

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub and,
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	Stomal Therapy Clinical Nurse Consultant
Business Unit/Division:	Division of Surgical Services
Award Agreement:	Nurse and Midwives Public Sector
Classification:	Clinical Nurse Consultant A - B
Employment Type:	Permanent part time
Reports to:	Professional: Chief Nursing and Midwifery Officer Operationally:
Date Prepared/Updated:	April 2026

ROLE STATEMENT

General Role Statement:

As part of the healthcare team the purpose of this nursing specialist role is to ensure that a comprehensive, multi-disciplinary and coordinated service is provided to patients with stoma, and families/NOK, through education, self-management support and monitoring of their condition.

The CNC provides education and support to other team members, nursing, medical and allied health professionals within Northern Health.

This position is responsible for:

- To promote, maintain and develop professional standards to the highest degree in relation to Stomal Therapy Nursing as per the Standards of Stomal Therapy Practice (Australian Association of Stomal Therapy Nurses).
- To promote the use of Stomal Therapy Nursing interventions to enhance self-care and empowerment of the person with the potential for, or actual stoma, which will result in optimum recovery and rehabilitation of the individual. This includes the acute, primary and community settings.
- To help patients adjust to living with either a permanent or temporary stoma be it a colostomy, ileostomy or urostomy. This includes pre-operative counselling, immediate post-operative care and education and follow-up assessment and counselling following patient discharge.
- Actively contributes to the development of the clinical practice in the ward / unit / service:
 - Develops and delivers education resources in regards to clinical speciality.
 - Engages with patients and their families to lead and promote shared decision making.
 - Actively identifies and works with the team to mitigate risk and imbed person centred care.
 - Acts as a resource and mentor to others in relation to clinical practice:
 - Acts as a clinical leader through mentorship of other nurses and students.
 - Provides clinical advice through problem solving and promoting critical thinking to less experienced nurses and other health professionals.

All employees:**Quality, Safety, Risk and Continuous 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 procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership:

- Brings confidence to the role, and strong influencing capability
- Can build, lead, nurture and empower nursing as a part of the senior nursing leadership team
- Demonstrates high level communication and interpersonal skills
- Is innovative, resourceful and adaptive to change
- Ability to implement, evaluate and sustain change within an evidence-based framework
- Considers membership and contributes to a national professional body relevant to area of specialty
- Undertake annual professional development plan with direct line manager

Strategic and Project Management Leadership:

- Acts as a positive role model and expert clinical resource person [in stomal therapy] for clinicians, patients and their significant others and the wider community as appropriate.
- Contributes to new staff induction/orientation
- Promote a work place free of harassment and bullying

Organisation-Wide Contribution:

- Ensures that patient treatment planning aligns with organisational capacity and demand in order to ensure timely access to care.
- Demonstrates responsibility in ensuring that the utilisation of resources and work practices are measured and monitored for improved patient care.
- Timely and safe discharge is completed.
- A variety of evidence-based modalities of care are provided to meet patient need

- Demonstrates flexibility in practice to improve the efficient delivery of care throughout Northern Health.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service
- Ensure adherence to organisational standards and mandatory requirements but not limited to Infection Control, Hand Hygiene, Medication Safety, Basic Life Support, Manual Handling, Risk Management and Occupational Health and Safety
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members and patients/families.

Diversity and Inclusion:

- Fosters a culture that recognises and promotes the importance of patients and community in the provision of best care, and the role that community providers play in health care.
- Ensure service provision is guided by evidence-based and culturally-safe incorporating the diverse needs of all individuals. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations.
- Work with consumers to improve the safety and quality of services

Innovation and Culture Change:

- Utilisation of patient experience data to guide service improvement
- Participates in Northern Health or independent clinical research and presents findings and or outcomes at NH research week and external forums.
- Participate in ongoing service improvement initiatives and activities.
- Exchange and share information from participation in seminars and conferences with colleagues via in-services, presentations, education forums, team and other meetings

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (AHPRA)
- Relevant post registration qualifications (or working towards) in Stomal Therapy with a minimum of 3 years' experience working within the clinical area of Stomal Therapy

Experience:

- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Extensive Surgical Nursing experience with significant exposure to stomal therapy, continence and wound management

Knowledge, Skills and Behaviours:

- Evidence of sound knowledge of stomas/wound and continence management
- Demonstrated high level of interpersonal and communication skills including advocacy and negotiation and the ability to work effectively within a multidisciplinary team.

- Demonstrated knowledge and ability to mentor and coach nursing staff to enhance professional development.
- Demonstrated experience in leading and initiating activities to improve clinical service delivery and patient clinical outcomes.
- Demonstrated clinical leadership skills, commitment to patient/client focused care, and experience in providing complex care in the area of Stomal Therapy Nursing.
- Extended autonomy of decision-making skills and the ability to work effectively as an integral part of a multidisciplinary team
- Supports and contributes to quality improvement, clinical risk management and research projects within the area of Stomal Therapy.
- Demonstrates consistent and systematic application of the nursing process in the provision of person-centred care

Employee Declaration

I have read, understood and accept the above Position Description.
 (Please print name)

Signature: Date: