



Australian  
Dermatology  
Nurses'  
Association

Promoting and Developing Excellence in  
Dermatology Nursing

## AUSTRALIAN DERMATOLOGY NURSES' ASSOCIATION

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### Role Descriptors for Australian Dermatology Nurses 2023

Non-registered health care assistants, enrolled nurses, registered nurses, and Nurse Practitioners.

This document is to be used alongside the Australian Nursing standards for Enrolled, Registered and Nurse Practitioners scope of nursing synopsis, the decision making tool, code of conduct.

Using the Scope of practice and capabilities of nurses and midwives (NMBA, 2022) document it will be easier to highlight roles descriptions in relation to dermatological competencies and extent of scope within that field. Incorporating BDNG scope and skills for nursing band 5-87 and earlier nursing stages nursing associates, known in Australian as enrolled nurses.

**Dermatology specific skills application to education, competence and authority, leading to scope of practice**

Categories of nursing and clinical placement hours	Enrolled nurses Diploma AQF 5 (400 hrs clinical)	Enrolled nurses	Registered nurse yr 1 Bachelor AQF 7 (800 hrs clinical) →	Registered nurse yrs 2-8	Registered nurse with additional training certificate	Registered nurse with post graduate certificate AQF 8 (80 hrs additional) →	RN nurse educator	RN CNS	Registered nurse with Master Nursing AQF 9 (current working practice) →	RN CNC	RN NUM	Nurse Practitioner— RN with Master of Nurse Practitioner AQF 9 (5000 hrs adv practice + 300 hrs supernumerary) →
<b>Graduation expectations</b>	<p>* EN graduates: Competency-based framework to:</p> <p>*EN always work under the direct / indirect supervision of a registered nurse (RN)</p> <p>*EN retain responsibility for their actions and remain accountable to RN while providing delegated care (NMBA 2023)</p> <p>*Provide evidence informed</p>	<p>Graduate diploma with additional specialised training skills</p> <p>*NMBA approved course to Administer IV medicines</p> <p>* Not intrathecal, intradermal, or epidermal</p>	<p>RN graduates: generalists *Person-centred approach to practice</p> <p>*Integrated theoretical and practice-based knowledge:</p> <p>*Over clients' lifespan and all body systems.</p> <p>*Practice is person-centred and evidence-based</p> <p>*Transferable, contextual critical thinking skills.</p> <p>*In-depth scientific knowledge</p> <p>*Administration, supply and quality use of medicine.</p> <p>*Skills in communication,</p>	<p>Specific skills training in dermatology nursing</p> <p>Continuing education in dermatology specialty. Biologic masterclasses, education through ACD, CPD CPR</p>	<p>Additional specialised training skills as RN</p> <p>Specific dermatology skills. Dermoscopy, lesion recognition, minor surgery Laser therapy and laser safety. Anaesthetics and injectable medicines for cosmesis.</p>	<p>Specialty allowing for promotion</p> <p>Able to use advanced skills for clinical, leadership, understanding public health and socioeconomic influences on health, housing, employment, health choices, barriers and enablers. Health as a continuum.</p>	<p>Application of grad cert</p> <p>Leads education sessions in hospital, private clinics, meetings, speaker at conferences on dermatological matter.</p> <p>Acts as part of education team, writing courses, marking, tutoring, mentoring, accrediting</p>	<p>Application of grad cert</p>	<p>Master Nursing apply to specialty.</p>	MN	MN	<p>NPs graduate with advanced health assessment skills and diagnostics skills, with a person-centred approach underpinned by clinical research and practice improvement methods. NPs are educated and authorised to diagnose, prescribe scheduled medicines and order diagnostic investigations. NPs have advanced skills in communication, research,</p>

	<p>person-centred nursing care</p> <p>*Manage tasks, contingencies</p> <p>*Recognise normal and changing health (NMBA, 2022)</p> <p>* Administer medicines</p>		relationships and management			<p>Promoting health prevention. Integrated care collaborating with Allied and Medical health for holistic care of patients.</p>	<p>RNs with graduate certificate and 1000 hour logbook.</p>					<p>leadership, and clinical practice</p>
Clinical scope	<p>Personal care, pt hygiene needs, assisting ADLs</p> <ul style="list-style-type: none"> <li>• recording and interpreting clinical observations including</li> <li>• temperature, pulse and blood pressure</li> <li>• urinalysis</li> <li>• blood glucose and other tests used in specific areas of practice</li> <li>• recognising and communicating changes in the person's condition to the RN collaboratively</li> <li>formulate steps of care</li> </ul>	<p>As EN but extra study to be certified in administering medicines. Accredited Advanced Diploma in dermatology nursing (ACN): whether lesions (Commonwealth of Australia, 2023)</p>	<p>As RN standards and as per training and NMBA. Working with the supernumerary guidance of direct line manager and experienced registered nurses. Able to delegate cares to ENs within understanding, scope and authority of role and care needs of dermatology patients. supervision and management of team, working collaboratively with medical, nursing and allied health. Begin to read and interpret results, referring judgement to supernumerary RN, direct line manager, medical practitioner or NP (NMBA, 2023).</p>	<p>Supervision and management of team, working collaboratively with medical, nursing and allied health. Read and interpret results, refer to medical practitioner or NP</p> <p>Making clinical decisions for a defined patient group • makes clinical decisions and requests scripts for topical corticosteroids. Understands medicine safety, metabolism and best steroid for patient benefit.</p>	<p>Making clinical decisions for a defined patient group</p> <ul style="list-style-type: none"> <li>• makes clinical decisions and requests scripts for topical corticosteroids.</li> <li>Understands Medicine safety and best steroid for patient benefit.</li> <li>Understands medicine safety, including absorption, mode of action, mode of elimination.</li> <li>Uses teach back method to ensure understanding (CNC, 2020) and motivational interviewing skills (Bischof, Bischof &amp; Hans-Jürgen Rumpf, 2021).</li> <li>Medicine safety, metabolism and best steroid for patient benefit. Can educate</li> </ul>	<p>Works independently with a wide group of patients with a confirmed diagnosis</p> <ul style="list-style-type: none"> <li>• Works in complex clinical situations requiring liaison and initiative</li> <li>• Independent non-medical prescriber (where applicable) (BDNG, 2023a).</li> </ul> <p>Making clinical decisions for a defined patient group • makes clinical decisions and requests scripts for</p>	<p>Educator in all dermatological diseases, skills, practical assessments. Answers questions and guides, mentoring and supervising.</p> <p>Expert Has clinical expertise, maintains clinical practice but also works in education of clinicians.</p>	<p>Independent practice with a wide group of patients with a confirmed diagnosis</p> <ul style="list-style-type: none"> <li>• Complex clinical care for patients as liaison, initiating request for scripts for topical therapies where needed (BDNG, 2023a).</li> </ul>	<p>Advanced clinical assessment and examination skills and diagnostic reasoning (systems review)</p> <ul style="list-style-type: none"> <li>• has formulary favourites and set of possible Diagnoses</li> <li>• Works autonomously</li> <li>• Highly specialised or broad patient cohort</li> <li>• Complex decision making (BDNG, 2023a).</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced clinical assessment and examination skills and diagnostic reasoning (systems review)</li> <li>• has formulary favourites and set of possible Diagnoses</li> <li>• Works autonomously</li> <li>• Highly specialised or broad patient cohort</li> <li>• Complex decision making</li> </ul>	<p>Advanced clinical assessment and examination skills and diagnostic reasoning (systems review)</p> <ul style="list-style-type: none"> <li>• has formulary favourites and set of possible Diagnoses</li> <li>• Works autonomously</li> <li>• Highly specialised or broad patient cohort</li> <li>• Complex decision making</li> </ul>	<p>advanced health assessment that includes ordering and interpreting diagnostic tests (pathology and medical imaging)</p> <ul style="list-style-type: none"> <li>• diagnosing and treating acute and/or chronic physical and mental health conditions</li> <li>• independent prescribing of scheduled pharmacological and nonpharmacological interventions</li> <li>• independent referral to general practitioners, medical specialists and allied health practitioners</li> <li>• establishing healthcare delivery</li> <li>• strategically manage, improve or prevent health</li> </ul>

	<ul style="list-style-type: none"> <li>• providing basic care acute and chronic physical and mental health needs</li> <li>• providing basic wound care (as agreed in care plan)</li> <li>• administering and monitoring medicines and intravenous therapy</li> <li>• basic nutrition advice and education in response to pt. health and care needs (NMBA, 2022)</li> </ul>		<p>Working under the direction of a specialist (e.g. senior clinical nurse/ medical consultant) • Undertakes health and care needs assessment, planning, implementing and evaluating nursing care • Not expected to make independent decisions which may alter patient's medical / surgical management plan • Make referral to support services following Trust policies e.g. district nursing</p>	<p>Can educate patients on expected outcomes, employs health literacy, uses Teach Back method to ensure understanding (CNC, 2020) Encourage patient adherence with motivational interviewing skills (Bischof, Bischof &amp; Hans-Jürgen Rumpf, 2021).</p>	<p>patients on expected outcomes, employs health literacy, uses Teach Back method to ensure understanding (CNC, 2020)</p> <p>Medicine Management of defined pt group (BDNG, 2023a)</p> <p>Encourage patient adherence with motivational interviewing skills (Bischof, Bischof &amp; Hans-Jürgen Rumpf, 2021).</p>	<p>topical corticosteroids . Understands Medicine safety and best steroid for patient benefit. Understands medicine safety, including absorption, mode of action, mode of elimination. Uses teach back method to ensure understanding (CNC, 2020) and motivational interviewing skills (Bischof, Bischof &amp; Hans-Jürgen Rumpf, 2021).</p> <p>Medicine Management of defined pt group (BDNG, 2023a)</p> <p>Encourage patient adherence with motivational interviewing</p>						<p>issues • Community health needs met using / initiating research to provide evidence-based care • initiate and improve quality and safety activities (NMBA, 2023)</p>
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						skills (Bischof, Bischof & Hans-Jürgen Rumpf, 2021).						
<p>Clinical eg. Following legislative requirements and procedures of employer</p>	<p>Wounds: (planned) Wet dressings, vascular and ulcer gentle debridement, dressings, surgical assistance—set up. Sterilisation and infection control Phototherapy: planned dosing, assessment of response Tools: PASI, EASI, DLQI, documentation Education: explain treatments, assess their understanding, and refer if pt and family unable to understand, Provide nutrition advice as per Australian standards of healthy eating, exercise and</p>	<p>As EN but with learning as a specialty nurse EN PASI and criteria Systemic therapy: understanding the medications and criteria for biologics, understand medicine toxicity, know inflammatory diseases: psoriasis and eczema, HS Phototherapy: and protocols. Sterile / aseptic procedures: excisions. Theatre setup and dressings. Sterilisation and infection control Acne: treatment process. 1st line(topicals) 2nd line (tetracyclines plus topicals)</p>	<p>Functions as a RN without close direction.  Assists Lower risk, less invasive skin surgery procedures: • e.g. simple punch biopsy, involving lower risk sites e.g. below the neck • and side to side surgery.  Phototherapy • Leg ulcer management • Wound care • Assisting surgery • General advice and support to patients / families / carers • Administration of medicines • Patch testing • Treatment counselling • Topical treatment / bandaging • Camouflage advice • • Iontophoresis • Identify common skin lesions and triage the need for clinical assessment  • Source, assess and evaluate a patient's appropriate clinical data in a clinically and</p>	<p>Long term skin disease management clinic • Drug monitoring clinic • Ordering blood investigations, interpreting and acting on results • Skin cancer screening • Higher risk, more invasive skin surgery procedures: e.g. flaps/grafts, involving higher risk sites e.g. above the neck • Inclusion in skin cancer multidisciplinary meeting (BDNG, 2023a).  Photodynamic therapy • Disease or therapy focused nurs-led follow up clinics with protocol e.g.</p>	<p>• Nurse leader  Demonstrates the ability to use basic dermatological diagnosis tools (digital cameras and the dermatoscope)  Dermoscopy: lesion recognition— anatomical structures as seen through a dermatoscope. Healthy vessels, pigment, colours and structures, patterns and recognising variations (EN RN).  Use of evidenced-based algorithms (use the melanography essentials course in this part) (RN only— all diagnostic application is RN scope)  Apply analytical questioning and diagnostic reasoning to clinical</p>	<p>• Long term skin disease management clinic • Drug monitoring clinic • Ordering blood investigations, interpreting and acting on results • Skin cancer screening • Higher risk, more invasive skin surgery procedures: e.g. flaps/grafts, involving higher risk sites e.g. above the neck • Inclusion in skin cancer multidisciplinary meeting (BDNG, 2023a)</p>	<p>Nurse leader: Sets education schedule for nurses. Assesses education modules and achievements Sets learning objectives and expectations for education events, online learning, conferences.  Upskills dermatology nurses in ACD training for surgery, anaesthetics, cryotherapy, medication including local and topical medicines . Teaches fingertip method, correct injection practice, IV therapy, phototherapy, injectables</p>	<p>Nurse leader: Long term skin disease management clinic • Drug monitoring clinic, interpreting and acting on results • Skin cancer screening • Higher risk, more invasive skin surgery procedures: e.g. flaps/grafts, involving higher risk sites e.g. above the neck • Inclusion in skin cancer multidisciplinary meeting (BDNG, 2023a)</p>	<p>•Nurse leader: Taking an independent and leadership role Long term skin disease management clinic • Drug monitoring clinic • Ordering blood investigations, interpreting and acting on results • Skin cancer screening • Higher risk, more invasive skin surgery procedures: e.g. flaps/grafts, involving higher risk sites e.g. above the neck • Inclusion in skin cancer multidisciplinary meeting (BDNG, 2023a)</p>	<p>Nurse leader: Independently receiving and making onward referrals e.g. in skin cancer, children and young people, inflammatory skin disease clinic • Taking an independent and leadership role in carrying out surgical procedures which are diverse or more complex (BDNG, 2023a)</p>	<p>Nurse manger: Extensive understanding of dermatology, work flow, nurse and medical needs, and patient needs. Negotiator, leader, mentor, innovative and provides cost analysis. Budgets finite resources and keeps supplies flowing, increases tools and equipment as needed while budgeting.</p>	<p>Long term skin disease management clinic • Drug monitoring clinic • Ordering blood investigations, interpreting and acting on results • Skin cancer screening • Higher risk, more invasive skin surgery procedures: e.g. flaps/grafts, involving higher risk sites e.g. above the neck • Inclusion in skin cancer multidisciplinary meeting • Independently receiving and making onward referrals e.g. in skin cancer, children and young people, inflammatory skin disease clinic • Taking an independent and leadership role in carrying out surgical procedures which are diverse or more complex • , Increased</p>

	<p>provide literacy pamphlets. Guide to resources for health choices (Commonwealth of Australia, n.d.), provide first aid, Maintain safe nursing skills</p>	<p>3rd line: Isotretinoin and side effects. Anatomy and physiology of skin: practical application for dermatological nursing</p> <p>Wound management, utilising anatomical features, healing process, staging wounds (EN RN). Interventions include gentle debridement.</p> <p>Infection control and antimicrobial stewardship</p>	<p>culturally appropriate manner</p> <ul style="list-style-type: none"> <li>· Perform a systematic 'gross' (head to toe) skin-surface dermatological physical examination using evidence-based tools and techniques</li> </ul> <p>Document and communicate assessment outcomes using appropriate language/terminology to the patient and personnel involved with ongoing treatment/management according to organisational policies and procedures</p> <ul style="list-style-type: none"> <li>· Understand Extrinsic/intrinsic barriers to accessing health cares</li> </ul> <p>Anatomy and physiology of skin: practical application</p> <p>Wound management, utilising anatomical features, healing process, staging</p>	<p>wound care, biologics, isotretinoin</p> <p>Demonstrate the ability to collect/produce useful clinical digital images pertinent to a skin examination or ongoing monitoring for dissemination to multidisciplinary health care personnel (BDNG, 2023a).</p> <p>Document assessments of skin lesions, wounds—performing gentle debridement.</p> <p>Extrinsic/intrinsic factors of socioeconomic influences on patient choices</p> <p>Wounds advanced: Interventions to</p>	<p>observations/collected and stored clinical data to inform the need for specific clinical interventions—Registered nurses only.</p> <p>Demonstrate the ability to collect/produce useful clinical digital images pertinent to a skin examination or ongoing monitoring for dissemination to multidisciplinary health care personnel (BDNG, 2023a)</p> <p>Expert assistant with higher risk, more invasive skin surgery procedures: e.g. flaps/ grafts, involving higher risk sites e.g. above the neck</p> <p>Wound interventions: once holistic assessment complete and team discussion, determining physical interventions, ranging from gentle debridement to non-</p>		<p>Bleach baths and sterilisation and infection control practices.</p>					<p>complexity, greater autonomy and clinical responsibility (BDNG, 2023a)</p>
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			<p>wounds (EN RN). Interventions include gentle debridement.</p> <p>Infection control and antimicrobial stewardship. (EN/RN)</p> <p>Wounds advanced: Interventions to promote healing of chronic wounds. Incorporating holistic assessment of underlying co-morbidities when deciding interventions with the team before acting. (RN only)</p>	<p>promote healing of chronic wounds. Incorporating holistic assessment of underlying co-morbidities when deciding interventions with the team before acting. (RN only)</p> <p>Microbial stewardship and infection control</p> <p>Sterilising and packing instruments to ACSQHC standards</p>	<p>surgical sharp wound debridement. RN only</p> <p>Disease processes: inflammatory, autoimmune, skin cancer nursing, sun protection and damage—effects on physiology and immunity, stress as causal.</p>							
Education	Teach new team members, directing them to resources.	Teaching skills-based tasks to other staff once competent • Undertaking teaching for small groups / students within the department • Supports departmental teaching	Teaching skills-based tasks to other staff once competent • Undertaking teaching for small groups / students within the department • Supporting student nurses by being a named mentor	Formal teaching sessions for other staff within the organisation • Involvement in patient / public information initiatives	Formal teaching inside and outside of the organisation • Links with Higher Education Institutes (HEIs) • Leading patient / public information initiatives	Formal teaching inside and outside of the organisation • Links with Higher Education Institutes (HEIs) • Leading patient / public	Teaches others within nurses and is a nurse clinical supervisor	Formal multi-professional teaching inside and outside of the organisation • Advocate and promoter of dermatology within HEI's • Education and training leadership role	Formal multi-professional teaching inside and outside of the organisation • Advocate and promoter of dermatology within HEI's • Education and training leadership role	Formal education and training relationship with HEI's • Teaching on an national and international platform across professional boundaries •	Formal education and training relationship with HEI's • Strategic lead in development of specialist education / training	Formal education and training relationship with HEI's • Teaching on an national and international platform across professional boundaries • Strategic lead in development of specialist education / training



		programme (BDNG, 2023b)				information initiative		with organisation	with organisation	Strategic lead in development of specialist education / training		
Research	Fully aware of relevant evidence based guidelines • Aware of evidence based literature pertinent to practice • Assist with data collection (BDNG, 2023b)	Fully aware of relevant evidence based guidelines • Aware of evidence based literature pertinent to practice • Assist with data collection (BDNG, 2023b)	Able to access and use relevant evidence-based guidelines to inform practice • May support clinical trial and audit activity	• Aware of the literature around practice • Using literature to inform practice • Aware of literature searching and reviewing • Undertaking audit	• Wide knowledge of research literature • Able to search literature and critically appraise • Data collection and interpretation	• Wide knowledge of research literature • Able to search literature and critically appraise • Data collection and interpretation	Ensures evidence-based policies are implemented and followed • Wide knowledge of research literature • Able to search literature and critically appraise • Data collection and interpretation	• Wide knowledge of research literature • Research literature and critically appraise • Data collection and interpretation (BDNG, 2023a)	• Wide knowledge of research literature • Researches literature and critically appraise • Data collection and interpretation (BDNG, 2023a)	• Wide knowledge of research literature • Able to search literature and critically appraise • Data collection and interpretation (BDNG, 2023a)	• Wide knowledge of research literature • Able to search literature and critically appraise • Data collection and interpretation (BDNG, 2023a)	Involved in primary research / evaluation to improve clinical practice / patient outcomes • Multidisciplinary / specialty research collaborator • Principal investigator or may be chief investigator • Developing others research capacity and engagement • Lead author (BDNG, 2023a)
Leadership	Starting to develop an awareness of own leadership styles and abilities • Showing some leadership qualities in clinical situations • Supervision of non-registered staff and working alongside students (BDNG, 2023b)	Starting to develop an awareness of own leadership styles and abilities • Showing some leadership qualities in clinical situations • Supervision of non-registered staff and working alongside students (BDNG, 2023b)	Starting to develop an awareness of own leadership styles and abilities • Showing some leadership qualities in clinical situations • Supervision of nonregistered staff and mentoring students (BDNG, 2023a)	• Leader of a small team • Showing initiative in change management • Active participant in quality improvement projects	Leader of a small team • Showing initiative in change management • Active participant in quality improvement projects Significant project management on a larger scale including implementation strategies and evaluation • Quality and safety leadership within domain of practice (BDNG, 2023a)	Demonstrating significant clinical leadership through innovation • Undertaking change management projects • Role modelling / mentorship • Advocate for specialty beyond the workplace • Team leader	Demonstrating significant clinical leadership through innovation • Undertaking change management projects • Role modelling / mentorship • Advocate for specialty beyond the workplace • Team leader	Demonstrating significant clinical leadership through innovation • Undertaking change management projects • Role modelling / mentorship • Advocate for specialty beyond the workplace • Team leader	Demonstrating significant clinical leadership through innovation • Undertaking change management projects • Role modelling / mentorship • Advocate for specialty beyond the workplace • Team leader	• Significant project management on a larger scale including implementation strategies and evaluation • Quality and safety leadership (BDNG, 2023a) within domain of practice	• Significant project management on a larger scale including implementation strategies and evaluation • Quality and safety leadership (BDNG, 2023a) within domain of practice	Leads a clinical team/ provides leadership to multidisciplinary group • At the cutting edge of innovation in practice • Major change projects • Strategic role across traditional boundaries • National / international influence / policy leadership role

						(BDNG, 2023a)	(BDNG, 2023a)					
Career attenuation	Phototherapy, sterilisation, gentle wound cleansing and debridement, wet dressings, ionophoresis CPR  Graduate diploma (RTO)  NMBA approved IV administration course	Bachelor Nursing  CPR	Certificates in specialty skills: phototherapy, sterilisation, biologics, skin cancer, dermoscopy, lesion recognition—melanography essentials, laser and laser safety, safe injection with hyaluronic acid and botulinum toxin, cryotherapy, local anaesthetics, minor surgery, sharp wound debridement, cert. IV in adult education, Graduate certificate in specialty—dermatology/cosmetic nursing CPR	CPR	CPR	CPR	CPR Cert IV in adult education as additional to Graduate certificate.	CPR	CPR	CPR Master of Nurse Practitioner PhD	CPR Master of Nurse Practitioner PhD	CPR PhD

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