Position Description

Clinical Nurse Consultant A/B- HIP Chronic Wound Service

Classification:	Clinical Nurse Consultant (CNC) A/B (CAPR 3.1 /CAPR 3.2)
Business unit/department:	Health Independence Program (HIP)/Continuing Care Division
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	16 hours
Reports to:	Operational: HIP Specialist Services Manager
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	November 2026

We 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. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

This position is based at Repatriation campus, within the Austin Health Independence Program (HIP) and reports operationally to the HIP Specialist Services Manager and professionally to The Director of Nursing, Repatriation Campus, who is accountable for all aspects of nursing professional leadership within HIP.

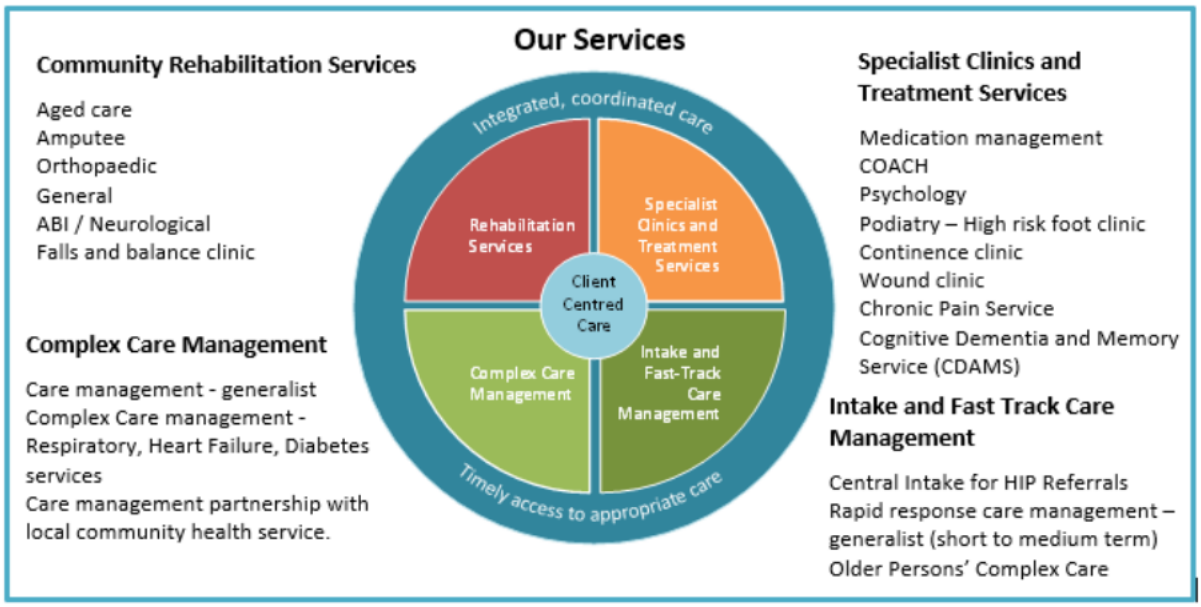
As a Clinical Nurse Consultant, this person will deliver evidence-based nursing care and consultancy in a manner consistent with clinical, professional, organisational, legal and ethical standards to optimise health outcomes for patients with chronic wound issues and health outcomes for the community. This includes regulatory accordance with the Nursing and Midwifery Board of Australia approved Standards for Practice for the Registered Nurse 2016, position accountabilities for the Registered Nurse are described below. Comprehensive detail of the Standards is available at http://www.nursingmidwiferyboard.gov.au. Compliance with the Clinical Governance Framework at Austin Health is also required as part of this role.

About the Directorate/Division/Department

Austin's Health Independence Program (HIP) is funded by the Victorian Department of Health and Human Services and is part of the Continuing Care Division. HIP provides multi-disciplinary services that support people with health problems and other complex conditions to optimise their function and self-management skills so that they can live independently and well in their homes and community.

The Health Independence Program encompasses many of the services that deliver health care to support the transition from hospital to home. These services can also prevent the need for a hospital presentation or stay, with people able to access these services directly from the community.

At Austin, the Health Independence Program encompasses the following services which aim to provide integrated and coordinated care that responds to the client's needs and goals. Our specific services include:



Referral to the HIP Chronic Wound Service is available to patients with chronic wound conditions of more than 6 weeks. The goal is to support these patients to remain at home, preventing unnecessary representation to Emergency or urgent care and/or reducing or eliminating the requirement for admission to an inpatient service. The service runs on Tuesdays and Thursdays with the multi-disciplinary outpatient clinic operating on a Thursday.

Position responsibilities

The Clinical Nurse Consultant (CNC) in the HIP Chronic Wound Service is responsible and accountable for providing a high standard of clinical nursing care to support effective management of patients with chronic wound issues. The CNC works in collaboration with the multidisciplinary team including medical staff, nursing staff, dietitian and podiatrist providing support to patients via phone, telehealth and centre-based appointments.

Direct Clinical Care

- Delivers high quality, coordinated and integrated patient centred care to support the health independence of patients referred to the Chronic Wound Service.
- Provides clinical nursing and health assessment, care planning and interventions/procedures to patients referred to the Chronic Wound Service.
- Participates in training to support delivery of low frequency ultrasound debridement.
- Participates in multi-disciplinary and nurse led clinics, provide nursing support, and recommend appropriate wound treatment and management plans for clients in liaison with treating clinical staff and the community health care team.
- Provides ongoing information, education and health promotion to patients and carers to help them understand their health condition and subsequent care plan.
- Refers to other members of the HIP Chronic Wound Service, and other HIP services for ongoing assessment and management when required.
- As required, provides care independently in the community/at the patient's home.
- Liaises with other relevant people involved in the patient's care including informal support networks, GP (General Practitioner), hospital-based clinicians and community service providers when required.
- Assists with provision of leave cover within the clinical discipline for periods of approved leave and across the HIP as required.
- Takes a leading role in the development of educational resources for patients, their families, and carers.

Support of Systems:

- Uses clinical information systems to guide practice and inform aspects of patient decision making and to evaluate outcomes.
- Evaluates progress and efficiency of wound management strategies using outcome measures, such as tracking readmission rates.
- Ensures documentation meets legal, professional and organisational standards.
- Orders products as required for clinic.
- Ensures maintenance and servicing of equipment used in clinic.
- Invites and assimilates feedback from others by active participation in own performance review process.
- Ensures required clinical records in relevant databases including Scanned Medical Record (SMR) and Cerner are maintained, and that data entry in ACV is completed under current processes.
- Has strong links with the High-Risk Foot Service to ensure patients are seen in the most appropriate service.

Education:

- Maintains ongoing personal and professional development by proactively identifying own areas for development and undertaking further education as required, and/or attending lectures and meetings.
- Provides ongoing education to staff regarding chronic wound issues including presentations and staff in-services.
- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Invites and assimilates feedback from others by active participation in own performance review process.
- Supports student placements in Chronic Wound Clinic.

Professional Leadership

- Demonstrates strong mentoring skills within the multidisciplinary team including ensuring staff complete a thorough orientation process and understand all clinic procedures, and by providing clinical supervision to the nursing staff working a part of the chronic wound service.
- Seeks opportunity to embed evidence into clinical practice and encourages staff to participate in literature review/conference presentation/ attendance or journal publication.
- Undertakes reviews of existing practice, local policies and procedures to ensure best practice outcomes, with all local policies and procedures being current and up to date.

Key Performance Indicators:

- Delivers high quality patient centred care.
- Continually seeks ways to improve systems and procedures.
- Demonstrates integrity by building trust and mutual respect between self, colleagues and stakeholders.
- Proactively reports any system and safety non-compliance and implements remedial action plans.
- Reflects on practice in line with Austin Health values and applies these when interacting with others.
- Promotes and ensures a safe and healthy workplace through regular audits, incident review and implements recommendations.
- Intervenes in a timely manner if values are breached in the workplace.

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values
- Level 1 training in lymphoedema management (preferred)
- Patient-centred approach to evidence-based care delivery
- Show superior contemporary clinical skills and knowledge in assessment, treatment and management of chronic wounds.
- Excellent organisation, time-management skills, and attention to detail
- Excellent written and verbal communication and interpersonal skills
- Demonstrated ability to be innovative, resourceful, and adaptive to change.
- Commitment to continuous quality improvement and safety
- Demonstrated ability to identify and appropriately manage risks.
- Demonstrated ability to consult and collaborate with others and work as an effective member of a team to meet patient needs and the goals of the Service.
- High level of reliability and professional conduct
- Sound experience in utilising information technology to optimise patient care, including electronic medical record systems, clinical systems, and business software.
- Ability to ensure all administrative documentation and processes are completed in a manner consistent with organisational policies and procedures, legislative and regulatory requirements.
- Be an active participant of a wound management group and/or wound nurse special interest group if this is available.
- Understanding of the principles of self-management and complex care.
- Current Victorian Driver's license

Desirable but not essential:

- Level 2 Lymphoedema training
- Certificate, Diploma or Masters of Wound Care
- Extensive relevant experience in a clinical nursing role
- Demonstrated experience in leading quality initiatives.
- Experience working in acute, subacute, and ambulatory care settings.
- Experience in clinically based education
- Experience in nursing research and research skills.
- Awareness and understanding of the Health Independence Program Guidelines.

Professional qualifications and registration requirements

- Registered Nurse, registered with the Nursing and Midwifery Board of Australia (NMBA)
- Relevant post graduate qualification (or working towards) in wound nursing or equivalent (stoma, plastic surgery nursing, vascular surgery nursing or dermatology nursing may be considered) or credentialled Advanced Wound Clinician (Wounds Australia)

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:

- 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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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.