Cultivating Healthy Communities

Position Title:	Registered Undergraduate Student of Nursing (RUSON)
Reports To:	Nurse Unit Manager
Direct Reports:	Nil
Department:	Clinical Services
Classification:	YP12 RUSON Year 1 YP13RUSON Year 2 YP14 RUSON Year 3
Employment Conditions:	Nurses and Midwives (Vic Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
Qualifying Period:	6 months from commencement date.

East Wimmera Health Service (EWHS) is a fully accredited small rural health service consisting of 40 Acute and 95 Aged Care beds across five campuses in the Buloke and Northern Grampians Shires in North Western Victoria. Covering the land first inhabited by the Dja Dja Wurrung, Barengi Gadjin, and Jaara Jaara peoples. EWHS encompasses the townships of Birchip, Charlton, Donald, Wycheproof and St Arnaud. EWHS provides a broad range of Acute, Community Based and Aged Care services integrated with local General Medical Practices. Additionally EWHS manages a number of other local services in post-acute care, planned activity groups and infection control. The duties of this position are to be performed with adherence to the purpose and values identified through EWHS's strategic plan and compliance with the Code of Behaviour for staff of EWHS.

Our Vision

To see sustainable improvement in the health and wellbeing of our community

Our Purpose

To work together with our community to achieve better health and wellbeing outcomes

Our Values

Together, Honesty, Empathy, Community, Open, Respect and Excellence

ROLE STATEMENT

A RUSON is a student registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a student nurse. The student is currently enrolled at a University undertaking a Bachelor of Nursing and has completed at least one year of their nursing degree.

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 is employed to undertake activities contained within the RUSON Core Duties List and Exclusion List.

POSITION SPECIFIC RESPONSIBILITIES

- 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.
- A RUSON will complete performance appraisals/reviews in accordance with EWHS 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.
- 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 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 EWHS Policies and Procedures.

Quality / Safety and Risk Management

- Act in accordance with all relevant external legislation and internal EWHS policies and procedures that relate to this position and the organisation.
- Participate in and contribute to quality improvement programs and other organisational activities to meet Accreditation Standards.
- Participate and contribute in occupational health and safety activities to ensure a safe work environment for consumers, community, staff and visitors.
- Minimise exposure to incidents of infection / cross-infection of patients, consumers, staff, visitors and the general public by adhering to the Health Service Infection Control policies and procedures.
- Cooperate with the EWHS's Occupational Health and Safety policies and to participate in appropriate safety education and evaluation activities.

PERFORMANCE INDICATORS

- Compliance with the Education Training Schedule (ETS).

KEY BEHAVIORAL COMPETENCIES

- Person centred
- Personal Learning
- Ethics and Values
- Humour
- Compassion
- Perseverance

KEY SELECTION CRITERIA

- Current enrolment in a Bachelor of Nursing program
- Completed not less than 12 months of a Bachelor of Nursing program
- Current student registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Demonstrated and satisfactory academic progress in the Bachelor of Nursing (Credit or above for all subjects and competency in clinical placements preferred but not essential)
- Possess excellent clinical skills
- Demonstrated ability to practice collaboratively as part of a multi-disciplinary health care team
- A commitment to high quality, safe and person-centred care
- Well-developed interpersonal skills, including an ability to communicate effectively with other staff, patients and families
- Effective organisational skills, with respect to time management and delegation
- Ability to work AM, PM and night duty shifts over a 7 day roster
- A current National Police Check or ability to obtain a satisfactory check.
- Evidence of recent annual influenza immunisation or willingness to obtain
- Evidence of full immunisation against COVID-19 or willingness to obtain

The RUSON at East Wimmera Health Service will hold:

- A current Victorian Drivers Licence.
- Ability to comply with the “Behavioural Outcomes” for this role.
- A Working with Children Check or ability to obtain a satisfactory check.

Cultivating Healthy Communities

East Wimmera Health Service STANDARDS OF BEHAVIOUR		
	Our staff will always:	**Our staff will not:**
Together	• Work as part of the team • Mentor others • Provide encouragement to others • Care for others the way they would like to be cared for themselves • Partner with consumers in decision making about their healthcare	• Be self-centered • Have inappropriate conversations with others • Demonstrate a “can’t-do” attitude • Ignore feedback given by patients or colleagues • Avoid responsibility • Refuse to assist others with their workload
Honesty	• Be open & honest with ourselves and with others • Make ethical decisions • Bring ourselves to work • Maintain high levels of integrity • Be responsible and accountable	• Be dishonest • Be unreliable • Pass the buck • Be lazy
Empathy	• Commit to delivering a positive health experience to every person every time • Show compassion to all people • Demonstrate empathy & understanding	• Be sarcastic • Be judgmental • Make care decisions without consulting the consumer
Community	• Maintain customer focus • Lead by example • Be responsible & accountable for their own actions • Stand up and take action • Escalate issues or behaviours of concern	• Be hypocritical • Contribute to rumours • Discriminate against others • Think they’re better than others • Be passive
Open	• Demonstrate consistency • Treat people equally • Be considerate & understanding • Be collaborative and collegiate • Deal with issues	• Demonstrate favouritism & exclusion • Withhold information • Ignore issues
Respect	• Maintain confidentiality & privacy • Be punctual • Listen to others & accept differences • Respond courteously • Greet all people by saying hello, smiling and introducing themselves • Be culturally informed and sensitive • Respect diverse opinions	• Be arrogant • Be disrespectful • Display rudeness • Bully, harass or display aggression • Allow unacceptable behaviour
Excellence	• Expect and deliver excellence • Persevere to do the best job they can • Strive continuously to improve • Be professional & enthusiastic • Have the courage to question what we do	• Give up • Accept mediocrity • Leave an untidy workplace

Staff at EWHS must also comply with both the Industry and organisational Code of Conduct

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RISK ASSESSMENT / JOB ANALYSIS

East Wimmera Health Service provides a safe working environment for staff as part of the process Risk Assessments have been carried out and this position could include some or all of the following.

(Please mark (eg X or ✓) to those that apply to this position)

Aspects of Normal Workplace	Frequency			
Work Environment	Occasionally	Regularly	Continual	NA
• Work with the possibility of extended hours	√			
• Work in locations geographically separated from main facility				√
• Working off site which may include clients homes				√
• Clinical areas			√	
• Travelling or Driving in cars on a regular basis				√
Work Activity				
• Manage demanding and changing workloads and competing priorities	√			
• Undertake administrative tasks including intensive computer keyboarding work, filing, writing, concentrating for long periods of time	√			
• Sitting at the computer for extended periods of time	√			
• Sitting in meetings for extended periods of time	√			
• Use of technology including photocopiers, telephones		√		
• Undertake manual handling of equipment		√		
• Patient Handling *(Safe Patient Handling Program operates throughout EWHS)*		√		
• Exposure to Substances *(Protective equipment & procedures in place to prevent contact)*		√		
Work relationships				
• Work in a team environment and at times independently		√		
• Interaction with staff from other disciplines and departments		√		
• Interacts with:				
○ colleagues and other hospital staff			√	
○ members of the public		√		
○ Patients and relatives			√	

I acknowledge:

- That I have read and fully understand the Position Description and the position's Job Analysis.
- I agree that I have the physical ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities and duties.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- That EWHS may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the employment agreement that I will sign, outlining the terms and conditions of my employment.

Name (please print) _____

Signature _____

Date _____

Document Control	
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Manager Responsible: Director of Clinical Services	
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