

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

Title	Police Liaison Service - Registered Nurse			
Reports to	Clinical Manager			
Location	Hawkes Bay Hospital			
Department	Mental Health Police Liaison Service			
Direct Reports	0		Total FTE	1
Budget Size	Opex	NA	Capex	NA
Delegated Authority	HR	NA	Finance	NA
Date	August 2025			
Job band (indicative)	NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) Community Nurse and Midwife Scale Step 5 to 8.			

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:

- To ensure that all interactions follow a Whānau Ora approach and meet the cultural needs of the person and their whānau.
- To support acute referrals from Police within the Custody, Justice, Emergency Departments and other referrals sources.
- Provide urgent support with advice, clinical intervention and assessment for further treatment options.
- To provide assessment, formulation and treatment strategies for people who present with mental health and/or alcohol and drug issues.
- To improve access between the community and Mental Health and Addiction Services to achieve positive outcomes for people presenting with mental health and/or alcohol and drug issues.
- To work closely with community agencies (Health, Police and social sector) to identify people who have significant mental health and/or alcohol and drug issues and provide consultation liaison services and training and education to staff of these services.
- As a Registered Clinician, you are accountable for ensuring health services provided are consistent with your education and assessed competence, meet legislative requirements and are supported by appropriate standards..

Key Result Area	Expected Outcomes / Performance Indicators
KEY DELIVERABLES	Administration <ul style="list-style-type: none"> • Carry out tasks including: • Use IT systems that support data collection • Documentation is current and data is entered in a timely fashion • Delivery of safe and effective clinical services • Demonstrates an understanding of addiction and mental health issues and appropriate evidence-based practice interventions • Demonstrates knowledge and understanding of Tikanga Māori practices • Provides specialist assessment, formulation and treatment for alcohol and drug related disorders • Uses a range of models in practice and skills that identify appropriate referral options • Uses and evaluates a variety of approaches to enhance motivation and change • Provides education to the person and their whānau relating to their alcohol and drug issues support/treatment options • Provides advice to duty/crisis worker/Police during working hours • Provides identified training for other staff and agencies when required • Demonstrates understanding of other local and regional providers and networks effectively with others working with the person and/or their whānau • Provides appropriate education, prevention and early intervention strategies for the person and their whānau and community agencies • Multidisciplinary intervention occurs when appropriate • Co-ordination, consultation and liaison • Develops strong community, agency networks • Provides consultation and liaison for families and other agencies working with people • Works with other agencies across the sector to develop linkages • Supports other colleagues and team members with consultation and advice across Mental Health and Addiction Services and Police
DELEGATION AND DECISION	<p>Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines:</p> <ul style="list-style-type: none"> • Responsibilities for direction and delegation of care to enrolled nurses (May 2011). • Delegation of care by a registered nurse to a health care assistant (May 2011). • Works autonomously with a high degree of independence to plan and problem solve complex issues as they arise. • Maintains relationships with key contacts.
	<ul style="list-style-type: none"> • •

	<ul style="list-style-type: none"> •
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.

Matters which must be referred to the Clinical Manager

- Safety Concerns in Police Environments
- Role Clarity and Boundaries
- Emotional and Psychological Strain
- Training and Education Demands

Relationships

External	Internal
<ul style="list-style-type: none"> • Patients/consumer/tangata whaiora • Families/whānau and caregivers • New Zealand Police Watch House and related staff • Emergency services (Fire, Ambulance etc.) • Other service providers • Primary and NGO sector • Rural health providers • Regional/other DHB services • Local hapū and Iwi 	<ul style="list-style-type: none"> • Clinical Nurse Manager/Associate Clinical Nurse Manager • Wider department nursing team • Directorate Leadership Team (Nurse Director, Medical Director, Service Director) • Wider organisational nursing teams • Chief Nursing and Midwifery Officer • Allied health staff • Medical staff • Other team members • Administration staff • Duly Authorised Officers • Director of Area Mental Health Services (DAMHS) • Relevant advisory groups/committees

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- A current practising certificate with the Nursing Council of New Zealand, with evidence of meeting continuing competence requirements.
- Extensive experience in addictions and mental health fields (ideally 5+ years)
- Proven customer service skills

Business/Technical Skills

- Commitment to attainment of Proficient portfolio or above, as assessed via an approved Nursing Professional Development Recognition Programme (PDRP)
- A commitment to quality and excellence, with a proven ability to contribute to process improvement and innovation
- Current driver's licence
- Demonstrates an understanding of continuous quality improvement
- An ability to promote effective relationships between Mental Health and Addictions Services and the Police Service

Leadership Competencies

- Credibility and integrity (embraces professionalism and ethical practice)
- Ability to grasp implications of a situation quickly
- Ability to support colleagues

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Whānau Ora approach

Desired:

Experience

- Experience of the working in the addictions field
Postgraduate Qualification specific to Mental Health and addictions
- Preceptorship Experience
- DAO experience
- Counselling skills and/or experience
- Community Mental Health experience

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills
- Understanding of relevant legislation requirements
- Ability to engage with individuals from all backgrounds

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.
- 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.