the organisation.
16. Program Workers, whilst engaging in TasCAHRD activities, are not at any time or under any circumstances to enter into sexual intimacy or drug taking relationships with consumers receiving individual services by TasCAHRD or by any of its staff.
17. Workers' home telephone numbers or addresses are not to be provided to consumers. Workers may use their discretion when giving out mobile phone numbers.
18. Wherever possible, initial contact with consumers is to be made by Program Coordinators.

Referral:

19. Referrals will be made to appropriate agencies when the consumer's needs exceed the boundaries of TasCAHRD programs or where the consumer's needs are better met by another organisation.
20. Workers may accompany consumers to a referral agency, write letters of introduction or arrange referral interviews only with the consumer's approval.

21. Workers will endeavour to ensure the appropriateness of referral agencies / workers.

Personal Convictions:

22. No personal convictions or values are to be imposed on any consumer by any worker.

Approved: 20 April 1996

Amended: 30 October 2002

Policy: PSM-02