

Position Description

Lead Clinician AH3/RPN4

Classification:	Registered Psychiatric Nurse Grade 4 Clinical Psychologist Grade 3 Occupational Therapist Grade 3 Social Worker Grade 3
Business unit/department:	Prevention and Recovery Care Adult & Older Adult Mental Health Services
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> (Remote)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment type:	Part-Time
Hours per week:	24 hours per week
Reports to:	Manager of CRP & PARC
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	December 2025

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The PARC Lead Clinician is accountable to the Manager of the Community Recovery Program (CRP) and PARC (PARC) and will work collaboratively with the Mental Health Community Support Services (MHCSS) provider (Mind Australia) and with the broader Mental Health Division staff.

About the Directorate/Division/Department

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Adult Mental Health Services

- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

The Prevention and Recovery Care Service sits within the Adult & Older Adult Mental Health Service Directorate and provides short-term (less than 28 days) residential, recovery focused mental health intervention for persons residing in Banyule and Nillumbik. PARC provides services through a collaborative partnership with an NGO (MIND Australia) and is serviced 24hrs, with Lead Clinicians working from 0830-1700hrs across 7 days.

The Lead Clinician is recognised as a clinical leader within the PARC team. The role forms part of the PARC leadership group, and works as a delegate of the PARC Manager to model the core values of Austin Health as well as promote the partnership with our collaborative partners.

He/she/they are responsible for ensuring the delivery of evidence based mental health nursing care that meets professional, organisational, legal and ethical standards in order to optimise health outcomes for the community. Specifically, the role undertakes this by providing effective oversight of the daily clinical operations of PARC and uses their clinical expertise to provide clinical guidance and direction within the Recovery Oriented Framework.

As member of the clinical team, the Lead Clinician is responsible for

The Lead Clinician is responsible for fostering a positive team culture, a safe working environment and the effective utilisation of financial resources, whilst supporting the Manager to drive change and implement continuous service improvements.

Position responsibilities

Role Specific:

- Screening referrals to PARC and providing a timely response to all referrals and bed access requests, as well as communicating bed availability among the wider mental health division
- Coordinating and conducting mental state and risk assessments as part of the intake process
- Develop acute management plans in consultation with the team and within stated time frames
- Monitor admitted consumers' mental state and risk on a regular basis and escalate any concerns or deterioration to the treating psychiatric team
- Support residents in executing basic medical and pharmacological interventions and monitoring their effect
- Liaise with stakeholders including family and carers as necessary to coordinate care
- Support discharge planning and make relevant referrals in conjunction with residents and the wider PARC team
- Participating in and contributing to the weekly multi-disciplinary care review meetings
- Support as required the MIND staff in delivering the therapeutic group program
- Work collaboratively with the MIND team leader to support the day-to-day running of the service from a bed-flow and clinical risk and needs perspective
- Efficiently and effectively communicate and coordinate tasks with the other lead clinician sharing the role



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- Escalate any operational concerns as required to PARC management

Direct Clinical Care;

- Plan and deliver education and teaching in clinical areas in response to nursing needs.
- Lead others to develop skills in comprehensive care planning to maximise patient outcomes and achieve goals of care.
- Lead and advise in partnership with multidisciplinary team, to address abnormalities in assessment information in all clinical situations.
- Lead and advise in partnership with multidisciplinary team to ensure goals of care and planned patient outcomes are achieved.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching.
- Provide expert clinical advice in collaboration with the patient/family and MDT; actively communicate in the treatment decision making.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Lead others to develop skills in utilisation and interpretation of assessment information.
- Facilitate multidisciplinary care planning processes to achieve clinical outcomes and complex discharges.
- Lead the multidisciplinary team handover, huddles and advise on key priorities.
- Provide expertise in management of complex situations and generate alternative course of action.

Education;

- Facilitate staff learning through development of cross discipline relationships and networks.
- Provide mentorship/ coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Lead/coordinate local networks and forums to share and extend professional knowledge and build collegial relationships.
- Identify and implement strategies to support staff with their learning needs.

Research;

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Lead, guide and support others to deliver evidence-based practice.
- Identify best practice research to address gaps in nursing practice.
- Create, participate and support others in the development of evidence-based guidelines.
- Contribute to local research activities including selecting appropriate research methodology, and data analysis strategies.

Support of Systems;



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- Contribute to organisational level strategic planning and drives local strategic plan initiatives.
- Actively promote the Austin Nursing Vision and contribute to the initiatives designed to achieve the vision.
- Lead initiatives aligned to NSQHSS to drive practice improvement at the local level.
- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- Support and lead others to develop and undertake evidence-based quality activities based on clinical audit results.
- Support others to develop insight into practice gaps and guide them to utilise resources/clinical audit findings in local clinical area.
- Develop others to be skilled in the ability to utilise all Austin Clinical informatics systems.
- Lead staff to adhere to organisational EMR policy and practice.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

Professional Leadership;

- Influence nursing clinical leadership and provide advice related to NMBA Decision Making Framework across Austin Health and wider context.
- Demonstrate high levels of self-agility and maintain focus even during times of uncertainty and change.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Establish systems and processes to ensure excellence and accountability in delivery of safe, effective healthcare.
- Practice high-level communication and leadership skills consistently.
- Establish a culture that values and celebrates leadership.
- Create a culture of nursing practice where teamwork, diversity and inclusion are central to delivery of care.

Selection criteria

Essential skills and experience:

- A current Victorian Driver's License (without restrictions), and ability to drive a work vehicle.
- A current Working with Children's Check (without restrictions).
- Relevant, 5 minimum years of post-graduate experience in a tertiary mental health setting -
- Demonstrated commitment to care of consumers in the least restrictive and intrusive manner, respecting rights, privacy and dignity.
- Demonstrated commitment to working collaboratively with consumers and carers, to promote self-determination and progress toward personal recovery goals.
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Well-developed interpersonal skills to effectively communicate with consumers who are potentially new to tertiary mental health service
- Demonstrated ability to develop effective relationships with colleagues, both Austin and community based as well as other relevant external stakeholders.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health.
- Thorough knowledge of trauma informed care and therapeutic healing practices.



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- Sound knowledge of The Victorian Mental Health and Wellbeing Act (2022) and other relevant legislation.
- Excellent organisational and time management skills and ability to work as an independent clinician

Desirable but not essential:

- Demonstrated ability to provide leadership to a multidisciplinary team with willingness to further develop these skills.
- Therapeutic group work experience
- Strong knowledge of the NGO sector and partnership work with services such as MIND Australia
- Experience with or awareness of tertiary and secondary mental health and community services available in the local area
- Evidence of on-going professional development.
- Demonstrated capacity to undertake/support research, publication and public presentation

Professional qualifications and registration requirements

- Registration via the Australian Health Practitioner Regulation Agency (all disciplines except Social Work):
- Registration with the Nursing and Midwifery Board of Australia (NMBA) and approved post graduate qualifications in psychiatric nursing and/or relevant experience; or
- Registration with the Occupational Therapy Board of Australia and 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.);or
- Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Practice endorsement as a Clinical Psychologist with the Psychology Board of Australia, austin.org.au and a minimum 10 year post-graduate experience Recognised supervisor status with the Psychology Board of Australia.
- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:



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- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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