



Snapshot – The Wellness Initiative

The Wellness Initiative is an NDIS-registered, peer led, social enterprise that was founded in 2018. The Wellness Initiative employ 20 staff all in designated LE (Peer) roles including: Directors, Engagement Coordinator, Recovery Coaches and Peer Support Worker roles. As all staff have a lived experience, there is a workplace culture that fosters intuitive understanding and support as well as empathy for each team members life experiences.

I have learnt a great deal from my LE (Peer) colleagues including a wealth of meaningful advice delivered with gentleness and care. They also model practices, bringing humour and normalising challenging experiences in their approaches to the work.

- Wellness Initiative LE (Peer) worker

The Wellness Initiative offers a variety of programs:

One-to-One recovery-oriented Peer Support

A one-to-one Peer Support service aims to connect participants with someone who understands the challenges of mental health struggles due to having personal experience of a mental health and wellbeing recovery journey. LE (Peer) workers work together with participants to discover what they wish to achieve; their goals and intentions for their life and wellness.

One-to-One accredited Wellness Recovery Action Plan (WRAP) Course

WRAP is a Peer Facilitated Wellness Course which means that facilitators actively use WRAP in their own lives to stay well. As participants go through the content of a WRAP Course they will explore concepts like: Hope, Personal Responsibility, Education, Self-Advocacy and Support; and they will develop a total of 6 Wellness Plans full of ideas for how to help themselves and take control of their life.

Group accredited Wellness Recovery Action Plan (WRAP) courses

The group accredited WRAP course is the same as the One-to-One WRAP Course but in a group format. By completing WRAP in a group format, participants have the opportunity to hear from others' perspectives about what it is to live well and stay well.

LE (Peer) led Trauma Aware Care Training

This workshop is run completely by LE (Peers) with a lived experience of trauma and focuses on care workers' awareness of trauma in their work, their duty of care as a practitioner and sharing information needed to provide holistic care and emotional safety.

External Peer Supervision for LE (Peer) Workers

The Wellness Initiative offers external LE (Peer) reflective practice supervision to LE (Peer) workers in the mental health, suicide prevention and alcohol and other drug sectors. This provides access to professional development in working with LE (Peer) principles and values in a safe and reciprocal way.

LE (Peer) supervision has developed my skills and this not only benefits me but participants who access our services because I am recharged and refreshed.

- The Wellness Initiative LE (Peer) worker

When establishing The Wellness Initiative clear policies and procedures around professional boundaries for LE (Peer) staff was important. Fortunately, the founders of The Wellness Initiative were skilled in Lived Experience workforce management. They have developed a model regarding employing and retaining LE (Peer) staff that works well and is continually being improved. The Wellness Initiative has a strong emphasis on honesty, openness, and wellbeing. They understand the importance of personal health and self-care for LE (Peer) staff to deliver best practice.

The transparency and honest way the Wellness Initiative works gives me clarity and safety.

- The Wellness Initiative LE (Peer) worker

The Wellness Initiative's vision for the future includes expanding their LE (Peer) workforce in offering peer led programs to build a thriving WA community.

