

Position Description

Position Title:	Mental Health Registered Undergraduate Student of Nursing
Reports to:	Nurse Unit Manager - Grutzner House
Department:	Grutzner House
Directorate:	Community Care and Mental Health
Cost centre:	H0002
Code & classification:	RUSON Years 1 - 3 (MP20 - MP22)
Employment conditions:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028 and its successors, and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

OVERVIEW

The program

The Mental health Registered Undergraduate Student of Nursing (RUSoN) program is offered to students enrolled in a course of Bachelor of Nursing and has successfully completed not less than twelve months of the Bachelor of Nursing Degree. The program seeks to build the capacity of Victoria's Specialist Mental Health Services to attract a soon-to-be-qualified nursing workforce to choose a career in mental health. The roles also provide an opportunity to contribute meaningfully to the lives of consumers with a mental illness, and their families and carers.

Strategic objective

The objective of the program is to:

- Provide opportunities for Goulburn Valley Health to develop and implement entry level career strategies and workforce models to meet workforce supply requirements in nursing within a multi-disciplinary model of care.
- Provide high quality care.
- Support employment in mental health programs that enables emergent workforces to gain exposure to and develop an interest in mental health as a career option.
- Provide a paid opportunity for students to gain skills and contribute to engagement with consumers and families and carers.

Employment arrangement

Mental Health RUSoN's will be employed in a supernumerary position supported by a preceptor Registered Nurse on a fixed term basis. In order to balance the RUSoNs academic obligations and the needs of the Employer, the rostered work of students will be in shifts of not less than four hours on day or evening shifts,

Monday to Sunday. They will receive clinical supervision and/or reflective practice opportunities from Registered Nurse supervisors/mentors throughout their employment. The RUSoN is always required to work under the direct supervision and delegation of a Registered Nurse and work within the agreed core duty list for the role.

POSITION SUMMARY

The RUSoN works as an assistant to the health care team, assisting the Registered Nurses to provide delegated aspects of consumer care. Elements of direct and indirect consumer 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. The RUSoN will work in accordance with the defined set of activities detailed in this position description. The RUSoN is always required to work under the direction and supervision of the Registered Nurse, and within their level of education and assessed competencies and scope of practice. Elements of direct and indirect consumer care will be delegated in accordance with the professional judgement of the supervising nurse, with the level of achieved educational preparation and assessed competence of the individual RUSoN, and be consistent with the NMBA Decision Making Framework for nursing and midwifery.

Undergraduate students currently completing 2nd or 3rd year of the Bachelor of Nursing and registered with the Australian Health Practitioner Regulation Agency (APHRA) as a student nurse are eligible to apply. The Mental Health RUSoN position is designed to support candidates in the following areas:

- Increased interest, skills, confidence and capacity among participants to work in mental health services
- Offer a paid employment experience, and longer periods of being immersed in mental health settings
- Encourage candidates to apply for a graduate year in mental health nursing
- Professional support to undergraduate students undertaking a Bachelor of Nursing degree
- Growth of professional networks in the mental health sector to support participants to build their career in this field
- Motivate candidates to pursue a Post-graduate Diploma in Mental Health Nursing

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

- Collaborate and consult with the Registered Nurses and other multidisciplinary team members to achieve desired health outcomes for all residents
- Assist residents with daily living tasks such as:
 - Hygiene, personal grooming and activities of daily living
 - Nutritional needs
 - Mobility, transfers and positioning within the unit
 - Toileting
- Provide support to residents under the direction of registered nursing staff in addition to time spent with residents by nursing
- Maintain a safe environment for residents
- Engage residents in conversation and activities and assist resident activities, e.g., group program participation
- Provide indirect support:
- Support team communication

- Occupational Health and Safety requirements
- Maintain stock levels of medical supplies
- Assist with taking pathology specimens to pathology department for testing
- Assist with any other duty deemed appropriate to level of competency and confidence and delegated by the Registered Nurse
- Always comply with Policy and Procedures and maintain knowledge of changes in local policies and procedures
- Observe handover and clinical reviews
- Observe family meetings and under the direction of a Registered Nurse facilitate communication and support families/ carers.
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical area

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current enrolment in a Bachelor of Nursing Program or equivalent
- Registered as a student nurse with AHPRA and with no conditions of undertakings

Essential:

- Minimum of 12-month completion of Bachelor of Nursing program
- Strong interest in mental health and well-being and considering a career in mental health nursing
- Well-developed interpersonal skills, clear communication skills, both verbal and written.
- Ability to work as a team member and contribute to team decisions, as well as the willingness to take advice and direction
- An interest in understanding the range of issues experienced by people experiencing mental illness presenting with high level needs, and a commitment to helping meet the needs of consumers and families/carers

Desirable:

- Demonstrated satisfactory academic progress in the Bachelor Nursing (credit or above for all subjects and competency in clinical placements preferred).

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful achievement of:

- Participation in discipline specific reflective practice/clinical supervision
- Working within scope of practice under direct supervision of preceptor
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework

ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
 - Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
 - Develop and maintain collaborative relationships with all other teams and professionals;
 - Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
 - Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
 - Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
 - Contribute to organisational quality and safety initiatives;
 - Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
 - Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
 - Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
 - Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
 - Comply with the principles of patient and family centred care;
 - Not smoke or vape on GV Health premises;
 - Comply with immunisation requirements as per the Victorian Department of Health Victoria;
 - Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
 - In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.
-

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care & Mental Health	RUSON
Reviewed by:	Paige Harbor
Issue Date:	June 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)