

Position Description

Position title	Registered Undergraduate Student of Nursing – Aboriginal and/or Torres Strait Islander Cadet
Enterprise Agreement	Nurses and Midwives (Victorian Public Sector) Enterprise Agreement (2024-2028)
Department / Division	Nursing services
Classification	RUSON Year 1 – Year 3 / RUSON 1-3 (YP12 – YP14)
Position reports to	Operational: Nurse Unit Manager Professional: Nurse Unit Manager
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>. RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts. RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/. RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au

ROLE CONTEXT
The Aboriginal and Torres Strait Islander Cadetship position has been developed to provide the cadet with pre-graduation professional experience while undertaking studies towards their Bachelor or pre-registration Master of Nursing that leads to a nationally recognised qualification. Cadets will be offered the opportunity to work in a fixed term appointment with a required minimum of eight weeks full time equivalent (40 paid shifts) across 12 months. Paid work is flexible to suit the study requirements (and other commitments) of each individual Cadet.
ROLE PURPOSE
The RUSON – Aboriginal and/or Torres Strait Islander Cadet works under direct supervision and delegation of a Registered Nurse to assist with aspects of patient and family care. The RUSON will perform patient care under specific direction in accordance with the level of achieved education preparation and assessed competences of the individual. The RUSON is employed to undertake activities contained within the RUSON Core Duties List and Exclusions list
KEY ACCOUNTABILITIES
Under the direct supervision of the Registered Nurse Direct Comprehensive Care • Accept accountability and responsibility for providing a high standards of direct patient care within the scope and RUSON Core Duties List and Exclusions list • Collaborate and consult with the Registered nurse and other multidisciplinary team members to achieve desired health outcomes for patients and their families • Contribute to high quality and safe care by ensuring all elements of delegated work is completed accurately and in accordance with Royal Children Hospital policies and procedures • Accurately document and record Nursing activity (under supervision) of a Registered Nurse via the appropriate medium (Electronic Medical Record) to meet legal requirements for documentation • Work within the defined RUSON model of care and specific unit duties Support of Systems • Communicate and collaborate effectively with key stakeholders to ensure coordinated patient care is efficient and supports functioning of healthcare systems • Maintain a safe environment and report incidents promptly to the supervising nurse, Nurse Unit Manager or appropriate stakeholder • Participation in the RCH 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 • Adhere to policies, procedures and guidelines to maintain a safe and effective healthcare environment Education • Maintains Mandatory and Required for Role Continuing Professional Development requirements Research • Participates in quality auditing as directed by the Nurse Unit Manager Professional Leadership • Communicate clearly with team members, patients, and their families and with all other health professionals • Evaluates own practice and demonstrates active pursuit of professional development by participating in Performance Development Process and discussion with the Registered Nurse

QUALIFICATIONS AND EXPERIENCE

Essential:

- This is a Designated Position. Under Section 12 of the Equal Opportunity Act 2010 (Vic) and Section 8(1) of the Racial Discrimination Act 1975, this position is only open to Aboriginal and/or Torres Strait Islander applicants.
- Enrolled at a University to undertake pre-registration nursing studies and has completed first 12 months of a Bachelor of Nursing or Master of Nursing (Preregistration course).
- Registered with the Australian Health Practitioner Regulation Agency as a Student Nurse
- Demonstrated commitment to ongoing personal and professional development

KEY SELECTION CRITERIA

- Well-developed interpersonal and communication skills both written and verbal
- Effective time management and organisational skills
- Ability to be flexible to changing priorities and environment

OTHER REQUIREMENTS

Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment

Employees are required to maintain a valid Working with Children Check throughout their employment

A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)

Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions

- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. This is a Designated Position. Under Section 12 of the Equal Opportunity Act 2010 (Vic) and Section 8(1) of the Racial Discrimination Act 1975, this position is only open to Aboriginal and/or Torres Strait Islander applicants.

We also encourage applications from Aboriginal and/ or Torres Strait Islander applicants from the LGBTQI community and people with disability.

Position description last updated

14 November 2025