

Kate Kowalski



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Qualifications

Registered Nurse AHPRA

2021

ACIPC Foundations of Infection Prevention and Control
Australasian College for IPC

2021

Understanding Vaccines - National Immunisation Program
SA Health

2021

Health and Safety Representative Course
Courtenell

Kate is an experienced aged care leader who has built her career on improving systems, supporting teams, and ensuring residents receive the highest standard of care. Over the years, she has developed a deep understanding of quality, governance, and compliance—skills that have allowed her to lead multiple facilities through continuous improvement and operational change.

Known for her hands-on approach, her firsthand knowledge of how policies translate into practice ensures that the frameworks, processes, and tools we create at Anchor Policy are not only compliant but truly usable by providers and their teams. With her background in leadership, compliance, and staff development, Kate plays a key role in helping organisations align their people and practices with the evolving standards of aged care.

Experience

2025 - Present

Anchor Excellence

Anchor Policy Content Manager / Consulting Associate

Kate brings extensive, hands-on experience and deep industry knowledge to Anchor Policy, making her an invaluable asset to the team. Having successfully led multiple aged care facilities through commissioning, accreditation, and re-accreditation processes, she has a proven track record in developing policies, procedures, and compliance frameworks that ensure operational excellence. Her expertise spans workforce planning, staff mentoring, risk management, infection prevention, and regulatory engagement with the ACQSC.

November 2023 - 2025 General Manager Quality & Compliance

Lake Cathie Manor Aged Care

Led the commissioning of a 124-bed aged care home, overseeing staff recruitment, mentoring, policy development, workflow improvements, and compliance with Aged Care Quality & Safety Commission requirements. Drove education programs, AN-ACC monitoring, infection control, and business continuity planning, resulting in a successful three-year accreditation.

February 2020 - May 2024 General Manager Quality & Compliance

Palms Aged Living Management Services T/A The Palms Aged Care

Reported to the Board of Directors while leading a 72-bed aged care home, ensuring compliance with Aged Care Quality Standards and driving continuous improvement of the consumer quality framework. Completed self-assessments and accreditation applications, managed complaints and SIRS submissions, facilitated audits, and oversaw predictive analytics reporting on clinical indicators. Heavily involved in operational performance of the home during COVID and beyond.

March 2022 - March 24 General Manager Quality & Compliance

Palms Aged Living Management Services T/A Highfields Manor

Played a key role in commissioning a new 129-bed aged care facility, leading staff recruitment and aligning workforce levels with projected occupancy. Developed comprehensive policies, procedures, and guidelines to support daily operations and promote a culture of continuous improvement.

November 2015 - February 2020 Care Manager

Villawood Aged Care Pty Ltd T/A The Manor Fairfield East

Managed a 92-bed aged care facility, reporting directly to the Board of Directors, with responsibility for ensuring high-quality care while optimising occupancy. Designed and implemented behaviour management strategies and individualised plans for a diverse, multicultural resident cohort, supporting positive outcomes and staff confidence. Oversaw compliance with accreditation standards, workplace health and safety, and HR processes, while supervising staff, managing complaints, administering finances, and coordinating facility maintenance. Led continuous improvement initiatives, audits, and NCAT proceedings, driving operational excellence, regulatory compliance, and a culture of safe, person-centred care.
