

Position Description

Position title	Registered Undergraduate Student of Nursing (RUSON), Mental Health
Department / Division	Banksia ward / Medicine
Classification	RUSON Year 1 – RUSON Year 3 (MP20-MP22)
Position reports to	Operational & Professional: Nurse Unit Manager
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.

<p>The Royal Children's Hospital</p> <p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>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.</p> <p>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.</p> <p>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/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>
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<p>ROLE CONTEXT</p> <p>Banksia Ward is a 16-bed adolescent inpatient mental health unit at the Royal Children's Hospital (RCH), providing specialised care for young people aged 13 to 17 years. The ward includes a 2-bed Intensive Care Area (ICA) to support young people requiring a higher level of observation and acute intervention.</p> <p>Banksia Ward is staffed by a multidisciplinary team of healthcare professionals with extensive expertise in child, adolescent, and family mental health. The team works collaboratively to deliver comprehensive, developmentally appropriate care, with a strong emphasis on family involvement and recovery-oriented practice.</p> <p>The ward supports young people experiencing a wide range of mental health conditions, including affective disorders such as depression and bipolar disorder, difficulties with emotional dysregulation, acute behavioural crises requiring intensive intervention, eating disorders, anxiety disorders, and emerging personality vulnerabilities. Care is tailored to meet the complex and often co-occurring needs of adolescents in an acute setting.</p>
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Banksia Ward offers a broad range of therapeutic interventions, including individual and group therapies, music therapy, and access to an integrated school program to support ongoing educational engagement during admission. Family work is a core component of care, recognising the central role of caregivers in a young person's recovery.

ROLE PURPOSE

A Registered Undergraduate Student of Nursing (RUSON) (Mental Health) works under the supervision and delegation of Registered Nurses to support the delivery of safe, effective, and patient-centred care. The role has a particular focus on facilitating the Banksia therapeutic group program, which supports young people by promoting routine, providing constructive distraction, and enhancing social and interpersonal skills within a structured environment.

The RUSON contributes to maintaining a positive therapeutic milieu through active engagement with consumers, demonstrating appropriate role modelling, and supporting recovery-oriented care. The position also requires the RUSON to recognise and respond to changes in a consumer's mental state, including timely escalation of care in line with service protocols.

KEY ACCOUNTABILITIES

Clinical practice

- Work under the direct supervision and delegation of a Registered nurse (RN) at all times, and work within the agreed core duty list
- Accept accountability and responsibility for providing a high standards of direct patient care within scope of practice
- 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.

Optimising health systems

- 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.
- Comply with RCH policies and procedures
- Communicate and collaborate effectively with members of the MDT to ensure patient care is efficient and supports functioning of healthcare systems
- Maintain a safe environment and report incidents promptly to a Registered Nurse, ANUM, or NUM

Education

- Maintain academic obligations in the Bachelor of Nursing and remain as an active student throughout period of fixed term employment
- Work collaboratively with both the employer and the University to ensure the requirements of both organisations are met
- Actively participate in in-service training, workshops, and continuing education opportunities

Research and improvement

- Engage in available learning opportunities to promote continuous professional development
- Ensure to practice within scope of practice as a RUSON, checking understanding if unclear

Professional leadership

- Complete performance appraisals/reviews in accordance with hospital policy

- Take responsibility for own learning needs, recognising limitations and seeking support and guidance where necessary
- Demonstrate professionalism

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current enrolment in entry to practice nursing course at a recognised university
- Successful completion of not less than 12 months of the Bachelor of Nursing degree
- Current registration as a Registered Undergraduate Student Nurse with the Nursing and Midwifery Board Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional practice Portfolio

Desirable:

- Previous experience working in a healthcare setting
- Previous experience working with children and adolescents
- Completion of a mental health placement

KEY SELECTION CRITERIA

- Well-developed interpersonal communication skills
- 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
- Commitment to ongoing learning and professional development
- Punctual and reliable
- Demonstrates integrity, honesty, and professionalism

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. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

April 2026