

Ethical Guidelines and Practice Standards for Organizations Hiring Peers

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Welcome to Interrelate! We are an international mental health survivor / consumer coalition. Our aim is to promote recovery and wellbeing through hope and empowerment.



Discover Interrelate

Who we are, our history and what we



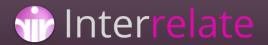
Meet our members

Mental health organizations and individual leaders from 9 differen



Download resources

Papers we wrote on mental health leadership, peer support, recovery, and



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What is Interrelate?

Interrelate is an international coalition of mental health service user / consumer leader organizations and individuals. It was launched in Canada in 2007 at the <u>International Initiative for Mental Health Leadership</u>. For more information about the early days of Interrelate please read this <u>document</u> (format: PDF).

We connect members from <u>9 different countries</u>. Together, we share a wealth of expertise in mental health, gained either through lived experience, education, work or often a combination of all three.

We ensure we keep in touch with our <u>regular skype meetings</u> and, every 16 months, we participate to an <u>international exchange</u> along with other mental health leaders from all over the world.

What does Interrelate do?

Interrelate aims to inspire hope and strengthen the capacity of people with mental health issues to lead national and international policy, and achieve recovery and wellbeing. It does this through creating a space to:

World Health Organization's Quality-Rights

"In many countries, the quality of care ...is poor or even harmful and can actively hinder recovery...[care is] intended to keep people and their conditions 'under control' rather than to enhance their autonomy and improve their quality of life. People are seen as 'objects of treatment' rather than human beings with the same rights and entitlements as everybody else.."

Proposal for International Standards for Provider Organizations Hiring Peer Support workers by Interrelate

Challenge: Throughout the world persons with lived experience are being hired to work as peer supporters... often facing difficulties because the host organizations do not understand the ethical guidelines that are the basis of the recovery journey

Response to this challenge:

To develop effective peer support roles, a universal set of practice standards for peer supporters is necessary to enable peer support and non-peer staff, ... to better understand peer supporter values, 1500 peers in the US, ...drafted a set of National **Ethical Guidelines and Practice Standards for peer** supporters. (Coordinated by National Association of Peer Supporters, NAPS)

Proposal for Implementing these Standards of Practice for Peers:

For Peer Support to be effective, provider organizations hiring peers need to operate by a set of Ethical Guidelines and Standards of Care developed by peers.

Standards for Organizations Hiring Peer Supporters

With nearly 1,500 peer supporters responding to surveys and participating in focus groups, 12 key values were identified and validated as a basis for this work. We used these ethical guidelines to create Standards of Practice for the organizations hiring peers

ETHICAL GUIDELINES	STANDARDS OF CARE
Voluntary, minimally coercive	Support choice
Being coerced interferes with recovery. Voluntary services build trust	Alternatives to hospitalization; right to voluntary services
Nurture hope	Carry hope in your heart
Believing that recovery is possible	Bring in a culture of recovery
Be nonjudgmental	Withhold judgment
"Meet people where they are at" even if the other person's beliefs are different	Embrace differences as potential learning opportunities.

ETHICAL GUIDELINES	STANDARDS OF CARE
Be empathetic	Practice emotional sensitivity
Emotionally connect by "putting yourself in the other person's shoes."	Practice effective listening skills that are non-judgmental.
Be respectful	Use curious inquiry
Each person's voice in an organization and in the community is valued	Embrace diversity of culture and respect the rights of persons
Facilitate positive change	Educate and advocate
Treat people as human beings, avoid degrading and be an agent for change	Act as advocates and facilitate change
Be honest and direct	Caring and compassionate
Recognize importance of privacy, abuse, crisis and safety.	Compassionately discuss privacy, abuse, crisis, and safety.

ETHICAL GUIDELINES	STANDARDS OF CARE
Optimize mutuality	Encourage giving and
Each person has things to teach and learn.	receiving
	Honor a relationships of power- sharing and mutuality
Share power	Embody equality
Sharing power so persons can express ideas and opinions, and contribute.	Behave in ways that reflect respect and mutuality with those served.
Strengths-focused Each person has skills, gifts and talents they can use to better their own life.	What's strong not what's wrong Don't fix or do for others what they can do for themselves.

ETHICAL GUIDELINES	STANDARDS OF CARE
Be transparent	Set clear expectations and
Be clear about the reality of the	use plain language
relationships formed, the channels formed with person, and what you can and cannot offer	Use language that is clear, understandable and value and judgment free.
Be person-driven All people have a fundamental right to make decisions about things related to their lives	Collaborative planning Encourage persons to decide what they want in life and how to achieve it

Appeal to IIMHL:

In order to ensure that providers in our countries carry out these proposed Standards of Care, the mental health administrations of these countries need to develop a set of policies and quality improvement processes that reward providers that incorporate these standards.

Future Direction for Interrelate:

Reach out to other countries through issues of human rights, based upon the UN Convention for the Rights of Persons with Disabilities

Article 12 - Equal recognition before the law

- 1. States Parties reaffirm that persons with disabilities have the right to recognition everywhere as persons before the law.
- 2. States Parties shall recognize that persons with disabilities enjoy legal capacity on an equal basis with others in all aspects of life.