

POSITION DESCRIPTION

Position Title:	Senior Clinician
Business Unit/Department:	Burnside Prevention & Recovery Care (PARC)
Division:	Mental Health & Wellbeing Services
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement; Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	<i>Registered Psychiatric Nurse:</i> Grade 4 – Year 1 to Year 3 (NP75 to NP77) <i>Social Worker:</i> Grade 4 – Year 1 to Year 4 (HR25 to HR28) <i>Occupational Therapist:</i> Grade 4 – Year 1 to Year 4 (HR9 to HR12); <i>Psychologist:</i> Grade 3 – Year 1 to Year 4 (PL1 to PK4)
Reports To:	Program Manager – Burnside PARC
Direct Reports:	N/A
Date Prepared/Updated:	March 2026

Position Purpose

The Senior Clinician at Burnside PARC (BPARC) plays a pivotal role in the delivery of high quality, consumer and family centred care to consumers, families and carers.

The Senior Clinician will provide clinical leadership to the BPARC clinical and wellbeing staff, collaborate in assessments, provide support and discipline specific and evidenced based interventions to consumers, families and carers. BPARC aims to deliver a therapeutic, recovery oriented and trauma informed service.

The Senior Clinicians will participate, role model and contribute to the development and implementation of the service to achieve the strategic goals in line with best practice and achieving best outcomes for consumer.

Business Unit Overview

The Division of Mental Health and Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.

The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.

Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.

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The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care.

The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

The Burnside PARC (BPARC) is a 10 bed, Prevention and Recovery Care (PARC) facility. BPARC provides short term mental health recovery and rehabilitation to consumer residing across the Northwestern Mental Health region. It is operated in partnership with a Mental Health Community Support Service (MHCSS).

Key Responsibilities

Accountabilities:

- Provide clinical leadership in the form of role modelling and mentoring to clinical and wellbeing staff
- Provide leadership to the team with shift coordination and handover in the absence of the Team Leader or Mental Health Community Support Services (MHCSS) Manager.
- Participate in collaborative mental health assessment with MHCSS staff and consumers.
- Working with consumers who have a more complex lived experience of mental ill health in BPARC, providing support and strategies to other clinicians and MHCSS staff around how-to best support consumers.
- Providing interventions in relation to complex clinical issues, including Dual Diagnosis, to improve consumer level of functioning and quality of life. Simultaneously work collaboratively with consumers, families, carers and MHCSS partner staff in the development, implementation and review of Individual Recovery Plans/Treatment Plans and provision of quality services.
- Possess current, advanced, specialist mental health knowledge and skills, and apply these skills to lead clinical interventions at PARC.
- Work alongside the MHCSS staff to support the daily routine for consumers within PARC
- Deliver discipline specific interventions to consumers and their families/ carers.
- Support the safe administration (nursing only) and supervision of medication at BPARC.
- Develop and deliver group programs based on the identified clinical needs of the consumers staying at
at
BPARC
- Manage portfolios for the team in line with discipline specialities and professional interests
- Support the Team Leader and MHCSS Manager with the coordination of referrals, assessments and feedback of outcomes to consumers and referring services.
- Contribute to service development and continuous improvement projects
- Utilise highly developed mental health skills to support the team to identify and manage consumers presenting with signs of deterioration in mental health or increased risk profiles.
- Provide leadership in ensuring policies, processes and guidelines are implemented and followed consistently.
- Promote, develop and support the peer support workforce across programs.
- Liaise with and build relationships with key internal and external stakeholders

Quality Improvement:

- Participate and lead quality improvement projects alongside management and the broader team.
- Enhance the utilisation and sharing of best practice knowledge and skills across the team.
- Support an environment which promotes continuous improvement in practice
- Support a culture of continuous improvement and actively identifies areas for improvement

Contribution to Service and Systems:

- Support BPARC Leadership in developing and implementing guidelines, protocols, procedures, standards and systems of work set by the organisation.
- Undertake administrative tasks according to the protocols established for the team and required for reporting on the minimum data set reporting framework.
- Contribute to the application of information systems to improve clinical practice and inform clinical decision making

Professional Development:

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- Demonstrate strong ongoing commitment to own professional development and the ability to support and develop knowledge and skills in others.
- Be accountable for own personal professional practice, critical reflection, professional development and performance assessment and review
- Provide discipline specific clinical supervision and support undergraduate and post-graduate students

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- WMHWS programs
- MHCSS partners
- Western Health
- Consumers, carers and support networks

External:

- Family and children services
- Victoria Police
- Area mental health services
- Department of Health
- Community service sector
- Primary care sector

Selection Criteria

Formal Qualification(s) & Required Registration(s):

Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, bachelor's degree in nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Occupational Therapists:

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).

Psychologists:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia.

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
- Minimum 5 years' experience working in an adult, child and adolescent or perinatal public mental health setting/s. For Social work applicants - a minimum of 7 years' experience required.
- Demonstrated high level mental health assessment and intervention skills, including discipline specific interventions
- Demonstrated commitment to consumer centred and recovery-oriented care
- Highly developed verbal and written communication skills
- Demonstrated experience in participating in continuous improvement projects

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Essential:

- Demonstrated ability to identify and harness opportunities for innovation and collaboration on improving service delivery resulting in demonstrable outcomes.
- Demonstrated ability to work both autonomously and as part of a multidisciplinary team
- Demonstrated problem solving and conflict resolution skills
- Ability to provide discipline specific clinical supervision to other clinicians and students
- Be familiar with and adhere to relevant professional codes of ethics, the values of Western Health, and relevant legislation, in particular: the Mental Health and Wellbeing Act (2022), Children, Youth and Families Act 2005, Child Wellbeing and Safety Act 2005, Family Violence Protection Act 2008, the
- Guardianship & Administration Act (2019), Victorian Charter of Human Rights and Responsibilities Act 2006 and clinicians' responsibilities under s141 Health Services Act with regard to the sharing of health information.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts
- Hold a current driver's licence and capacity to use in this role.
- Ability to navigate IT systems and have proficiency in MS Office

Desirable:

- Experience working within PARC's
- Ability to speak a second language

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement

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- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understood its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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