

Position Description

Position title:	RUSOM
Department:	Maternity Services
Classification:	RUSOM YP15
Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 – 2028)
Reporting to:	Maternity Team Leaders

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is **'Creating healthier futures for women and babies'**. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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About the department/unit

The Women's maternity model of care offers four care pathways for women provided by the obstetricians, registrars, junior doctors, midwives and allied health team. The pathways include:

- Shared Maternity Care with affiliated GP/ midwives
- Caseload - One-to-one midwifery care
- Team Maternity - multidisciplinary care
- Maternal Fetal Medicine (MFM) – comprising of MFM doctors with midwifery support and boutique clinics including WADS, PTL, RMC, FMU, Diab, PMC, and MPU.

The RWH Midwifery Service includes three multidisciplinary teams that provide care for medium and low risk pregnancies, and the maternal fetal medicine program that provides care for high-risk pregnancies. Each of the three multidisciplinary teams provide care for approximately 1900 - 2000 of the women booked for maternity care at the hospital. The fetal maternal medicine program provides care for 1000-1200 women.

Maternity Services Team Midwives cover the whole pregnancy and childbirth continuum of care from antenatal care, birth and postnatal care, through to home-based visits. Our ultimate goal is that every Midwife has the ability to work in a variety of settings within this model. There is an expectation that all Team Midwives be confident and competent in at least two clinical areas of maternity services. No Team Midwife will work in one clinical area exclusively.

Position purpose

The RUSOM assists with the provision of woman-centred, family oriented, evidence based care within a multidisciplinary team environment. Under the delegation and supervision of a Midwife, the RUSOM works collegially with other health professionals to achieve the best possible outcomes for mothers and infants in their care.

Elements of direct and indirect patient care will be delegated in accordance with the professional judgement of the supervising midwife and in accordance with the level of achieved educational preparation and assessed competence of the individual RUSOM in line with an approved duties list.

The RUSOM will be allocated to a specific ward/unit within the maternity service and will work in accordance with the specific ward/unit duty list as directed by the Midwife.

A RUSOM is:

- Currently completing third year of Bachelor of Midwifery.
- Currently completing third or fourth year of the dual degree Bachelor of Nursing and Midwifery.
- A RUSOM must maintain their academic obligations in the Bachelor of Midwifery or dual degree Bachelor of Nursing & Bachelor of Midwifery and remain as an active student throughout their fixed term employment.

As with all midwives working at the Women's, the RUSOM will provide services that are:

- Women focused to respect the rights, needs and expectations of the childbearing woman.
- Integrated and consistent.
- Evidence-based.
- Supportive of a learning environment for all colleagues.

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Key responsibilities

Clinical practice

- A RUSOM will work with one or more midwives to provide delegated care to a group of women and their baby.
- Provides clinical support and assistance to others as requested relevant to the core duty list.
- Accept accountability and responsibility for providing a high standard of direct clinical care within the scope and core duties list of the RUSOM.
- Advocates for the concepts of continuity of care and comprehensive midwifery led care
- Collaborate and consult with the Midwife and other multidisciplinary team members to achieve desired health outcomes for women and their babies.
- Ensure all women and their babies, families, visitors and staff are treated with respect, dignity and courtesy; an environment that is free from harassment and discrimination.
- Works collaboratively with both the Women's and the University to ensure the requirements of both organisations are met.
- Recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst employees.
- Commitment to a woman centered approach in the provision of health care and services, consistent with the employing organisation's values, mission and vision. It is expected that you demonstrate the core values of woman centered care in every interaction with women and their babies, carers and colleagues.
- A RUSOM will complete performance appraisals/reviews in accordance with hospital policy.
- Maintains a professional approach and respects the needs of women, visitors and other health professionals.

Communication and teamwork

- Attend and participate in team meetings and other service meetings as required to assist in maintaining clear lines of communication and information exchange within the team.
- Be approachable and receptive to the provision of clinical assistance when required and/or requested.

Quality, safety and improvement

- Provide appropriate responses to all relevant emergency situations and take responsibility for ensuring that all compulsory emergency training competencies have been completed.
- Ensure all incidents and/or near misses are identified and reported, promoting reflection and learning within a supportive, no-blame environment.
- Participate in the development of quality improvement activities as requested.
- Function in accordance with legislation and the organisation's local policies and procedures, conducting practice within a professional and ethical framework to deliver delegated care.
- Adherence to infection control policies and procedures

Learning and development

- Remain consistently committed to own ongoing professional development and ensure all mandatory training and competency requirements are met.

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- Support the training/education needs of team members by facilitating opportunities for learning

Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Key selection criteria

Experience/qualifications/attributes

Essential:

- Registration with AHPRA as a Student Midwife with no conditions or undertakings.
- Currently completing third year of Bachelor of Midwifery at a participating University or currently completing third or fourth year of the dual degree Bachelor of Nursing and Midwifery at a participating University.
- Demonstrated satisfactory academic progress in the Bachelor of Midwifery or Bachelor of Nursing and Midwifery (Credit or above for all subjects and competency in clinical placements preferred but not essential). Completed postnatal and neonatal competencies as part of course.
- A commitment to evidence-based outcomes
- Ability to plan, prioritise and time manage
- Respects cultural diversity of childbearing women
- Demonstrated level of verbal, written and electronic communication skills
- Understanding of and commitment to the RWH strategic direction, and relevant policy / guidelines.
- **Able to work all shifts AM, PM and ND**
- An understanding of the impact of social determinants on health and wellbeing, and a commitment to advocacy for women and supports
- Commitment to strong customer service and promoting and supporting patient involvement and family-centred care
- Excellent communication and interpersonal skills and the ability to respond to the needs of hospital staff in a timely, accessible and professional manner
- Ability to plan, prioritise and time manage, and balance competing and conflicting priorities
- Experience in working effectively and collaboratively within a multidisciplinary team
- Ability to identify and utilise available resources effectively and efficiently for the delivery of evidence-based midwifery care
- An understanding and respect for cultural diversity of childbearing women and families
- A high level of verbal, written and electronic communication
- A commitment to reflective practice/clinical supervision and accessing support, assistance, advice and debriefing as required
- Embodiment of the Women's values

Desirable:

- Membership of a Midwifery professional body

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Organisational relationships

Internal relationships

- All RWH departments and clinics
- All maternity teams

External relationships

- General practitioners and referring agencies

Direct reports: 0

Indirect reports: 0

Budget responsibility: 0

Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	Constant
Sitting – remaining in a seated position to complete tasks	Occasional
Standing – remaining standing without moving about to perform tasks	Occasional
Walking – floor type even, vinyl, carpet,	Frequent
Lean forward/forward flexion from waist to complete tasks	Occasional
Trunk twisting – turning from the waist to complete tasks	Rare
Kneeling – remaining in a kneeling position to complete tasks	Occasional
Squatting/crouching – adopting these postures to complete tasks	Occasional
Leg/foot movement to operate equipment	Rare
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	Rare
Lifting/carrying – light lifting and carrying less than 5 kilos	Frequent
– Moderate lifting and carrying 5 – 10 kilos	Rare
– Heavy lifting and carrying – 10 – 20 kilos.	Rare
Push/pull of equipment/furniture – light push/pull forces less than 10 kg	Occasional
– moderate push / pull forces 10 – 20 kg	Rare
– heavy push / pull forces over 20 kg	Rare
Reaching – arm fully extended forward or raised above shoulder	Rare
Head/neck postures – holding head in a position other than neutral (facing forward)	Rare
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers/hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Frequent
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Constant
Hearing – use of hearing is an integral part of work performance	Constant
Touch – use of touch is integral to most tasks completed each shift	Constant
Psychosocial demands	Frequency
Observation skills – assessing/reviewing patients in/outpatients	Constant
Problem solving issues associated with clinical and non-clinical care	Constant
Working with distressed people and families	Occasional
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare

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Exposure to distressing situations	Rare
Definitions used to quantify frequency of tasks/demands as above	
Prolonged/constant	70 – 100 % of time in the position
Frequent	31 – 69 % of time in the position
Occasional	16 – 30% of time in the position
Rare	1 – 15% of time in the position
Not applicable	0% of time in the position

Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: 19.9.25

Developed by: Fleur Llewelyn

Date of next review: 19.9.25

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