



Our Vision: Older people have access to responsive, high quality aged care services.

Our Mission: Doutta Galla exists to provide access to aged care service options which are affordable and inclusive of people with diverse experiences and backgrounds.

Our Values:



Position Description

Position Title:	Clinical Nurse Specialist – Wound, Ostomy, Incontinence	Position Reports To:	Executive Manager Clinical Governance
Position Purpose:	The Clinical Nurse Specialist - Wound, Ostomy, Incontinence is responsible for ensuring care is of the highest quality for the older person dealing with a variety of chronic and acute skin integrity issues including wounds, ostomies and / or incontinence issues, as well as more complex conditions, including those living with diabetes and the care associated with this disease. This position will work across all Doutta Galla Homes with a reporting line to the Executive Manager Clinical Governance, serving as an advocate, wellness educator, and cheerleader for the older person, especially for those who frequently require relatively painful procedures or interventions.		
Positions Reporting to this Position:	<ul style="list-style-type: none"> • Nil direct reports • This role works closely with the residential clinical teams providing education, guidance and mentoring for their area of expertise. 		

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<p>Qualifications:</p>	<ul style="list-style-type: none"> • Tertiary qualifications in Nursing with a current AHPRA registration as a Division 1 Registered Nurse (mandatory) • Graduate Certificate in Stomal therapy Nursing (preferred) • Graduate Certificate in Diabetes Educator (preferred) • Graduate Certificate in Wound Care (preferred)
<p>Skills:</p>	<ul style="list-style-type: none"> • Registered Nurse Division 1 essential. • Up-to-date knowledge of Commonwealth and State regulatory frameworks and requirements including the Aged Care Quality Standards. • Specialist knowledge of wound types, their cause and preventative strategies, stages of the healing process, treatments when they occur and potential risks or complications of wounds, ostomies and incontinence • Strong clinical governance knowledge and current knowledge on best practice • Excellent written and verbal communication skills. • Knowledge and commitment to Quality Management and Accreditation processes. • Strong project management, organisational and planning skills, with an ability to self-motivate and work independently. • Demonstrated ability to articulate clear decision-making processes. • Ability to work as part of a multi-disciplinary team and to work independently of others. • This specialty requires a combination of patience, empathy and ambition in order to stay up-to-date on best practices and to help the older person overcome physical and mental hurdles.
<p>Experience:</p>	<ul style="list-style-type: none"> • In depth experience in assessing and treating the older person with complex wounds, ostomies, or incontinence conditions. • Demonstrated experience in clinical leadership including using effective communication and interpersonal skills. • Ability to interpret aged care and disability standards and develop and/or implement related policies and procedures. • Ability to implement change management initiatives and projects as required to support the organisation in achieving compliance with legislative requirements. • Ability to assess, review results, and implement necessary improvements to ensure best practice is achieved.

Duties:	
Wound, Ostomy, Incontinence:	<p>Typical duties include but are not limited to:</p> <ul style="list-style-type: none"> • The management of complex skin integrity issues including but not limited to: pressure injuries, chronic and acute ulcers, burns, Incontinence Associated Dermatitis (IADs), diabetic foot wounds and skin tears • Assessing the older person's skin focussing on skin injury prevention strategies • Assessing and monitoring wounds • Creation of wound care chart and wound care plan • Skin treatment and dressing selection • Cleaning and dressing wounds • Multidisciplinary team consultation • Educating the older person and other clinical care staff on injury prevention, wound care, skin tears, infection prevention and control, antimicrobial stewardship, pain management, and pressure injury prevention, staging and care • Completing plans to expedite wound healing and avoid skin breakdown • Working closely with residents, members of the multi-disciplinary team and substitute decision makers to ensure personalized treatment plans are followed correctly in order to prevent future infection or injury • Ensuring clinical care aligns with evidence-based best practice and agreed and documented clinical guidelines, pathways and standards. • Seek feedback from residents, families, staff and contractors regarding the services provided and opportunities for improvement.
Quality:	<ul style="list-style-type: none"> • Develop and implement quality projects, as directed by the Executive Manager Clinical Governance to support the organisation to meet the evolving regulatory requirements across the aged care and disability sectors. • Support, monitor, and where required manage accreditation and unannounced visits, complaints, coroner's requests, and other investigations. • Support the investigation of major complaints including by families and Aged Care Quality and Safety Commission.

- Coordinate and report on internal audit processes, performance indicators and quality activities.
- In collaboration with the organisation's residential clinical teams, collate the organisation's national clinical quality indicators and provide analysis to the Executive Manager Clinical Governance.
- Provide monthly clinical KPI data from all homes and provide commentary regarding status, trends and improvements.
- Conduct review of clinical policies within the Doutta Galla policy framework and where required, update policies in line with best practice and new requirements (legislative, compliance etc).
- In consultation with Clinical Lead / Nurse Educator, provide advice and assistance in organisational projects to meet change requirements introduced by the aged care reforms / aged care Royal Commission
- Under the direction of the Executive Manager Clinical Governance, ensure all regulatory and internal reporting is completed in accordance with required timeframes.
- Support Infection Prevention and Control procedures, practices and standards.
- Support the Home's Leadership teams to ensure efficient and effective delivery of all services and programs in response to resident needs and resident preferences; ensuring best practice.
- Support Doutta Galla's homes to implement and embed any legislative changes including but not limited to the aged care quality standards and disability practice standards.
- Support Homes to be aligned with the values, vision, policies and procedures of Doutta Galla, Charter of Aged Care Rights, the Doutta Galla Employee Code of Conduct & Practice and the National Privacy Principles and Health Privacy Principles.

<p>Professional Responsibility:</p>	<ul style="list-style-type: none"> • Abide by and adhere to Doutta Galla’s human resource policies and procedures and Employee Code of Conduct & Practice, the International Council of Nurses Code of Ethics for Nurses, NMBA Standards of practice, Codes of Conduct and Codes of Ethics. • Contribute to a harmonious workplace and carry out duties in a cooperative and respectful manner which recognises the role of other team members in the delivery of quality care and services. • Actively contribute to the establishment and maintenance of constructive relationships within the Extended Care Services team, the corporate office, the residential Homes, the wider organisation and with external stakeholders. • Communicate in a clear, concise and accurate manner, whilst respecting the opinions and suggestions of others.
<p>OH&S:</p>	<ul style="list-style-type: none"> • Ensure the maintenance of a safe working environment which meets regulatory requirements and undertake all duties in a manner that demonstrates, at all times, due regard for the wellbeing and safety of self, colleagues and residents and other stakeholders. • Adhere to Occupational Health and Safety Act (2004) and regulations, and associated policies, procedures and guidelines. • Respond appropriately to situations of risk or potential risk to residents, staff and the public. • Monitor the safety of equipment and ensure equipment is maintained and used in a safe manner in line with manufacturer’s instructions and organisational guidelines and report any breakdown or requirements. • Actively participate in training and education sessions regarding occupational health and safety. • Understand emergency code management, fire and evacuation procedures and implement if required. • Report immediately all accidents / incidents in accordance with organisational guidelines and where necessary document in accordance with organisational guidelines.

<p>Feedback and Complaints:</p>	<ul style="list-style-type: none"> • Provide support to care and services to the older person and their families by ensuring any queries, comments, suggestions and / or concerns are managed promptly, effectively and efficiently or referred appropriately according role level of responsibility. • Comply with all reporting requirements including incident and Serious Incident Response Scheme (SIRS) reporting. • Comply with all Privacy Legislation requirements and Doutta Galla confidentiality statements when communicating information pertaining to residents, staff and the operations of any Doutta Galla homes or community operation. • Facilitate awareness of and access to advocates, language services and other methods of raising and resolving complaints in accordance with Doutta Galla policies and procedures and within scope of role.
<p>Acknowledgement:</p>	<ul style="list-style-type: none"> • I have read this position description and agree to undertake the duties and responsibilities as listed above. • I understand I am responsible for ensuring I undertake my duties in accordance with the applicable regulatory and legislative Standards. • I understand this position description is subject to review and amendment at any time, as appropriate and approved by HR. • I also acknowledge that I may be required to undertake additional duties and responsibilities from time to time that are not detailed above. • I have read and understood the Doutta Galla Code of Conduct. <p>Name: _____</p> <p>Signature: _____</p> <p>Date: _____</p>