

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Registered Nurse			
Reports to	Clinical Nurse Manager			
Location	Hawkes Bay			
Department	Community Mental Health and Addictions (South)			
Direct Reports	NIL		Total FTE	1.0
Budget Size	Opex	NIL	Capex	NIL
Delegated Authority	HR	NIL	Finance	NIL
Date	June 2025			
Job band (indicative)	Health NZ / NZNO Collective Agreement step 4 – step 7 gross per annum according to qualifications and experience			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga	Working with heart, the strong sense of purpose and commitment to service
Rangatiratanga	As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.
Whanaungatanga	We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.
Te Korowai Āhuru	A cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

- Work in partnership with patients and their families / whanau and collaborates with the multi-disciplinary team in both the primary and secondary health settings, to provide quality nursing care that is safe, cost effective and in accordance with professional, organisational standards, policy and procedure.
- To provide nursing care in line with the Nursing Council of New Zealand (2007) Competencies for the Registered Nurse Scope of Practice and the New Zealand College of Mental Health Nurses Standards of Practice (2012)
- To support the delivery of the Hawke's Bay Health Sector vision and organisational wide KPI's e.g., Manatū Hauora Ministry of Health (MOH) targets, financial targets.

Key Result Area	Expected Outcomes / Performance Indicators
Professional Responsibility	<ul style="list-style-type: none"> ▪ Demonstrates and accepts professional judgment, responsibility, accountability and commitment in nursing practice and to the nursing profession. ▪ Applies Te Tiriti o Waitangi principles to nursing practice, assisting patients to gain appropriate support cultural needs and preferences. ▪ Demonstrates a clear understanding of direction and delegation when delegating work to others i.e. enrolled nurses, nursing students, care associates. ▪ Seeks guidance from senior RN's when required. ▪ Recognises and manages risks to provide care that best meets the needs and interests of patients. ▪ Demonstrates individual responsibility for professional development. ▪ Attends clinical supervision on at least a monthly basis, as per policy.

Management of Care	<ul style="list-style-type: none"> ▪ Demonstrates competence and autonomy of practice in the clinical setting providing nursing care to patients with a range of needs. ▪ Utilises nursing knowledge and skills through reflective practice and professional judgement to provide competent care and advice. ▪ To provide caseload management to service users referred to our service, to undertake all components of key worker roles as per policy, other Health NZ policies and best practice. ▪ Completes timely systematic holistic assessments to determine actual and potential risk problems. ▪ Recognises recurring patterns related to monitoring and patient responses/conditions and is able to problem solve utilising assessment/monitoring data. ▪ Utilises assessment skills and nursing interventions to assess patient responses to treatments and adapt approaches to accommodate any changes. ▪ In partnership with the service user, family / whānau, develops an individualised plan of care to achieve the desired outcomes. ▪ Implements and coordinates the interventions to deliver the plan of care. ▪ Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary. ▪ Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework.Takes action in situations that compromise the patients safety and wellbeing ▪ Participates in health education, ensuring the service user, whānau and significant others understands relevant information related to their care ▪ Plays a part in teamwork and be involved in daily rosters e.g., Duty Clinician and Depot Clinic.
Interpersonal Relationships	<ul style="list-style-type: none"> ▪ Demonstrates respect, empathy and interest in the patient. ▪ Participates in building clinical capacity and capability of workforce to meet the patient/consumer/tangata whaiora needs in an efficient and effective manner. ▪ Demonstrates competence in applying the principles of teaching and learning in association with client care. ▪ Contributes to the development of nursing knowledge within the work area. ▪ Communicates effectively with clients and members of the health care team.
Interprofessional Health Care and Quality Improvement	<ul style="list-style-type: none"> ▪ Provides guidance and support to all team members including students. ▪ Maintains and documents information necessary for continuity of care. ▪ Develops discharge plans in consultation with the client and other team members. ▪ Contributes to the coordination of client care to maximise health outcomes.

	<ul style="list-style-type: none"> ▪ Participates in quality systems, including standards of practice and service standards. ▪ Demonstrates an understanding of quality improvement principles with translation into practice. ▪ Be an active part of service development and improvement to support the team and the services users. ▪ The RN will respond to the changing needs of Health NZ, performing other tasks as required.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. ▪ Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. ▪ Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> ▪ Commits to helping all people achieve equitable health outcomes. ▪ Demonstrates awareness of colonisation and power relationships. ▪ Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. ▪ Shows a willingness to personally take a stand for equity. ▪ Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> ▪ Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. ▪ Models an agile approach –tries new approaches, learns quickly, adapts fast. ▪ Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> ▪ Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. ▪ Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> ▪ Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. ▪ Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. ▪ Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.

Compliance and Risk	<ul style="list-style-type: none"> ▪ Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. ▪ Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. ▪ Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.
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Relationships

External	Internal
<ul style="list-style-type: none"> ▪ Families/whānau and caregivers ▪ Emergency Services (Police, Ambulance, Fire) ▪ General Practitioners ▪ Primary Care Providers ▪ Non-Governmental organisations ▪ Primary health providers ▪ Health agencies ▪ Rural Health Centres ▪ National Specialty Groups ▪ Education/training facilities 	<ul style="list-style-type: none"> • Patients/Consumer/Tangata Whaiora • Mental Health and Addiction services • Te Wahanga Hauora - Māori Health Unit • Emergency Department and Acute Assessment Unit • Central Coordination Service • Wider Health Service medical and surgical services • Allied Health Staff • Medical Staff • Other team members (i.e., Care Associates, undergraduate students) • Relevant advisory groups / committees

About you – to succeed in this role

You will have

Essential:

- Current Registration with Nursing Council of New Zealand as Registered Nurse and holds a current annual practising certificate as a Registered Nurse.
- Recent and relevant Community Mental Health and addiction clinical experience, with at least three years' experience within mental health nursing.
- Postgraduate qualification specific to Mental Health and Addictions
- Effective communication skills
- Proven customer service skills
- Experience in implementing Te Tiriti o Waitangi in action.
- Demonstrated ability to work within a team
- Demonstrated time management skills

- Demonstrated positive attitude with evidence of problem-solving skills.
- Current full driver's licence
- A commitment to quality and excellence, with a proven ability to contribute to process improvement and innovation

Desired:

- Preceptorship Experience
- DAO experience
- Holds a currently assessed nursing portfolio as assessed via an approved Professional Development Recognition Programme (PDRP), at proficient level as a minimum

You will be able to Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.