

POSITION DESCRIPTION – Bayside Health

Date revised:	19/1/2026
Position:	Counsellor
Award / Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification Title:	Subject to qualifications and experience
Department / Unit:	Counselling
Care Group:	Regional
Accountable to:	Team Leader/Program Coordinator

About Bayside Health

Bayside Health is a public health service delivering high-quality care across every stage of life for close to 1.2 million people living in metropolitan Melbourne, the Mornington Peninsula, Koo Wee Rup, Bass Coast and Southern Gippsland.

We have more than 15 main sites, including hospitals, centres and clinics that provide comprehensive care from welcoming newborns to supporting older people and a full range of services in between.

More than 22,000 dedicated staff are focussed on providing exceptional, equitable, and locally connected care through shared expertise, compassion, and a commitment to continuous growth. Education and training are central to staff development as we encourage all employees to strive and thrive.

Bayside Health was formed following the merger of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Kooweerup Regional Health Service and Peninsula Health on 1 January 2026.

Care Groups

Bayside Health is organised into three care groups:

- 1. Alfred Care Group** operates The Alfred, Caulfield Hospital, Sandringham Hospital and Melbourne Sexual Health Centre. Australia's busiest Emergency and Trauma Centre and largest Intensive Care Unit is located at The Alfred. From here we provide nineteen statewide services to support the Victorian community. It is also the largest site for clinical trials in Australia.
- 2. Peninsula Care Group** operates Frankston Hospital, the new Peninsula University Hospital and Rosebud Hospital among other sites and facilities. The new hospital will transform local care with dedicated wards and services. The group also operates MePACS, a personal alarm service, which cares for around 50,000 elderly and vulnerable people across Australia.

3. **Bayside Regional Care Group** operates sites at Kooweerup, Korumburra, Leongatha, Phillip Island and Wonthaggi and specialises in rural and regional care.

Our Code of Conduct

Our staff are expected to demonstrate and uphold the behaviours set out in Bayside Health's Code of Conduct.

Division

Position Summary

The counsellor supports the health and wellbeing of children and adults, and their associated families, friends and associates, impacted by family violence, sexual assault and other diverse social, emotional, physical, developmental, gender and cultural needs of clients across the lifespan.

Key duties and responsibilities

Key capabilities

- Provide trauma-informed counselling to children, young people and adults within a 6-12 session model
- Deliver developmentally appropriate counselling to children and young people.
- Provide dyadic and family-inclusive counselling (parent-child/carer-child).
- Assessment, risk assessment and safety planning.
- Respond to disclosures in line with legislative and organisational requirements.
- Engage in individual and peer supervision
- Work flexibly across all waitlists within the counselling program
- Contribute to service targets whilst maintaining clinical integrity
- Participate in integrated and multidisciplinary care
- Contribute to a positive team culture, ongoing service planning and model of care development

Quality, safety, risk and improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and guidelines.
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate safety, quality & risk concerns to the appropriate staff member if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient-Centred Care.
- Comply with Bayside Health's mandatory continuing professional development requirements.

- Comply with National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Maintain responsibility for supporting enterprise security.

Other requirements for all Bayside Health staff

- Ensure compliance with relevant Bayside Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- 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 Bayside Health.
- Comply with Bayside Health's medication management and medication safety policies and guidelines.
- Comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Research activities will be undertaken commensurate with the role.
- In accordance with Directions made by the Secretary, Department of Health, all Bayside Health employees working in Category A or B roles (as determined by the department's risk ratings) must be vaccinated against Influenza with a TGA approved vaccine

QUALIFICATIONS/EXPERIENCE REQUIRED

Essential

- Tertiary qualifications in Social Work, Counselling or Psychology
- Eligibility for professional membership (AASW, APS, PACFA, ACA)
- Must meet the requirement of clinical level registration with eligible peak body
- Demonstrated experience working therapeutically with people affected by sexual assault, family violence and complex issues across the lifespan
 - Demonstrated experience and knowledge working therapeutically with children and families
- A strong working knowledge of the evidence base surrounding commonly presenting issues and theoretical frameworks in the field of sexual assault and family violence
 - Trained in the Multi-Agency Risk Assessment and Management Framework, Child Information Sharing Scheme (CISS) and Family Violence Information Sharing Scheme (FVISS)
 - Highly developed therapeutic skill base in the practice of counselling including demonstrated proficiency in psychosocial assessment and case formulation
 - Sound knowledge and understanding of relevant legislation, policies and strategic directions relating to sexual assault and family violence
 - Demonstrated skill participating as an effective member of a multi-disciplinary team with ability to work autonomously

- Excellent verbal and written communication, interpersonal, and relationship building skills including demonstrated ability to engage across different mediums, i.e., face to face, phone and telehealth
- Demonstrated commitment to achieve KPIs, data integrity and information management
- Current Australian Driver's Licence
- Current Working with Children Check
- Current valid Police Check
- Current NDIS Worker Screening Check

Desirable

- Developed therapeutic skill base for assessment, engagement and working with people who have experienced trauma, abuse and loss
- Experience working with statutory and legislative bodies
- Experience providing community education and professional training
- Experience developing and facilitating group work
- A working knowledge of the evidence base surrounding commonly presenting issues and theoretical frameworks in the field of family violence
- Demonstrated experience and sound knowledge of unique challenges working in regional and rural environments
- A sound, applied understanding of health literacy, self-efficacy, peer support and strength-based models in human services
- Experience in clinical governance and risk management
 - Experience in the delivery of groups within a trauma responsive framework

Commitment to child safety

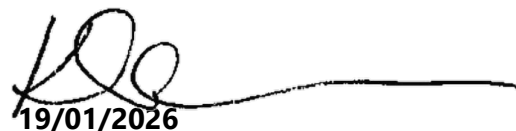
Bayside Health has zero tolerance for child abuse and is committed to acting in the best interest of children in our care. We promote cultural safety and participation of Aboriginal children, children of cultural and linguistic diversity and those with disabilities to keep them safe at all times.

Position Description authorised by:

Name:

Kirsten Weinzierl

Signature:



Date:

19/01/2026