

Position Description

Position title:	Registered Undergraduate Student of Nursing (RUSON)
Department:	Women's Emergency Care (WEC)
Classification:	YP12 – RUSON Year
Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 – 2028)
Reporting to:	Nurse Unit Manager – (WEC)

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 Emergency Care (WEC) Provides 24 hour service for about 27,000 patients per annum averaging at 80 women per day. The majority of these patients are women with gynaecological and obstetric problems and neonates in their first week of life.

Position purpose

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

Elements of direct and indirect patient care will be delegated in accordance with the professional judgement of the supervising Nurse and in accordance with the level of achieved educational preparation and assessed competence of the individual RUSON.

The RUSON will be allocated to a specific ward/unit within Women's Health Services and will work in accordance with the specific ward/unit duty list as directed by the Nurse.

A RUSON is:

- Currently enrolled at a university to undertake undergraduate nursing study, who is registered with the Australian Health Practitioner Regulation Agency as a student nurse, and who at commencement, has successfully completed not less than 12 months of the Bachelor of Nursing degree.
- A RUSON must maintain their academic obligations in the Bachelor of Nursing and remain as an active student throughout their fixed term employment.

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

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

Key responsibilities

Clinical practice

- A RUSON will work with one or more nurses to provide delegated care to a group of women
- 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 RUSON
- Advocates for the concepts of continuity of care and comprehensive nursing led care

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- Collaborate and consult with the Nurse and other multidisciplinary team members to achieve desired health outcomes for women
- Ensure all women, families, visitors and staff are treated with respect, dignity and courtesy; an environment that is free from harassment and discrimination
- Any other duties as required that meet relevant standards and recognised practice

Communication and teamwork

- Accept accountability for own actions and seek guidance when a situation exceeds the duties list
- Communicate and collaborate effectively with others to facilitate the provision of care, and actively engage in team meetings

Quality, safety and improvement

- 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 as identified in the Infection Control Manuals
- Participation in integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks
- Identifying opportunities for continuous improvement in your workplace through communication and consultation with team leaders and colleagues.
- Ensures all incidents / near misses are identified and reported
- Has an understanding and commitment to Baby Friendly Hospital Initiative (BFHI) re-accreditation processes
- Has an email address at the women's and routinely accesses/utilises email for communication
- Is committed to their ongoing professional development and ensures all mandatory training and competency requirements are met
- Safeguards patients, employees and the public through the adherence to OH&S policy and procedures
- Fosters and encourages an environment of continuing improvement as part of everyday practice
- Effectively utilises the role of mentor provided by a nurse unit manager

Learning and development

- Complete annual mandatory competencies as required

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.

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Key selection criteria

Experience/qualifications/attributes

Essential:

- Currently enrolled at a university to undertake undergraduate nursing study, who is registered with the Australian Health Practitioner Regulation Agency as a student nurse, and who at commencement, has successfully completed not less than 12 months of the Bachelor of Nursing or Bachelor of Nursing and Midwifery degree
- Registration with AHPRA with no conditions or undertakings
- Demonstrated satisfactory academic progress in the Bachelor of Nursing or Bachelor of Nursing and Midwifery (Credit or above for all subjects and competency in clinical placements preferred but not essential)
- A commitment to evidence-based outcomes
- Ability to plan, prioritise and time manage
- Utilises available resources effectively and efficiently for the delivery of evidence-based midwifery care
- Respects cultural diversity
- Demonstrated level of verbal, written and electronic communication skills
- Understanding of and commitment to the RWH strategic direction, and relevant policy / guidelines

Desirable:

- Membership of a Nursing/Midwifery professional body

Organisational relationships

Internal relationships

- Nurse Unit Managers/Associate Unit Managers
- Patients, partners, and family members using the unit
- Multidisciplinary teams
- Other department staff members

External relationships

- Relevant external organisations
- Other healthcare providers

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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	Ocassional
Sitting – remaining in a seated position to complete tasks	Rare
Standing - remaining standing without moving about to perform tasks	Prolonged/Constant
Walking – floor type even, vinyl, carpet,	Prolonged/Constant
Lean forward/forward flexion from waist to complete tasks	Ocassional
Trunk twisting – turning from the waist to complete tasks	Rare
Kneeling – remaining in a kneeling position to complete tasks	Ocassional
Squatting/crouching – adopting these postures to complete tasks	Ocassional
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	Ocassional
– Gripping, holding, twisting, clasping with fingers/hands	Ocassional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Not applicable
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Prolonged/Constant
Hearing – use of hearing is an integral part of work performance	Prolonged/Constant
Touch – use of touch is integral to most tasks completed each shift	Prolonged/Constant
Psychosocial demands	Frequency
Observation skills – assessing/reviewing patients in/outpatients	Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care	Prologned/Constatnt
Working with distressed people and families	Ocassional
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare
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

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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: Fleur Llewelyn

Developed by: 14.10.25

Date of next review: 14.10.26

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