

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

<b>Title</b>	Registered Nurse		
<b>Reports to</b>	Charge Nurse Manager		
<b>Location</b>	Wairau		
<b>Department</b>	District Nursing Wairau		
<b>Direct Reports</b>	NIL	<b>Total FTE</b>	NIL
<b>Budget Size</b>	<b>Opex</b>	Nil	<b>Capex</b>
<b>Delegated Authority</b>	<b>HR</b>	Nil	<b>Finance</b>
<b>Date</b>	June 2026		
<b>Salary band (indicative)*</b>	Registered Nurse Steps 1-7 as per MECA		

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 that health workers bring to their mahi.

**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:

### **District Nursing Mission & Vision Statement 2026**

#### **Our Mission:**

District Nursing, Te Whatu Ora Nelson Marlborough, provides compassionate, evidence-based nursing care grounded in the values of integrity, empathy, creativity, empowerment, respect, and teamwork. As a nurse-led service operating autonomously within the community, we actively invite collaboration with healthcare teams across Aotearoa to meet the diverse needs of patients and whanau, ensuring optimal health outcomes. Our approach to care fosters resilience, sustainability, and the building of supportive, caring communities, with a strong commitment to advancing health equity for Māori, Pasifika, and vulnerable populations.

#### **Our Vision:**

Our vision is to build supportive and resilient communities by providing compassionate, patient-centred care that promotes health equity and wellbeing for all. Our dedicated team of nursing, administration and kaiāwhina aspire to be a collaborative and innovative healthcare team, working together to achieve best possible health outcomes and empower individuals, families, and communities

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
	<ul style="list-style-type: none"> <li>Utilise nursing knowledge and complex nursing judgment to assess consumer's health needs and provide care, and to advise and support people to manage their own health.</li> </ul>
	<ul style="list-style-type: none"> <li>RN's practise independently and in collaboration with other health professionals, perform general nursing functions and delegate to and direct enrolled nurses, and others.</li> </ul>
	<ul style="list-style-type: none"> <li>RN's provide comprehensive assessments to develop, implement, and evaluate an integrated plan of health care.</li> </ul>
	<ul style="list-style-type: none"> <li>The RN provides interventions that require substantial scientific and professional knowledge, skills and clinical decision making.</li> </ul>
	<ul style="list-style-type: none"> <li>The RN delivery of care occurs in a range of settings in a therapeutic partnership with individuals, families, whanau and communities.</li> </ul>
	<ul style="list-style-type: none"> <li>Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience.</li> </ul>
	<ul style="list-style-type: none"> <li>Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.</li> </ul>
	<ul style="list-style-type: none"> <li>RN's Lead and advocate for appropriate fiscal and human resource utilisation to ensure quality and safety of care and best use of health resources.</li> </ul>
	<ul style="list-style-type: none"> <li>Work in partnership with CNM/UNM and Nurse Educators to identify personal learning needs and to ensure personal competence to perform the activities of the RN role.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>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.</li> <li>Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>Commits to helping all people achieve equitable health outcomes.</li> <li>Shows a willingness to personally take a stand for equity.</li> <li>Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Models an agile approach – tries new approaches, learns quickly, adapts fast.</li> <li>Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of</li> </ul>

	Māori and Pacific People are reflected in planning and delivery of services.
<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Matters which must be referred to the Associate Charge Nurse Manager**

- Any event causing harm to patients, staff, members of the public or the organisation
- Any matter where there is potential or actual risk of harm identified
- Any complaint or significant feedback
- Any significant quality or staff performance issue that may impact on service delivery or safety.

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Marlborough PHO</li> <li>• GP surgeries</li> <li>• Private hospitals located around Aotearoa</li> </ul>	<ul style="list-style-type: none"> <li>• Wairau and Nelson hospitals and associated services</li> <li>• Other hospitals around Aotearoa</li> </ul>
<ul style="list-style-type: none"> <li>• ARC facilities</li> <li>• Home based care providers</li> <li>• IDEA / DSS / other funded care homes</li> <li>• Other DN services located around Aotearoa</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

**About you – to succeed in this role**

**You will have**

- **Essential:**
  - RN with current NZNC practicing certificate
  - Previous community nursing experience preferred
  - Current full NZ Drivers Licence with no endorsements
- **Desired knowledge of:**
  - Experience in implementing Te Tiriti o Waitangi in action.
  - HPCA act and its amendments.

- Nursing Council of NZ key documents – Scope of Practice for Nurses; NP, RN, RN Expanded practice, EN; Direction & Delegation; and Educational Standards.
- Treaty of Waitangi and its application to the health setting.
- Misuse of Drugs Act (1977) and Regulations
- NCNZ Code of Conduct (2012).
- Health & Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996).
- Privacy Act (1993) and Health Information Privacy Code (1994).
- Health and Safety at Work Act (2015)
- New Zealand Health Care Standards.
- Health NZ Nelson Marlborough Nursing and Midwifery Policies and Procedures.
- Equal Employment Opportunities
- NZNO Code of Ethics (2010).
- NZNO Standards of Professional Nursing Practice (2012).
- Current over-arching NZ Health Strategies.

**Personal Attributes:**

- Positive and friendly approach with ability to maintain ongoing courteous rapport in difficult situations.
- A personally held clarity and vision for contemporary nursing now and into the future which is patient centric.
- Demonstrated ability to rapidly assess and analyse situations and to bring robust and workable solutions to patient care.
- Demonstrated commitment to quality and continuous improvement and the achievement of nursing sensitive quality indicators.
- Demonstrated ability to be a good listener.
- Multidisciplinary team focus.
- Patient focused.
- Empathy and respect for individuals from diverse backgrounds.
- Demonstrated ability to embrace change.
- Demonstrated ability to take initiative.
- Commitment to ongoing education/ professional development.
- Honest and reliable.
- Courage to act and innovate with a commitment to contemporary nursing practice.

**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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.

- 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.

**Desired:**

- High level of written and verbal communication.
- Effective Report writing skills.
- Demonstrated competency in priority setting/time management.
- Demonstrated competency in effective problem solving/planning.
- Demonstrated multi-disciplinary relationship skills.
- Knowledge of current issues within nursing in NZ and internationally.
- Ability to work independently and to be an effective team member.
- Knowledge and understanding of medico/legal and ethical responsibilities.
- Basic knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Health NZ Nelson Marlborough Information Technology policies

*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.*

*\*The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*