

DHELKAYA HEALTH

POSITION DESCRIPTION

Position Title	RUSON
Directorate	Clinical & Community
Manager	Nurse Unit Manager
Direct Reports	No
Enterprise Agreement	Nurse and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2016 - 2020
Classification	RUSON (YP12 – YP14)
Employment Status	Casual
Hours of work	Refer to contract of employment
Amendment Date	January 2022

Our Organisation

Dhelkaya Health is a new health service on Dja Dja Wurrung country; it is the coming together of Castlemaine Health, Maldon Hospital and CHIRP Community Health.

Dhelkaya Health is shaping a better health system for the people of Mount Alexander Shire and beyond, while staying true and local in everything it does.

Dhelkaya Health delivers a diverse range of inpatient, outpatient, aged care, community health and outreach services to Mount Alexander Shire. It also delivers assessment, rehabilitation and allied health services to neighbouring shires. Dhelkaya Health is committed to the quality, accessibility and sustainability of acute, aged and community-based healthcare, and family and housing services.

Dhelkaya Health has campuses in Castlemaine and Maldon.

Position Overview

A Registered Undergraduate Student of Nursing or RUSON for the Vaccination Clinic is a person currently enrolled at a University to undertake undergraduate nursing study, who is registered with AHPRA as a student nurse, and who at commencement, has successfully completed all units of study from the second year of a Bachelor's program or the first year of study of a post graduate/master's program.

The RUSON works as an assistant to the health care team, assisting the registered nurse to provide delegated aspects of patient care. Elements of patient care will be delegated in accordance with the professional judgement of the supervising registered nurse, and in accordance with the level of achieved educational preparation and assessed competence of the individual RUSON.

Specific Accountabilities

- A RUSON is required to work under the supervision and delegation of a Registered Nurse (RN) at all times, and work within the parameters of this RUSON COVID19 position description.
- A RUSON will complete performance appraisals/reviews in accordance with Castlemaine Health policy.
- A RUSON must maintain their academic obligations in the Bachelor of Nursing and remain as an active student throughout their fixed term employment.
- A RUSON will work with one or more Registered Nurses to provide delegated activities in accordance with this position description.
- 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
- Collaborate and consult with the Registered Nurse and other multidisciplinary team members

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- Ensure all residents, families, clients, visitors and staff are treated with respect, dignity and courtesy, an environment free of harassment and discrimination.
- Accept accountability and responsibility for practicing safely within the scope of this RUSON COVID19 position description
- Works collaboratively with both Castlemaine Health and the university to ensure the requirements of both organisations are met.
- Perform any other duties as required commensurate with the position classification and the employee's skills, knowledge, experience and qualifications.

Organisational Accountabilities

Confidentiality

All staff members must comply with the principles of confidentiality relating to patients, residents, clients and other staff members.

Infection Control

All staff members are responsible for minimising the risk of patients, residents, clients, visitors and other staff members acquiring or being exposed to infections arising from activities within the health care environment. Staff members are to support risk management strategies by adhering to relevant Infection Control Guidelines.

No-Smoking Policy

To ensure a healthy and safe work environment for staff, volunteers, patients, residents, clients and visitors, smoking is not permitted on health service grounds, in buildings and offices or in any vehicle.

Occupational Health & Safety

All staff members have the right to a safe working environment and should advise their direct line manager of any risk or condition likely to result in accident or injury. All staff members have the responsibility to take reasonable care of their own health and safety, to co-operate with OH&S policies, and to participate in appropriate safety education and evaluation activities.

Organisational Values

All staff members must demonstrate and uphold their health service's vision, mission and values. This includes accepting accountability and responsibility for their actions, demonstrating a commitment to ongoing education and professional development, and working within current scope of practice.

Pre-Employment Security Screening

All staff members must obtain and/or maintain a current and satisfactory National Police Check for the duration of employment. A Working with Children Check and Disability Worker Exclusion Scheme check may also be required for particular positions.

Quality Improvement

Staff members are required to participate in Continuous Quality Improvement programs to encourage excellence of care and ensure effective and safe use of resources. Staff members have a role and responsibility in identifying opportunities for improvement and implementing strategies to do so.

Our Health Services are committed to providing an environment that promotes quality learning and further education. Where relevant, staff are required to contribute to the planning and delivery of further education placements, participate in appropriate staff development, training and education opportunities and share knowledge with other staff members.

All staff members are required to participate in regular formal and informal performance review meetings.

Risk Management

All staff members have a duty to take a proactive role in contributing to the identification, management and reporting of risks, including near misses and hazards. Staff members who identify a risk are required to take first line action to minimise the risk and to then report it to their direct line manager for further management. All staff members are required to report any incidents that occur during the course of their duties.

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Workplace Behaviour and Codes of Conduct

- All staff members are required to carry out lawful and reasonable directions as outlined in this position description or as delegated to them
- All staff members are required to comply with the legal requirements associated with general employment and those specific to their qualifications and area of work
- Where required, staff members must abide by professional standards and codes of conduct and ethics issued by the professional association relevant to their discipline
- All staff members are required to demonstrate behaviours that are consistent with their health service's Codes of Conduct and the Code of Conduct for Victorian Public Sector Employees.
- All staff members have the right to equal opportunity and a work environment free from any form of workplace harassment and bullying. All staff members must adhere to their health service's policies in this regard and participate in education and training

All staff members must demonstrate an understanding of appropriate behaviours when engaging with children in line with their health service's child safety policies and codes of conduct.

Qualifications

Essential:

- Current enrolment in a Bachelor of Nursing/ Midwifery Program or equivalent (i.e. Master of Nursing)
- Registration as a student nurse with the Australian Health Practitioner Regulation Agency (AHPRA) with no conditions or undertakings

Key Selection Criteria

- 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/masters program at a participating university
- Must have demonstrated competency in the administration of intramuscular injections as assessed by applicable education provider
- Must have successfully completed all modules within the Victorian COVID19 eLearning Competency available at covid19vaccinationtraining.org.au
- Must have successfully completed all modules within the National COVID19 Vaccination Training Program including the Astra Zeneca and Pfizer supplementary eLearning Modules available at covid19vaccinationtraining.org.au
- Must be willing to undertake the CVMS training upon commencement to receive the Victorian COVID19 Clinical Skills and Competency Certificate
- Effective organisational skills in respect to time management and delegation
- Well-developed written, verbal and electronic communication and interpersonal skills with the ability to convey information effectively to others
- A demonstrated commitment to high quality, safe and person-centred care
- 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
- Proven ability to work effectively and cooperatively with a multi-disciplinary health care team whilst maintaining good relationships

