

POSITION DESCRIPTION



Position Title	Registered Undergraduate Student of Nursing (RUSON) – Grampians Region
Position Number	N6052
Department	Acute Services, In-patient Unit
Classification	YP12- RUSON
Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Reports to:	Direct: Acute Services Manager Indirect: Director of Clinical Services
Time Fraction	As per contract

Position Purpose:

The RUSON works as an assistant to the health care team, assisting the registered nurses to provide delegated aspects of patient care. Elements of direct and indirect patient care will be delegated in accordance with the professional judgement of the supervising registered 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 and will work in accordance with the specific ward/unit duty list.

Department / Unit Specific Overview

East Grampians Health Service has a 29-bed inpatient unit offering a wide range of clinical services located at the main Ararat campus. The inpatient unit accommodates medical, surgical, paediatric, perioperative, midwifery and palliative care patients. Developing health service partnerships, EGHS aims to service the health care needs of patients within the community as well as neighbouring towns. EGHS offers a 24-hour urgent care centre which is supported by our local GP clinic. Other acute services provided include an on-site pathology laboratory as well as our Medical Imaging Department which offers an extensive range of radiology services.

Our Values



Integrity

We value integrity, honesty and respect in all relationships



Excellence

We value excellence as the appropriate standard for all services and practices



Community

We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background



Working Together

We value equally all people who make a contribution to EGHS to achieve shared goals



Learning Culture

We strive to continually lead and develop through education, training, mentoring and by teaching others.

Organisational Context



East Grampians Health Service (EGHS) is a rural health service located in Ararat and Willaura in Western Victoria. EGHS is an integral part of a thriving community and is committed to providing quality health and wellbeing services to people of all backgrounds.

Serving a diverse community, EGHS delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, consumers and the community.

Our Vision

East Grampians Health Service will improve the health, wellbeing and the quality of life for our community.

Our Purpose

To meet people's health needs through leadership, strong partnerships and wise use of resources.

Strategic Actions

See Strategic Plan 2023 – 2027.

Organisational Responsibilities

- Be aware of and work in accordance with EGHS policies and procedures, including:
 - Victorian Public Sector - Code of Conduct
 - Confidentiality, Security and Management of Information - SOPP 24.02
 - Hand Hygiene - SOPP 70.18
 - Occupational Health and Safety - SOPP 72.09
 - Person Centred Care - SOPP 60.20
 - Safety - SOPP 72.13
 - Performance Development policy - SOPP 35.27
 - Risk Management - SOPP 74.01
 - Child Safe – SOPP 57.24
- Be respectful of the needs of patients, consumers, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
- Be aware of the National Safety and Quality Health Service Standards and all other standards as it relates to your area of work and associated accreditation.
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a national Police check. Also provide a National Disability Insurance Scheme (NDIS) worker check or the necessary details (if required).
- Identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients, consumers and visitors
- Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
- Participate in all mandatory education and orientation sessions as outlined by EGHS.



East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.

Responsibilities and Major Activities

- A RUSON is required to work under the direct supervision and delegation of a Registered nurse (RN) at all times, and work within the agreed core duty list for the role.
- A RUSON will complete performance appraisals/reviews in accordance with hospital policy.
- A RUSON must maintain their academic obligations in the Bachelor of Nursing, and remain as an active student throughout their fixed term employment.
- A RUSON will work with one or more Registered nurses to provide delegated care to a group of patients.
- 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.
- Collaborate and consult with the Registered nurse and other multidisciplinary team members to achieve desired health outcomes for patients.
- Ensure all patients, residents, families, clients, visitors and staff are treated with respect, dignity and courtesy; an environment that is free from harassment and discrimination.
- Accept accountability and responsibility for providing a high standards of direct patient care within the scope and core duties list of the RUSON.
- Works collaboratively with both the employer and the University to ensure the requirements of both organisations are met.
- Compliance with all EGHS Policies and Procedures.
- Adherence to EGHS infection control policies and procedures.
- Participation in EGHS integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- Ensure that the affairs of EGHS, and its partnering organisations, patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of EGHS.
- 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 EGHS employees.
- Commitment to a patient/client centred 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 patient centred care in every interaction with patients, carers and colleagues.

Key Performance Indicators

Key performance measures are how you the applicant will be measured as to meeting the responsibilities of the position listed above. These will be measures will be used as a part of the Personal Development Plan (PDP) to be commenced within the first six months of the appointment and then to be reviewed on an annual basis.

- Provision of timely and effective care



- Feedback from staff and patients
- Annual Professional Development Plan review

Key Selection Criteria

Essential Criteria:

Qualifications & Experience

- Currently completing second year of Bachelor of Nursing at either Federation University Australia (Ballarat/Horsham) or Australian Catholic University (Ballarat).
- Registered as a student nurse with AHPRA with no conditions or undertakings
- Previous experience working in a healthcare setting would be an advantage.

Technical/Professional Knowledge and Skill

- Demonstrated satisfactory academic progress in the Bachelor of Nursing (Credit or above for all subjects and competency in clinical placements preferred but not essential).

Other

- Ability to work AM and PM shifts over a 7 day roster

Personal Attributes

- **Adaptability:** Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressure or job ambiguity); handling stress in a manner that is acceptable to others and to the organization.
- **Initiating Action:** Taking prompt action to accomplish objectives; taking action to achieve goals beyond what is required, being proactive.
- **Continuous Learning:** Actively identifying new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job and learning through their application.
- **Managing Work (includes Time Management)** – Effectively managing one's time and resources to ensure that work is completed efficiently.

Interpersonal Skills

- **Communication:** Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.
- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Patient Relations:** Meeting patient and patient family needs; taking responsibility for a patient's safety, satisfaction, and clinical outcomes; using appropriate interpersonal techniques to resolve difficult patient situations and regain patient confidence.



Must comply to having or completion of:

- National Police Check (renewed every 3 years)
- Working with Children Check (renewed every 5 years)
- Immunisation requirements (annually)

Acknowledgement

Employee Name	
Employee Signature	Date
Manager Name	
Manager Signature	Date
Developed Date (MM,YY)	09,2021
Developed By Name	C.Sladdin
Developed by Title	Training & Development Manager



