



MEMORANDUM

Rev. No.	01
Rev. Date	15 Nov 10
Page 1 of 1	
L1867MS01	

DATE: July 13, 2023

TO: Peer Support Group; 2130; 1000

FROM: Steve Joy – Provincial President
Sharon Hubley – Chairperson Education Committee,

RE: Peer Support Member Request

As discussed at the AGM the Peer Support Program is being restructured. If you are a Peer Support member and wish to remain, please fill out the application. We are seeking volunteers that are **not** a Unit President and encourage members from diversity groups to apply.

We would like to have one (1) Peer Support Person from each Unit.

Please read the attached criteria and fill in the application form and then submit it to the Union office. Training will be provided.

This is also posted on our website.

Thank you.



APPLICATION FOR PEER SUPPORT PERSONS

Rev. No.	02
Rev. Date	27 May 16
Page 1 of 2	
L1867PS02	

PEER SUPPORT SYSTEM FOR CUPE EMPLOYEES AT NOVA SCOTIA PUBLIC WORKS

Personal Information	
Name:	Date:
Address:	
Phone#:	E-Mail:
Base Location:	Fax #
Unit Number:	Unit President:

Do you hold office on either unit or provincial executives? Yes <input type="checkbox"/> No <input type="checkbox"/>
If so, what position?
Please read the following Peer Support Person Criteria (attached). Comments, if any:



APPLICATION FOR PEER SUPPORT PERSONS

Rev. No.	02
Rev. Date	27 May 16
Page 2 of 2	
L1867PS02	

Criteria of Peer Support Person for CUPE Employees:

- ❖ Should be a Public Works employee and a full-time member of CUPE

Communication Skills:

- ❖ Demonstrates effective skills by responding to questions and comments; seldom interrupts others who are speaking; and can accurately summarize the comments of others.
- ❖ Ability to give feedback on opinions, observations, and conclusions such that they are understood.
- ❖ Ability to use effective questioning techniques.
- ❖ Ability to communicate ideas and concepts effectively.
- ❖ Ability to listen attentively.
- ❖ Ability to educate peers in-group setting.

People Skills/Rapport Building:

- ❖ Ability to adjust behavior to establish trusting rapport with co-workers in times of need or crises.

Credibility:

- ❖ Is well respected by peers, subordinates and superiors.

Self Confidence:

- ❖ Ability to use good judgment when faced with difficult questions, difficult moments and sensitive issues.
- ❖ Ability to use participants as resources and encourages participation.
- ❖ Ability to accommodate individual differences.
- ❖ Aware of limitation – no hesitation for referral to resources.

Employee Privacy:

- ❖ Ability to use good judgment to suggest or implement appropriate, helpful interventions.

Commitment and Availability:

- ❖ Clearly understands and supports the efforts of OH&S and EAP programs.
- ❖ Is fully aware of the commitment and is available for the training period.

Coaching:

- ❖ Ability to motivate and encourage co-workers to access help as required and follow recommendations for health professionals.

Personal Well Being:

- ❖ Absence of active personal programs or active personal trauma (children, relationships, death).
- ❖ Demonstrates positive behavior and coping skills