

Staff Selection Participation Policy

Placing high value on the lived experience of mental illness



Goal

COPMI seeks to employ staff who display evidence of empathy for people with lived experience, insight and comfortable interaction alongside appropriate qualifications, training and experience.

Purpose

The purpose of this policy is to ensure the involvement of people with lived experience in the selection of staff for the COPMI national initiative. To promote shared power and mutual respect between people with lived experience and staff; raise awareness of the skills, knowledge and perspectives of each group; and enhance the quality of staff selection processes at COPMI.

Policy

- All selection interviews for new staff members will, wherever possible, involve a lived experience representative chosen from the lived experience pool.
- People with lived experience involved in selection interviews will be valued as an equal member of the selection panel.
- People with lived experience will be remunerated for participation in the interview process.
- The lived experience representative on the staff selection panel will be chosen by the chairperson of the panel on the basis that they have no client or professional relationship with any applicant to be interviewed.
- The applicants will be notified of the members of the interview panel prior to the interview to ensure that there is no client or professional relationship that may interfere with the person with lived experience or the applicant undertaking their role to an optimum level.
- The chairperson will be clear about the roles and responsibilities of each panel member, including the process for asking questions and contacting referees.
- The lived experience representative may contact the chairperson prior to the interview and arrange to meet with them to discuss the interview process prior to the interview if required.
- Debriefing opportunities will be facilitated with participating people with lived experience by the COPMI Lived Experience Coordinator or other COPMI team member as required.

Outcomes

- Improved staff awareness and sensitivity to the needs and knowledge of people with lived experience.
- Increased effective partnerships with people with lived experience.
- Staff and lived experience collaboration in staff selection.

References

An Evaluation of the Consumer Participation in Staff Selection Strategy at Northern Area Mental Health Service, Lyndall Grimshaw, November 2003

National Standards for Mental Health Services, Standard 3 - Consumer and Carer Participation, 2010

Northern Area Mental Health Service (VIC) Policy on Consumer Participation in Staff Selection