

Position Description



1. General Information

Position Title:	Undergraduate Student Registered Nurse
Division/Department:	Central Resource Unit
Position Reports to:	Central Resource Unit Site Partner
Enterprise/Individual Agreement:	Epworth HealthCare Nurses and Midwives Enterprise Agreement 2024
Classification/Grade:	Student Nurse (NST01)
Location:	Epworth Richmond, Epworth Freemasons, Epworth Hawthorn, Epworth Camberwell, Epworth Eastern or Epworth Geelong
Employment Status:	Casual
Resource Management (for Management positions only) Number of Direct Reports: Budget under management:	Nil
Key Relationships - internal and external	• NUM, patients, inclusive of family member(s) and visitors • Central Resource Unit operational team • Nursing Staff • Non-clinical staff • Clinical Education department • Medical staff and VMOs • Multidisciplinary team colleagues

2. Overview of Epworth HealthCare

Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Guided by our purpose to deliver world-class, personalised care, we provide exceptional care across hospitals, clinics, community services and home-based settings.

Our vision, **Exceptional care. For life**, reflects our commitment to supporting people to live well and stay well through every stage of life, combining outstanding clinical care with leading research, education and innovation.

Everything we do is guided by our values of **Compassion, Accountability, Respect and Excellence**, which shape how we care for patients, work together and serve our communities. More information can be found on the [Epworth website](#).

3. Epworth 2030 Strategy

All roles at Epworth contribute to the successful delivery of the **Epworth 2030 strategy**, which sets our direction for the future through three strategic priorities:

- **Excellence in care, every time.**

Uncompromising standards delivering safe, consistent, high-quality care. No exceptions.

- **Growth with purpose.**

Intentional growth in the services, specialties and settings our communities need most, at a scale that sustains investment, innovation and quality. Growth that gives back: as a not-for-profit, every dollar we earn is reinvested in care.

- **A place where great people do great work.**

Where our staff and doctors are backed to set the standard for exceptional healthcare.

4. Purpose of the Position

The employed Student Registered Nurse works as an assistant to the health care team, assisting the registered nurses to provide delegated aspects of patient care. Elements of direct and indirect 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.

The employed Student Registered Nurse will be allocated to a specific ward/unit and will work in accordance with the specific ward/unit duties.

5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
Leadership and culture	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
Consumer Partnerships	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
Effective Workforce	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.
Clinical Safety and Effectiveness	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
Risk Management	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
Clinical Care • Undertakes clinical and non-clinical duties as defined by Epworth under the direction of a registered nurse • Practice in accordance with Nursing and Midwifery (NMBA) National Competency Standards for Undergraduate Students of Nursing • Appropriately and promptly escalate any issues of concern • Practice safely within the professional and own scope of practice boundaries • Practice in accordance with the National Safety and Quality Health Service (NSQHS) Standards • Practice in accordance with legislative and common law requirements • Actively participate in a team nursing model of care • Participates in bedside handover as directed by the Registered Nurse • Timely reporting of outcomes of nursing interventions to the Registered Nurse • Demonstrate empathy and compassion to patients and their family, visitors, colleagues and doctors • Maintain patient confidentiality as prescribed by the relevant Acts and organisational policies and protocols • Practice in accordance with Infection Control Standards • Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification Team Work • Works cooperatively and collaboratively with all members of the multidisciplinary team • Provides positive and constructive feedback to other team members • Actively participates as a member of the team • Follows instructions from and reports to the Registered Nurse responsible for allocating tasks and duties	• Adheres to scope of practice for Epworth specific documented tasks and duties • Demonstrates understanding of the escalation and response processes for emergencies and other clinical concerns • Clear communication with reporting nurse • Completes mandatory training including: - Hand hygiene - Emergency Preparedness - Basic Life Support - Personal Protective Equipment

Personal and Professional Development • Participates in prescribed performance development system annually • Evaluates personal performance and plans self-development	
Customer Service Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers. Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees. Provide excellent, helpful service to patients, visitors and staff Communicate with clear and unambiguous language in all interactions, tailored to the audience Build customer relationships and greet customers and patients promptly and courteously Actively seek to understand patients' and their family's (customers) expectations and issues	Patient and customer service satisfaction surveys within agreed targets Use AIDET principles in all interactions Issues are escalated to the manager and resolved in a timely manner
Safety and Wellbeing Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan	Adhere to infection control/personal hygiene precautions Implement and adhere to Epworth OHS policies, protocols and safe work procedures Mandatory training completed at agreed frequency

7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	Essential - Undergraduate Bachelor of Nursing Student (minimum 18 months completed) - Current AHPRA Student Registration
Previous Experience	Essential - A minimum of eighteen (18) months experience as an undergraduate student registered nurse Desirable - Previous experience within the Health Services industry - Have previously undertaken at least one acute clinical placement
Required Knowledge & Skills	Essential - Understanding of basic patient care requirements and emergency procedures - Understanding of infection control processes within a healthcare environment - Effective communication and interpersonal skills - Ability to organise and prioritize tasks - Ability to work unsupervised within scope and take direction as required Desirable - Knowledge of OHS requirements in hospital cleaning and waste management
Personal Attributes & Values All employees are expected to consistently work in accordance with	Essential - Belief in patient centered care - Committed to providing a safe environment for patients and colleagues - Professional work ethic - Practices within the ethos of the Epworth HealthCare Values and Behaviours - Willingness and ability to work within a team environment - Maintain patient confidentiality

Position Description



Epworth's values and behaviours Compassion Accountability Respect Excellence	- Self-motivated and self-directed
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Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
Jan 2025		Tess Vawser – Director of Clinical Education and Simulation

8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature:

Print Name:

Date:
