

Position Description

Position title	Registered Undergraduate Student of Nursing (RUSON)
Enterprise Agreement	Nurses and Midwives (Victorian Public Sector) Enterprise Agreement (Relevant Years)
Department / Division	Emergency Department / Critical Care
Classification	RUSON Year 1 / YP12
Position reports to	Operational: Nurse Unit Manager & Professional: Nurse Unit Manager
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

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. 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/>.

About our organisation

The Royal Children's Hospital's (RCH) vision is *A world where all kids thrive*.

Our Values

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

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. These are:

- 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

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTIQ community and people with disability.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The RCH Emergency Department (ED) provides urgent medical care to children and adolescents 24 hours a day, seven days a week. Approximately 90,000 patients, ranging from newborns to teenagers, are seen each year; this equates to 250 patients per day on average. Our ED has just opened one of our new treatment spaces, in what is the second stage of the Victorian Governments project to expand the RCH to meet increasing demand.

The ED RUSON role will be responsible for the way finding, support and orientation of patients and families and assisting with patient movement throughout the department during the redevelopment stages of the ED.

ROLE PURPOSE

The RUSON 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

All practice of RUSON is under the direct supervision of the Registered Nurse

Clinical Practice

- Deliver safe, person-centred nursing care under the supervision of a Registered Nurse, working within scope and [RUSON Core Duties List and Exclusions list](#)
- Maintain accurate, timely, and comprehensive clinical documentation
- Demonstrate effective communication with patients, families, and the multidisciplinary team to ensure continuity of care

Optimising Health Systems

- Utilise health information systems and technology effectively for patient documentation, care planning, and clinical handover
- Contribute to efficient patient flow through timely completion of care activities and effective time management
- Participate in ward/unit meetings and huddles to support coordinated team-based care delivery
- Support admission, transfer, and discharge processes

Education

- Actively engage in clinical learning opportunities to develop nursing knowledge, skills, and professional judgment
- Participate in mandatory training, orientation programs, and relevant professional development activities
- Seek feedback from supervising Registered Nurses and clinical educators to enhance clinical competence

- Complete all required clinical placement hours and competency assessments as per university requirements

Research and Improvement

- Participate in Quality Auditing and Collection of Data as directed by the Nurse Unit Manager

Professional Leadership

- Demonstrate accountability for own learning and professional development
- Contribute positively to team culture through effective communication, collaboration, and respectful relationships
- Recognise own limitations and practice within scope, seeking appropriate supervision and support

QUALIFICATIONS AND EXPERIENCE

Essential:

- Enrolled at a University to undertake an undergraduate Nursing Study and completed 12 months of this study
- Registered with the Australian Health Practitioner Regulation Agency as a Student Nurse

KEY SELECTION CRITERIA

- Well-developed interpersonal and communication skills both written and verbal
- Demonstrated ability to work within a multidisciplinary team
- Effective time management and organisational skills
- Ability to work well under pressure and be flexible to changing priorities and environment
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development

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 RCH Infection Prevention and Control policies, procedures and guidelines. Furthermore staff must comply to the "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure
- 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 RCH
- 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), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023

- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other RCH employment guidelines

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

Position description last updated	October 2025
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