

Position Description

Stomal Therapy Clinical Nurse Consultant

Classification:	ZA 8 - Clinic Nurse Consultant C
Business unit/department:	Colorectal
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 Choose an item. Choose an item.
Employment type:	Parental Leave Backfill
Hours per week:	As per contract
Reports to:	Divisional Manager
Direct reports:	Nil
Financial management:	Nil
Date:	April 2026

Position purpose

The Clinical Nurse Consultant is accountable for the effective clinical nursing management of patients/clients within a specific patient/client group, demonstrating superior consolidated clinical skill. This position will contribute to clinical nursing service delivery and direction, clinical quality and risk, service performance and care standards within the area of specialty and/or responsibility. This role will deliver evidence-based nursing care that meets professional, organisational, legal and ethical standards in order to optimise health outcomes for the community.

This position involves working within the existing Austin Health Stomal Therapy service. The Stomal Therapist in consultation with the multi-disciplinary team provides effective education, training and/or rehabilitation to patients who are about to have or already have a stoma, require management of complex entero-cutaneous fistulae and problematic wound or drain management.

About the Colorectal Department

The Department of Colorectal Surgery is located on Level 8 of the Harold Stokes Building, Austin Hospital Campus, with clinical functions based within the Austin Tower on Ward 8 East and The Surgery Centre (TSC) at the Repatriation Campus.

The medical team comprises consultant colorectal surgeons, accredited and unaccredited general surgical registrars, hospital medical officers (HMOs), one CSSANZ fellow, one research fellow, and clinical nurse consultants (CNCs) in stomal therapy.

The department provides a comprehensive range of inpatient and outpatient colorectal services, including surgical consultations, endoscopy, anorectal manometry, and specialist colorectal surgical procedures. The unit has recently introduced robotic surgery at Austin Health. In collaboration with other general surgical units, the Colorectal Department also undertakes one-quarter of the general surgical on-call service at Austin Health.

The department maintains strong academic links with the University of Melbourne and is actively involved in teaching, training, and research at both undergraduate and postgraduate levels.

Position responsibilities

Direct Clinical Care:

- Delivers pre-op counselling & siting of all elective and emergency (if possible) patients requiring possible stoma formation.
- Coordination of ongoing supplies for all new and existing stoma patients with relevant Stoma Association; ensures patients have necessary stock during hospital stay and upon discharge.
- Provides consultation & advice on problematic stomas, complex enterocutaneous fistulae, wound and drain site management
- Conduct nurse-led stomal therapy clinics for follow-up of all new patients, new referrals, and general or urgent reviews.
- Attend Colorectal and Urology pre-admission clinics.
- Support surgical clinics as required through patient review and follow-up.
- Undertake patient booking/managing appointments for stomal clinic
- Provide clinical expertise to external partners (district nursing, GPs) to support community-based patient management, and mentor others in comprehensive care planning to optimise patient outcomes.
- Lead and provide expert advice in partnership with the multidisciplinary team (MDT) to ensure goals of care are established and patient outcomes achieved.
- Share expert clinical knowledge with point-of-care nurses through effective communication, role modelling, and teaching.
- Collaborate with patients, families, and the MDT to provide expert clinical advice and actively contribute to treatment decision-making.



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- Provide leadership and guidance in discharge planning, ensuring alignment with patient goals of care.
- Recognise the scope and limitations of practice, and seek input from other experts when required.
- Lead skill development in the use and interpretation of assessment information to inform care planning.
- Facilitate multidisciplinary care planning processes to deliver clinical outcomes and manage complex discharges.
- Lead MDT handovers and huddles, identifying and advising on key priorities.
- Provide expertise in managing complex situations, generating and advising on alternative courses 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.
- Delivers intense in-patient education and provides support to patients and/or carers post operatively to effectively manage and care of the stoma formation

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:

- Respond within expected timeframes to data queries as they arise.
- Provide reports as appropriate upon request on stomal therapy nurse consultant activity, patient outcomes and complications.
- In a consulting capacity, provides clinical nursing expertise and direction in line with clinical standards policies and procedures to both internal and external customers, including providing high level nursing assessment, care planning and interventions/procedures.
- Assist in the ongoing review of nursing and Stomal Therapy specific policies and procedures.
- Provides efficient customer focused service commensurate with senior status and role.
- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.
- Use of clinical and operational information systems to inform decision making and



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evaluate outcomes.

- Active participation in interdisciplinary committees and working parties, locally and organisation-wide as required.
- Provide timely performance feedback, coaching and guidance when needed in accordance with the performance management policy.
- Actively contribute to the accreditation process, including achieving compliance with the National Safety & Quality Health Service Standards.

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.
- Is constantly scanning the environment, benchmarking with like services to ensure the unit is a leader in clinical care

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Post Graduate qualification in Stomal Therapy nursing
- Demonstration of innovative leadership skills and initiatives
- Recent clinical experience in stomal therapy
- Membership of specific specialty Association and/or nursing professional body as required.
- Excellent organisation, time-management skills and attention to detail.
- Excellent written and verbal communication and interpersonal skills.
- Demonstrated analytical and problem solving ability.
- Ability to work collaboratively as a team member and with the other Nurse Coordinators, and autonomously to meet patient needs and the goals of the Unit.
- Sound experience in utilising information technology to optimise patient care, including electronic medical record systems, clinical systems, and business software



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- Demonstrated ability to work with a diverse and complex professional workforce.
- A flexible, innovative team-oriented approach to service delivery
- Understanding of confidentiality issues.
- An interest in colorectal and gastrointestinal diseases including knowledge of intestinal failure and inflammatory bowel disease processes
- A patient focused approach to care
- A positive approach to ongoing self-education and skill development
- A positive approach to change and diversity

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department.
- Experience working as a Clinical Nurse Consultant.
- Experience with clinical trials and/or clinical research an advantage
- Research, publication and public presentation experience

Professional qualifications and registration requirements

- Must be a Registered Nurse in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Stomal Therapy Qualification

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.



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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 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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