


POSITION DESCRIPTION

Position Title:	Registered Undergraduate Student of Nursing/Midwifery (RUSONM)
Business Unit/Department:	Medical, Surgical and Aged Care Wards Maternity Wards
Directorate:	Nursing & Midwifery
Award/Agreement:	Nurses & Midwives (Victorian Public Health Sector) (Single interest employers) Enterprise Agreement
Classification:	RUSONM Year 1
Reports To:	Nurse/Midwifery Unit Manager
Direct Reports:	N/A
Date Prepared/Updated:	2 June 2026

Position Purpose
<p>The Registered Undergraduate Student of Nursing/Midwifery (RUSONM) works as an assistant to the health care team, assisting Registered Nurses/Midwives to provide delegated aspects of client care. Elements of direct and indirect client care will be delegated in accordance with the professional judgement of the supervising Registered Nurse/Midwives and in accordance with the level of achieved educational preparation and assessed competence of the individual RUSONM.</p> <p>The RUSONM will work in accordance with the specific ward/unit duty list as directed by a Registered Nurse/Midwife.</p> <p>The RUSONM will contribute to providing quality health and well-being services for our consumers demonstrating novice to advanced beginner behaviours across the five domains of leadership, research, evidence-based practice, education & learning and clinical expertise as identified in the Western Health Nursing and Midwifery Professional Practice Framework.</p>
Business Unit Overview
<i>Dependant on the unit you are allocated to work – this will be described in your letter of offer</i>
Key Responsibilities
<p>A RUSONM is required to work under the supervision and delegation of one or more Registered Nurse/Midwives (RN/RM) at all times and work within the agreed core duty list for the role.</p> <p> Leadership</p>

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- Work collaboratively within the nursing team model of care
- Accept accountability and responsibility for providing high standards of direct client care within the scope and core duties list of the RUSONM
- Ensure all consumers, residents, families, clients, visitors and staff are treated with respect, dignity and courtesy; an environment that is free from harassment and discrimination.



Research

- Use evidence to support improvement to consumer care and practice
- Be curious about ways to improve practice and outcomes



Evidence Based practice

- 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.
- Participate in Western's Health's 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.



Education & Learning

- Maintain academic obligations in the Bachelor of Nursing (or equivalent) and remain as an active student throughout their RUSONM employment.
- Work collaboratively with both the employer and the University to ensure the requirements of both organisations are met.



Clinical expertise

- Collaborate and consult with the Registered Nurse/Midwife and other multidisciplinary team members to achieve desired health outcomes for consumers
- Demonstrate accountability and responsibility for care delivered
- Provide high standard of consumer care delegated care to a group of clients within the scope and core duties list of the RUSONM
- Recognise changes in consumers' condition and take necessary action (s) including urgently communicating the change in condition to their supervising Registered Nurse/Midwife.

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Nurse/Midwifery Unit Managers
- Associate Nurse/Midwifery Unit Managers (ANUMs/AMUMs)
- Other Nursing/Midwifery staff
- Directors of Nursing / Midwifery
- Assistant Directors of Nursing & Midwifery
- Health Support Services
- Administration staff

External:

- Consumers, families and others as required

Selection Criteria

- Current enrolment in a second or third year of a Bachelor of Nursing/Midwifery program or equivalent (i.e. Master of Nursing) or third year of a Bachelor of Nursing/Midwifery dual degree

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- Successful completion of not less than 12 months of a Bachelor of Nursing degree or equivalent
- Registration as a student nurse with the Australian Health Practitioner Regulation Agency (AHPRA)
- Possess sound clinical skills
- Possess effective interpersonal skills
- Demonstrated ability to practice collaboratively as part of a multi-disciplinary health care team
- Actively identifies 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.
- A commitment to high quality, safe and person centred patient care

Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- 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 Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022.
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name:

[Click here to enter the Employee's name.](#)

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Employee's Signature:

Date:

[Click here to enter a date.](#)

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