

POSITION DESCRIPTION

Position Title:	Registered Undergraduate Student of Midwifery (RUSOM)
Business Unit/Department:	Nursing & Midwifery
Division:	Nursing & Midwifery Directorate
Award/Agreement:	Nurses and Midwives (Vic Public Sector) (Single Interest Employers) EA 2020-2024 (Clause 85 and Clause 106)
Classification:	RUSOM Year 1 & Year 2
Reports To:	Midwifery Unit Manager
Direct Reports:	Nil
Date Prepared/Updated:	12 May 2022

Position Purpose

The RUSOM assists the health care team with the provision of woman-centred, family oriented, evidence-based care within a multidisciplinary team environment. Under the delegation and supervision of a midwife, the RUSOM works collegially with other health professionals to achieve the best possible outcomes for mothers and infants in their care. The RUSOM will be rostered to work in Maternity Service areas.

Elements of patient care will be delegated in accordance with the professional judgement of the supervising midwife, and in accordance with the level of achieved educational preparation and assessed competence by the education provider of the individual RUSOM

As with all midwives working at Western Health, the RUSOM will provide services that are:

- Woman focused, to respect the rights, needs and expectations of the childbearing woman
- Integrated and consistent
- Evidence-based
- Supportive of a learning environment for all colleagues.

Business Unit Overview

Our Vision

Together, Caring for the West
Patients – Employees – Community – Environment

The Nursing & Midwifery Directorate provides leadership and direction to Western Health's nursing and midwifery workforce, supporting professional practice ensuring innovative research-based nursing and midwifery care to Western Health care recipients. The Directorate oversees the professional management of the nursing and midwifery workforce, via credentialing, scope of practice oversight, leadership development, workforce strategic planning, recruitment and delivery of a sustainable supplementary workforce and workforce development.

The Directorate also has operational responsibility for the Nursing & Midwifery Workforce Unit, Infection Prevention, Aboriginal Health, Consumer Partnerships & Diversity and a number of expert nursing & midwifery consultants.

Western Health Values: Compassion, Accountability, Respect, Excellence & Safety

Western Health aspires to be a values-driven organisation and all employees are required to model the following values in their day to day tasks:

- Compassion – consistently acting with empathy and integrity
- Accountability – empowering our staff to serve our community
- Respect – for the rights, beliefs and choice of every individual
- Excellence – inspiring and motivating innovation and achievement
- Safety – working in an open, honest and safe environment

Western Health Focus: 'Best Care'

At Western Health we are committed to high quality, safe and person-centred patient care. The Western Health framework for Quality, Safety and the Patient Experience describes a vision for 'Best Care' for all Western Health patients and sets out the behaviours, strategies and organisational systems needed to achieve this vision.

Key Responsibilities

A RUSOM is required to work under the direct supervision and delegation of a Registered Midwife (RM) at all times, and work within the agreed core duty list for the role, and in accordance with the Nursing Midwifery Board Australia (NMBA) Registered nurse standards for practice (2016)

<https://www.nursingmidwiferyboard.gov.au/documents/default.aspx?record=WD16%2f19524&dbid=AP&checksum=R5Pkrn8yVpb9bJvtpTRe8w%3d%3d>

and the NMBA Decision Making Framework for Nursing and Midwifery

<https://www.nursingmidwiferyboard.gov.au/documents/default.aspx?record=WD19%2f29157&dbid=AP&checksum=9LilUkdFvM5AJeKlajZd1A%3d%3d>

- A RUSOM will work with one or more Registered Midwives to provide delegated care to a group of women and their babies.
- Accept accountability and responsibility for providing a high standard of direct clinical care within the scope and core duties list of the RUSOM
- 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 Midwife and other multidisciplinary team members to achieve desired health outcomes for women and their babies
- Recognise changes in the woman or baby's condition and take necessary action(s) including urgently communicating the change in condition to their supervising midwife.
- Reporting and/or escalating all care and concerns to the supervising midwife and taking necessary action(s) as directed under the supervision of the midwife.
- Ensure all women and their babies, families, visitors and staff are treated with respect, dignity and courtesy; in an environment that is free from harassment and discrimination.
- 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 the workplace through communication and consultation with managers and colleagues.
- Ensure that the affairs of Western Health, and its partnering organisations, patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial

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interests and activities of Western Health's services.

- Recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Western Health employees.
- A RUSOM must maintain their academic obligations in their midwifery degree and remain an active student throughout their fixed term employment.
- Works collaboratively with both the employer and the University to ensure the requirements of both organisations are met.

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:

- Midwifery Unit Manager
- Associate Midwifery Unit Manager / Midwife in Charge
- Other midwifery staff
- Director of Nursing and Midwifery
- Assistant Directors of Nursing & Midwifery
- Divisional Director
- Operations Manager
- Allied health
- Midwifery education team members
- Medical staff

External:

- Women and their babies, families and others as required

Selection Criteria

- Current enrolment in a Bachelor of Midwifery program or Bachelor Nursing/Bachelor Midwifery dual degree
- Minimum of 24 months of a Bachelor of Midwifery program or Bachelor of Nursing/Bachelor of Midwifery dual degree
- Registration as a RUSOM with the Australian Health Practitioner Regulation Agency (APHRA)
- Possess excellent clinical skills
- Effective organisational skills, with respect to time management and delegation
- Well-developed written and verbal communication skills
- Effective interpersonal skills
- Demonstrated ability to practice collaboratively as part of a multi-disciplinary health care team
- A commitment to high quality, safe and person centred care

Additional Requirements

All employees are required to:

- Obtain a Police & Criminal history check prior to employment
- Obtain a Working with Children Check (employment) prior to employment
- 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

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- 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), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information
- 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 maternity services 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.
- 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: _____

Employee's Signature:

Date: _____

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