Look Back, Move Forward
Growing the AOD consumer and peer workforce

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www.matuaraki.org.nz
Matua Raki

- National addiction workforce development centre
- Supports the addiction treatment and related workforces to respond to people seeking support, and their families, to reduce addiction related harm
- Has a consumer project lead role
  - supported by Consumer Leadership Group
  - develops and supports the capacity and capability of the addiction treatment peer and consumer workforce
  - provides input into Matua Raki activities and projects to ensure an effective consumer voice.
Consumer Leadership Group (CLG)

- Brings lived experience, knowledge and other skills to support Matua Raki to respond to people and their families
- Group members all work in AOD consumer or peer roles throughout Aotearoa New Zealand
- Evolved from OST advocacy to include multiple recovery pathways
- Includes a mental health consumer role
Why are we here?

• Health & Disability Standard 2.5 & 2.6
• National Committee of Addiction Treatment
• Provide strategic direction and support to the Matua Rakī consumer project lead
• A consumer-focused workforce can reduce stigma and discrimination in the AOD sector and beyond
• CLG members chosen for their expertise, experience and knowledge of networks in the wider peer and consumer workforce, including Māori and Pasifika.
Summary of activities

Planning
• Rising to the Challenge
• Commissioning & Funding Framework for Mental Health and Addictions

Participation
• National Co-Existing Problems Reference Group
• National Committee for Addiction Treatment
• National Training Providers’ Network
• National Association of Opioid Treatment Providers

Strong networks
• Reduce isolation of practice
• Auditing of AOD and OST services throughout NZ
Consumer and Peer Roles in the Addiction Sector

Consumer Involvement in Education: A discussion paper for education and tertiary training providers
Definitions

‘Consumer’
People with lived experience of addiction and recovery, working at organisational and policy levels, providing advice and support to AOD services and to people accessing services.

‘Peer’
Also with lived experience, assists people to navigate health/justice systems. Encourage people into relevant treatment pathways and provide continuing care. This includes supporting families and whānau.
Back story...

1970s
• People in recovery community established recovery focused treatment facilities

1980s
• Harm reduction approaches for IDU community, HIV/AIDs
• Consumer advocates established to effect change (Rights)

1990s
• Sector designed diploma level training for AOD workforce (at least 60 per cent in recovery) and agreed to support workers to complete
• Development of Code of Ethics & Association of Addiction Practitioners (dapaanz)
2000s

- Level 7 degree and post-grad qualifications established (including co-existing problems)
- HPCA Act required health professionals to have degrees – SLA reflected this

2010s

- Peer support work training pathway and roles piloted to offer alternative pathway in the field for those in recovery
Currently

- Peer support worker level 4 training (and access to grants for fees)
- Certificate in peer support worker supervision
- Database of supervisors
- Approximately 30 per cent of consumers in clinical roles (level 7+)
- Emerging peer workforce
Values and attitudes in the AOD sector

“Therapeutic pessimism is a major barrier to the effective implementation of a recovery model.”

(David Best 2014)

- AOD workers in Wales estimated 7 per cent of people with a lifetime AOD dependence diagnosis would eventually recover.
- The Centre for Substance Abuse Treatment reported an estimated 58 per cent recovery rate.
Recovery

“A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.”

(SAMHSA, 2011)

Recovery is defined by the person themselves. There are multiple pathways to recovery.
Recovery presence in the AOD sector

- It’s oftentimes already present in some way
- Informal
- Formal
- Dedicated consumer role
- Dedicated peer role
- Participation
- Recruitment process
- Policy
Formal Roles

There are various roles in the AOD sector for people with lived experience...

- Consumer advisors
- Consumer liaison
- Consumer auditors
- Peer support workers
- Peer mentors
- Peer educators
- Peer advocates
Peer work: Needle Exchange Program (NEP)

- In 1987, thanks to the lobbying of HIV positive man, Bruce Burnett, and his supporters, government passed a law allowing pharmacies and exchanges to sell syringes and needles.
- The NZ NEP was the first national needle exchange in the world.
- Exchanges have become a focal point for peer based educational support and advocacy.
Community Alcohol Drug Service (CADS) Consumer Team

- Regional Consumer Advisor works across all services
- Consumer Liaisons work with individual teams, e.g. Auckland Opioid Treatment Service

Roles:
- Presents the interests and perspectives of people who are using, or who have used, services.
- Provides ways for people to feed back about their experiences of services.
- Strategic planning, service development and review, quality assurance and improvement activities, staff selection and training.
Pregnancy and Parental Services (PPS)

A mobile outreach service for pregnant women and parents of children under 3 years old. Peer support worker role developed in response to client feedback.

*Integrated model*

- Models positive recovery to enhance client’s self efficacy/self esteem
- Supports clients to engage with wider community
- Supports with discharge from PPS
- Current peer support worker was a client of PPS some years ago.
Recovery Solutions

NGO specialising in AOD and mental health issues. Peer support workers work in partnership with clients, connecting and building community support.

*Integrated model*

- Peer support worker and clinician offer practical advice and support to make sustainable changes to promote recovery.
- Mobile services to work with clients in their communities.
How do we support the roles?

- Belief that the role adds value
- Qualifications (not just a warm body)
- Not just the school of hard knocks – need to build networks, relationship and communication skills
- Values aligned with the service
- Good clear job description
- Solid orientation to the whole team
- Regular relevant supervision
- Robust self care in place
Competencies for the mental health and addiction service user, consumer and peer workforce
Service user, consumer and peer workforce
A guide for managers and employers
Supporting the growth (de-stigmatisation)

As an emerging profession it is important the sector is ready for us and we are ready for the sector.

- Peer and Consumer days three time a year
- Certificated supervision training
- In talks with dapaanz
- Recovery stories project
A voice of lived experience translates...

**OST and you**

*A guide to Opioid Substitution Treatment*

**What is opioid substitution treatment?**

*Information on OST for family, whānau and support people*

Kia ora, Talofa lava, Mata e lelei, Kia orana, Taloha ni, Fakaalofa lahi atu, Bula vinaka, Ni hao, Namaste

We know it can be really difficult and stressful watching loved ones go through difficult times as a result of their drug use, and we also know that this will have impacted on you. This information booklet is here to help shed some light on OST so you can feel well supported to understand this treatment option.
Real people share their recovery stories

www.matuaraki.org.nz/recoverystories
Lessons learned

• One consumer vs group perspective
• Isolation in practice
• Employer considerations of peer roles
• Leadership and support
• Reviews

*It’s about doing the right thing not the easy thing.*
What next?

• Continue to participate in policy at a local and national level

• Work collaboratively with other workforce centres to support the development of peer and consumer roles across special populations i.e. Māori, Pasifika, youth.

• Development of peer and consumer pathways aligned to an education qualification.

• Collaborate to support services to employ peers and/or consumers.
“Recovering people working in the sector are part of the solution; recovery gives back what addiction has taken-from individuals, families and communities”

(W.White)
Conclusion

• Addiction recovery is a reality in the lives of millions of individuals, families and communities

• There are many paths to recovery – and all are cause for celebration

• Recovery flourishes in supportive communities

• AOD services can support the change process and link people into the community

\( (W. \text{ White}, 2006) \)
Acknowledgment and gratitude

We acknowledge the people who come through our doors seeking support to make changes in their lives. No matter what gets us in the door. It takes courage and humility to front up.

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References


