

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

Title	Registered Nurse
Reports to	Operationally: Clinical Nurse Manager Professionally: Clinical Nurse Manager
Location	Hawkes Bay Hospital
Department	Theatre
Date	August 2025
Job band (indicative)	Health NZ / NZNO Collective Agreement step 1 – step 7 gross per annum 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.

Whānaungatanga – 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 health care to patients and whānau which uses scientific and nursing knowledge to inform comprehensive assessments, determine health needs, develop differential diagnoses, plan care and determine appropriate interventions.
- Provide health care that is consistent with education, assessed competence, relevant legislated requirements and is guided by the Nursing Council of New Zealand's standards for registered nurses .

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Demonstrate knowledge & judgement & is accountable for own actions and decisions, while promoting an environment that maximises health consumer safety, independence, quality of life and health. • Undertake nursing assessments, care planning & evaluation of the health consumer's care, which is responsive to their needs, and which is supported by nursing knowledge, patient safety tools and evidence-based practice. • Demonstrate effective & therapeutic communication with health consumers & all team members which is clearly documented. • Evaluates the effectiveness of care & promotes a nursing perspective within the activities of the team. • Provide evidence-based health education and advice to patients and whānau to enable them to make health choices suitable to their needs and be self-managing. • Ensures documentation is accurate and maintains privacy, including use of assessment and acuity tools e.g., TrendCare • Ensure TrendCare is completed accurately for patient load each duty • Actively supports Variance Response Management (VRM) across the organisation. • Demonstrates responsibility for supporting the learning of others e.g., new staff, graduates, nursing students, within the clinical area.

	- You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager. - Engages in professional development and ongoing maintenance of continuing competence with a professional development recognition programme (PDRP) portfolio, evidenced within 12 months of commencing within the role.
Te Tiriti o Waitangi	- 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	- 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	- 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 networks to support current knowledge of leading practices.
Collaboration and Relationship Management	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.
Health & safety	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.
Compliance and Risk	Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.

Relationships

External	Internal
• Other service providers • Primary & NGO sector • Rural health providers • Regional services • 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	• Patients/Consumer/Tangata Whaiora • Clinical Nurse Manager / Associate Nurse Manager • Wider department nursing team • Wider organisational nursing teams • Director of Nursing / Associate Director of Nursing • Chief Nurse • Professional Development Unit • Allied Health Staff • Medical Staff • Other team members • Administration staff

About you – to succeed in this role

You will have

Essential:

- 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.
- Demonstrated ability to work within a team.
- Demonstrated time management skills.
- Three years minimum theatre experience etc.

Desired:

- Holds a currently assessed nursing portfolio as assessed via an approved PDRP
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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.