Position Description

Position Title	RUSON (Registered Undergraduate Student of Nursing) & RUSOM (Registered Undergraduate Student of Midwifery)
Division	Clinical Operations
Department	Various
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Registered Undergraduate Student of Nursing or Midwifery Year 1
Classification Code	YP12 or YP15
Reports to	Nurse Unit Manager or Midwifery Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • National Disability Insurance Scheme (NDIS) Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: Bendigo Health Website - About Bendigo Health
As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

A Registered Undergraduate Student of Nursing (RUSON) or Registered Undergraduate Student of Midwifery (RUSOM) within Clinical Operations is a person who is currently enrolled at a university undertaking undergraduate nursing or midwifery studies, is registered with AHPRA as a student nurse or midwife, and who, at commencement, has successfully completed not less than twelve (12) months of the Bachelor of Nursing or Bachelor of Midwifery degree.

The RUSON/RUSOM assists in the delivery of patient-centred, evidence-based care within a multidisciplinary team environment. Under the delegation and supervision of a registered nurse, the RUSON/RUSOM works collaboratively with other health care professionals to achieve the best possible outcomes for patients in their care.

The RUSON/RUSOM will be allocated to Clinical Operations and will work in accordance with specific ward duty lists as directed by the nurse in charge. The RUSON/RUSOM forms an integral part of the Clinical Operations team.

Units within Bendigo Health where a RUSON/RUSOM may be employed include:

- Psychiatric Older Persons Units
- Women's Ward (RUSOM only)
- Children's Ward
- Ward 4A – Medical
- Ward 5A – Medical
- Ward 4B – Orthopaedic
- Ward 6B – Surgical
- Ward 4C – Rehabilitation
- Ward 5C – Rehabilitation
- Specialist Palliative Care & Evaluation Unit
- Ward 6C – Medical/Respiratory
- Renal Services
- Emergency Department
- Gibson Street Complex (Aged Care: Joan Pinder & Stella Anderson)

RUSONs/RUSOMs are required to work shifts of not less than four (4) hours for day or evening shifts, or ten (10) hours for night shifts, Monday through Sunday.

Responsibilities and Accountabilities

Key Responsibilities

- A RUSON/RUSOM is required to work under the supervision and delegation of a Registered Nurse (RN) at all times and within the parameters of this RUSON/RUSOM position description.
- A RUSON/RUSOM will complete performance appraisals and reviews in accordance with Bendigo Health policy.
- A RUSON/RUSOM must maintain their academic obligations in the Bachelor of Nursing or Bachelor of Midwifery and remain an active student throughout their fixed-term employment.

- A RUSON/RUSOM will work with one or more Registered Nurses to provide delegated activities in accordance with this position description.
- The RUSON/RUSOM will function in accordance with relevant legislation and the organisation's local policies and procedures, conducting practice within a professional and ethical framework to deliver delegated care.
- The RUSON/RUSOM will collaborate and consult with the Registered Nurse and other multidisciplinary team members to achieve desired health outcomes for patients.
- The RUSON/RUSOM will ensure all residents, families, clients, visitors, and staff are treated with respect, dignity, and courtesy in an environment free from harassment and discrimination.
- The RUSON/RUSOM accepts accountability and responsibility for practising safely within the scope of this RUSON/RUSOM position description.
- The RUSON/RUSOM works collaboratively with both Bendigo Health and the relevant university to ensure the requirements of both organisations are met.

Key Selection Criteria

Essential

1. Current enrolment in a Bachelor of Nursing/Midwifery Program or equivalent (i.e. Master of Nursing).
2. Completed first year of Bachelor of Nursing/Midwifery Program or equivalent (i.e. Master of Nursing).
3. Demonstrated satisfactory academic progress in the Bachelor of Nursing/ Midwifery (credit or above for all subjects and competency in clinical placements preferred but not essential) and evidence of successful completion of all units of study from the second year of a Bachelors Program or the first year of study of a post graduate/master's program at a participating university.
4. Registration as a student nurse with the Australian Health Practitioner Regulation Agency (AHPRA) with no conditions or undertakings.
5. Ability to work AM, PM and night shifts over a 7 day roster.
6. Effective organisational skills in respect to time management and delegation.
7. Well-developed written, verbal and electronic communication and interpersonal skills with the ability to convey information effectively to others.
8. A demonstrated commitment to high quality, safe and person centred care.
9. Ability and willingness to learn and operate in an environment of change with a personal approach which demonstrates values such as caring, passionate and trustworthy.
10. Proven ability to work effectively and cooperatively with a multi-disciplinary health care team whilst maintaining good relationships

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.

- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.