Health New Zealand
Te Whatu Ora

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

Title	Registered Nurse			
Reports to	Charge Nurse Manager and appropriate professional ADON			
Location	Nelson			
Department	Casual Nursing Pool			
Direct Reports	0		**Total FTE**	0
Budget Size	**Opex**	0	**Capex**	0
Delegated Authority	**HR**	0	**Finance**	0
Date	16.06.26			
Salary band (indicative)*	NZNO Meca /MH PSA 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 Registered Nurse (RN) is a multifaceted role whose practice has a significant impact on patient outcomes. RNs provide safe, evidence-informed, and culturally responsive care, grounded in the principles of Te Tiriti o Waitangi and aligned with the six Pou of nursing competence.
Working collaboratively within interprofessional teams, promotes health, prevents illness, and supports recovery for individuals, whānau, and communities. Central to this role is a strong commitment to advocacy, equity, and excellence in care for Māori, Pacific and diverse populations.
The RN actively contributes to building a positive team culture by fostering a collaborative, respectful, and solution-focused environment. They support accountability, encourage professional growth, and promote effective interprofessional teamwork to deliver high-quality care.

Upholds equity in practice and cultural safety – identifies, escalates and role models equity-based practice. Embeds kawawhakaruruhau and culturally safe care in planning, communication and decision making.

Leads where we stand –identifies and acts when patient /whanau concerns are raised, demonstrates manaakitanga whilst providing patient whanau centred care, actively acts to improve care and outcomes.

Participates and promotes quality and safety initiatives- takes a ‘how can I help’ approach to change and quality improvement initiatives and implementation.

Teamwork - Promotes a shared care, shared responsibility one team around the person approach, to patient /whanau centred care. Promotes a positive ‘how can I help’ culture to teamwork, built on maanakitanga, whanaungatanga, accountability and collaboration.

Innovation – Respect – Integrity – Teamwork- Incorporate the organisational values to provide care, develop professional relationships, improve patient outcomes and find positive solutions.

Uphold cultural safety and equity – Actively integrate kawawhakaruruhau to practice and provide purposeful care to improve equitable outcomes

A shared care, shared responsibility one team around the person approach demonstrates a commitment to improving Nursing Key Performance Indicators (KPI), falls prevention, pressure area prevention and accurate CCDM

Key Result Area	Expected Outcomes / Performance Indicators
Pou One: Māori Health The RN – Working in partnership with Māori.	Reflecting a commitment to Māori health, registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawawhakaruruhau by addressing power imbalances and working collaboratively with Māori. The descriptors below identify the requirements for registered nurses working in partnership with Māori. • Engages in ongoing professional development related to Māori health and the relevance of Te Tiriti o Waitangi articles and principles. • Advocates for health equity for Māori in all situations and contexts. • Provides care of that patient / whanau that takes into consideration the impact of social determinants, such as colonisation, on health and wellbeing. • Incorporates the use of te reo and incorporates tikanga Māori into practice where appropriate. • Applies the fundamentals of care principles to developing trust and building a rapport with patients and their whanau.
Pou Two: cultural Safety Provides care that is culturally safe	Nursing practice ensures that registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice, understand their cultural identity and the power imbalances between the nurse and the recipient of care. The descriptors below identify the requirements to ensure culturally safe nursing practice. • Provides culturally safe care which is determined by the recipient • Challenges racism and discrimination in the delivery of nursing and health care. • Engages in partnership with individuals, whānau and communities for the provision of health care. • Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care. • Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practice.

	• Promotes care that is patient focused and planned, and responsive ethnic, cultural, religious, and other individual needs.
Pou Three: Whanaungatanga and communication Provides effective communication with individuals, whānau and the wider healthcare team	A commitment to whanaungatanga and communication requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of different forms of communication enables the nurse to engage with the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession. • Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice. • Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities. • Incorporates professional, therapeutic and culturally appropriate communication in all interactions. • Communicates professionally to build shared understanding with people, their whānau and communities. • Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy • Ensures documentation is legible, relevant, accurate, professional and timely. • Uses appropriate digital and online communication. • Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships. • Provides, receives and responds appropriately to constructive feedback. • Feedback demonstrates empathy, respectful communication and effective outcomes. • Demonstrates appropriate and accurate communication and documentation. • Has challenging conversations leading to positive outcomes when required to support practice development. • Engages in therapeutic communication when establishing, maintaining, and concluding relationships with clients/ whanau, coordinating interdisciplinary team care planning in partnership with the client and their family/whanau. • Demonstrates collaborative relationships with the nursing team and wider interdisciplinary teams. • Leads where they stand in all situations.
Pou Four: Pūkengatanga and evidence-informed nursing practice	**Pou four: Pūkengatanga and evidence-informed nursing practice** Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills, coupled with critical thinking and informed by high quality and current evidence, to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions,

The RN coordinates, manages, leads and evaluates the delivery of quality care.	lead the implementation and evaluate care provision and outcomes. • Understands the wide range of assessment frameworks and able to mentor the use of appropriate frameworks to undertake comprehensive assessments in the practice setting. • Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care. • Implements and evaluates effectiveness of interventions and determines changes to the plan of care. • Coordinates and assigns care, delegates activities and provides support and direction to others. • Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines. • Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options • Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care. • Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing. • Applies infection prevention and control principles in accordance with policies and best practice guidelines. • Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person. • Understands and works within the limits of expertise and seeks guidance to ensure safe practice. • Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care. • Demonstrates collaborative problem solving, to improve patient outcomes.
Pou Five: Manaakitanga and people-centred care Provides person and whanau centred care .	**Manaakitanga and people-centred care** Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support the integration of beliefs and preferences of people and their whānau. • Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau. • Upholds the importance of upholding the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice. • Demonstrates the fundamentals of care principles and builds trust and rapport with patients and their whanau. • Facilitates opportunities for people and whanau to share their

	views and actively contribute to care planning, decision-making and the choice of interventions. • Establishes, maintains and concludes safe therapeutic relationships.
Pou six: Rangatiratanga and leadership Leads and works effectively as part of an interprofessional healthcare team	**Pou six: Rangatiratanga and leadership** Rangatiratanga and leadership in nursing practice are demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of colleagues or recipients of care. • Actively role models and guides nurses to contribute to a collaborative team culture of respect, support and trust. • Demonstrates professional and ethical accountabilities in practice and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures. • Demonstrates continuous learning and proactively seeks opportunities for professional development. • Engages in quality improvement activities. • Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely • Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.
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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
LEADERSHIP ROLES ONLY - Culture and People Leadership	• Leads, nurtures and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others.

	• Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Culture strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
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 external 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. • 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	• 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	• 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 Charge Nurse Manager **/ team lead /coordinator**
All leave requests

All concerns that relate to patient safety or staff welling .

Relationships

External	Internal
• Primary Health Partners • Other service providers, community Organisations • Tertiary Education Organisations	• Te waka Hauora • Team leaders, service leads and service managers. • Interprofessional teams • Students • Kaia whina (Health Care Assistants) • Quality team • Needs Assessment Team

About you – to succeed in this role

You will have

Essential

Professional Requirements

- Registration with the Nursing Council of New Zealand as a Registered Nurse.
- Holds a current Annual Practicing Certificate.
- Maintains a Professional Development Recognition Program (PDRP) portfolio, with three-yearly renewal.
- Meets all Nursing Council of New Zealand competencies and requirements.
- Undertakes additional duties as negotiated with the manager.

Professional Practice and Accountability

- Delivers patient- and whānau-centered care that clearly provides shared care, shared responsibility one team around the person approach .
- Takes a positive, solution-focused approach to care.
- Upholds organizational values and supports others to do the same.
- Works collaboratively to strengthen team contribution.
- Escalates concerns appropriately and seeks support when needed

Leadership, Education and Team Contribution

- Leads, coaches, and supports others in the clinical setting.
- Provides education and coaching relevant to the role.
- Demonstrates a consistent “how can I help” approach, especially during pressure.
- Contributes to a respectful, supportive team environment.

Performance and Development

- Maintains a personal and career development plan.
- Actively engages in the annual performance review process.
- Uses feedback to improve practice.

Information Technology and Systems

- Uses Microsoft Office applications competently (Word, Excel, PowerPoint, Outlook).
- Keeps up to date with role-related information technology.
- Follows Te Whatu Ora (Nelson Marlborough) IT policies.

- Undertake other duties as negotiated with your manager
- Demonstrates consideration and a 'how can I help culture' of the wider organisation during times of pressure.

Desired Criteria

- Demonstrates a positive, proactive, and enthusiastic attitude.
- Able to work independently and effectively with minimal supervision.
- Shows commitment to ongoing professional and personal development.
- Receives and processes constructive feedback in a reflective, growth-focused manner.
- Kind, empathic, and committed to supporting the learning and development of others.
- Actively seeks opportunities to assist colleagues in achieving individual and team goals.
- Manages conflict constructively and professionally.
- Upholds confidentiality, integrity, discretion, and ethical behavior always.
- Makes sound decisions within appropriate timeframes and scope of responsibility.

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.

Knowledge of:

- Te Tiriti o Waitangi and its application to the health setting
- Pae Ora (Healthy Futures) Act (2022).
- HPCA act and its amendments
- NCNZ Standards of Practice (2025)
- Expanded Practice Guidelines NCNZ
- Health New Zealand Code of Conduct 2025
- MECA "NZNO Nursing and Midwifery Multi-employer Collective Agreement" 2024
- NCNZ Standards of Practice RN and EN.
- Therapeutic Products Act 2024
- Direction and Delegation Guideline NCNZ
- NCNZ Code of Conduct
- Code of Conduct Booklet full.pdf
- Misuse of Drugs Act (1977) and Regulations
- NCNZ Code of Conduct (1995).
- 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).
- Nga Paewera MOH Standards NMDHB Nursing and Midwifery Policies and Procedures.
- Equal Employment Opportunities.

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.*