

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

Title	Clinical Resource Nurse			
Reports to	Nurse Manager Integrated Operations Centre			
Location	Hawke's Bay Hospital			
Department	Integrated Operations Centre			
Direct Reports	Nil		Total FTE	Nil
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date	June 2025			
Job band (indicative)	Health NZ / NZNO CA, Senior Designated Nurses Scale Grade 1 (formerly grade 3) according to qualifications and experience pro rata for hours worked.			

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:

- Provide high-quality, after-hours clinical support to patients and staff in a safe and effective;
- Ensure and prioritise a focus on patient safety and quality care;
- To act as a role model as a designated senior nurse;
- To support clinical risk management after hours.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Support	<ul style="list-style-type: none"> • Role models excellence in clinical practice and patient management processes, working in close collaboration with medical and nursing staff to ensure timely and appropriate patient care to patients with a range of needs; • Demonstrates a clear understanding of direction and delegation when delegating work to others i.e. enrolled nurses, nursing students, health care assistant; • Demonstrates expert practice in the clinical setting providing nursing care to patients with a range of needs; • Utilises advanced assessment skills to anticipate clinical deterioration in patients and liaising with other clinical team members to facilitate efficient decision support. This includes triaging calls to staff and allocating the workflow more appropriately; • Demonstrates leadership in emergency situations, responding to rapid response calls;

	<ul style="list-style-type: none"> • Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary; • To ensure TrendCare is completed to CRN role requirements and actively supports Variance Response Management (VRM) and responds appropriately when VRM is required; • Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework; • Proactively responds in situations that compromise the patients safety and wellbeing; • Contributes to the coordination of patient care to maximise health outcomes; • Demonstrates skilled, effective communication with patients and members of the hospital wide ward health care teams in situations of high acuity and stress, • Providing guidance and support to all team members including nursing students; • Demonstrates respect, empathy and interest in the patient and ward team; • Participates in health education, ensuring the patient understands relevant information related to their care.
Quality systems	<ul style="list-style-type: none"> • Supports quality initiatives, contributes to specialty knowledge to facilitate continuity of quality patient care, during the patient journey, maintaining a commitment to endorsing Te Tiriti o Waitangi in all practice; • 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; • Takes all reasonably practicable steps to eliminate, mitigate and report risks and hazards in the workplace that could cause harm, placing employee and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes; • You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager;
Professional Development	<ul style="list-style-type: none"> • Engages in professional development and ongoing maintenance of continuing competence with a Professional Development Recognition Programme (PDRP) portfolio at an expert level, evidenced within 12 months of commencing within the role; • Participates in peer review and reflective practice processes; • Maintains and develops clinical best practice knowledge relating to acutely unwell patient; • Facilitates / engages in educational activities with colleagues sharing knowledge; • Demonstrates responsibility for supporting the learning of others e.g., new staff, graduates, nursing students, within the clinical area.

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.

Relationships

External	Internal
<ul style="list-style-type: none"> • Academic providers' students and staff • Nursing Council of New Zealand • New Zealand Nurses Organisation • Health New Zealand Te Whatu Ora • Health Quality and Safety Commission 	<ul style="list-style-type: none"> • Patients / consumers / Tangata Whaiora • Nurse Manager • Hospital Coordination Unit • Duty Managers • Wider department nursing and health care assistant (HCA) teams • Other teams across services • Group Leadership Team • Chief Nurse • Medical staff • Allied Health Staff • Other team members • Administration staff

About you – to succeed in this role

You will have

- Experience in implementing Te Tiriti o Waitangi in action.
- Current registration with Nursing Council of New Zealand as Registered Nurse.
- Holds a current annual practising certificate as Registered Nurse.
- Evidence of completion of a postgraduate qualification (or with at least one postgraduate paper completed).
 - *Consideration will be given to applicants who do not hold the required postgraduate qualification providing equivalent work experience and/or other programmes of study can be demonstrated.*
 - *If successful, the candidate will be required to complete the requisite qualification within a 12-month period.*
 - *Gaining of the required qualification is the responsibility of the employee/service.*

- Recent comprehensive clinical experience, across a range of clinical settings.
- Proven ability to work within a multidisciplinary team.
- Proven problem solving and communication skills.
- Holds current IV designations including IV, controlled drugs, cannulation, venepuncture, CV line, epidural, PCA.
- Holds current core advanced certification.
- Holds current male and female catheterisation certification.
- Holds a currently assessed nursing portfolio as assessed via an approved PDRP at expert level.

Desired:

- Have completed a preceptor course and/or adult teaching certificate.

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.