Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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.

Title	Specialty Clinical Nurse - MHAIDS ED Team
Reports to	Team Leader – Wellington Crisis Resolution Service
Location	Capital, & Coast District
Department	Mental Health, Addiction & Intellectual Disability Services
Date	August 2026
Salary band (indicative)[i]	NZNO Collective Agreement/ PSA Collective Agreement
Children's Worker role[ii]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Use in-depth knowledge to provide patient care and expertise with a mental health focus in the MHAIDS ED Team. The SCN works in a specialised practice area with more knowledge and skills than an expert Registered Nurse (RN). This role enhances health outcomes for tangata whaiora and their whānau. This is by working directly with them to provide assessment, care and education.

The specialist mental health registered nurse provides holistic care to tangata whaiora and whanau who are at risk of, or who are experiencing mental health conditions and substance use disorders, or behavioural challenges; to promote their physical and psychosocial well-being. The nurse emphasises the use of interpersonal relationships as therapeutic tools and uses critical thinking and clinical reasoning to consider and provide nursing care for complex physical health, psychological, social and biological aspects that influence mental health, addiction or intellectual disability. Mental Health nurses use socialisation, activation and communication as key nursing skills as well as providing psychical care and management of environmental or social challenges.

As a senior nurse, the SCN contributes to service specific pathways, protocols and guidelines that reflect best practice, in accordance with current evidence to ensure high levels of safe care.

The SCN MHAIDS ED Team is responsible for:

- Providing a rapid mental health triage and assessment of mental state, risk and urgency to determine treatment planning and linkages to other services
- Providing immediate mental health interventions to mitigate current issues or symptoms
- Engaging with whanau / support people to ensure robust assessment and planning
- Working with other mental health services to ensure transfer is timely and effective, including handover to relevant mental health team if the person is an existing MHAIDS service user
- Works alongside ED staff, including senior medical staff to provide advice / consultation for people with mental health presentations
- Works alongside the MH - ED Nurse Educator to provide more formal training to ED staff on the recognition and management of people and their whanau who present with mental health problems.
- Supports other MH teams who are seeing people within the ED and MH clients in the ED who are waiting on a resource, i.e. assessment, inpatient or respite bed.
- Demonstrates skills with mentoring and coaching ED staff on the recognition and care planning and interventions for people who present with mental health problems, as well as taking into account the family/carer/whanau perspective.

As a specialist mental health, addiction, intellectual disability nurse your demonstration of the indicators of each Pou will be informed by the standards of practice for Mental Health Nurses: Te Ao Māramatanga.

Key Result Area	Expected Outcomes / Performance Indicators
Professional Accountabilities	• Accepts responsibility for ensuring their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements • Role models best practice and applies the principles of Te Tiriti O Waitangi in nursing practice • Applies Te Whatu Ora policies and processes and contributes to a safety culture for patients, whānau and staff • Maintains a strict sense of professional ethics, confidentiality and privacy and abides by the District Code of Conduct • Champions equity and diversity in the workplace • Ensures health and safety practice meet the requirements of health and safety at work legislation
Clinical Expertise	• Demonstrates expert clinical practice in <insert specialty> • Prioritises and responds to referrals from members of the inter-professional team in response to identified criteria / service needs • Provides assessment, care planning and evaluation of the management of acute mental health patients

	• Uses assessment findings to anticipate likely course of events and implements appropriate changes to patient care • Appropriately uses clinical judgement and decision making in implementing and modifying interventions • Provides effective care and advocacy through participating in patient review in collaboration with the healthcare team • Provides effective holistic support to patients and whānau • Accurately documents patient assessment, interventions, referrals and follow-ups • Demonstrates expert clinical practice in mental health nursing • Prioritises and responds to referrals from members of the inter-professional team in response to identified criteria / service needs • Provides assessment, care planning and evaluation of the management of acute mental health patients • Uses assessment findings to anticipate likely course of events and implements appropriate changes to patient care • Appropriately uses clinical judgement and decision making in implementing and modifying interventions • Provides effective care and advocacy through participating in patient review in collaboration with the healthcare team • Provides effective holistic support to patients and whānau • Accurately documents patient assessment, interventions, referrals and follow-ups • Practices both autonomously and collaboratively within RN scope of practice, recognises limitations and consults or refers on appropriately
Leadership	• Contributes to achievement of strategic direction for defined speciality • Contributes to the high performance of the specialty and maintains a service-wide profile • Role models specialty clinical skills and professional nursing practice • Coaches and supports the nursing team • Promotes patient management that reflects current nursing knowledge, expected standards and best practice • Incorporates an awareness of relevant standards/policies on provision of care delivery within the service • Responds with constructive strategies to meet new challenges and actively supports change • Contributes to shared governance of nursing through engagement in relevant meetings, committees, and working parties and/or similar • Fosters and participates in peer review processes, case review and reflective practice
Interprofessional collaboration and provision of quality care	• Collaborates with colleagues and members of the health care team to facilitate and coordinate care • Establishes and maintains effective inter-professional relationships to achieve optimal patient and service outcomes

	• Evaluates nursing practice against standards and best practice guidelines to ensure culturally safe care with equitable outcomes • Identifies and contributes to quality improvement initiatives that support specialty goals • Contributes to the development of specialty specific policies, procedures, documentation tools and information resources to enhance patient outcomes, following agreed District process • Anticipates and manages clinical risk in specialty area • Appropriately reports and contributes to the investigation and resolution of adverse events
Education and Evidence based practice	• Provides specialty education • Optimises nursing practice based on current evidence and incorporating Te Ao Māori perspective and equity focus • Maintains high standard of required clinical competencies and technical expertise • Reads widely and uses evidence based practice to maintain currency and inform practice. • Proactive in furthering own professional development • Promotes the specialty and/or service from a nursing perspective through informal or formal presentation (HV) • Participates in local/national professional nursing or specialty groups • Maintains professional development to support role competencies and expanded practice when required for procedures.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.

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.

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Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Clinical or operational matters that require escalation must be referred to the relevant health professionals, operational and nursing professional lead Nurse Director, Director of Mental Health Nursing, Associate Director of Nursing Mental Health

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Relationships

External	Internal
• Primary Health Teams • Aged Care Providers • Other Districts • Consumer advocates & agencies • Peer support • NGO services • Primary Care • Nursing Council of NZ • Non-Government Organisations, e.g. Maori, Pacific Health • Te Ao Māramatanga: College of Mental Health Nurses New Zealand. • Health & social support agencies	• Emergency Department Team • Director of Nursing MHAIDS • Chief Nurse • Nursing Leadership Team • Learning and Development Team • Nursing Team • Nurse Educator • MHSW • Clinical Nurse Specialist • Tangata Whaiora and Whānau • Student Nurse • Multi-Disciplinary Teams • Māori and Pacific Health Units • Lived Experience Team • MHAIDS Quality Team • Other District speciality Inpatient Teams • Other MHAIDS teams

About you – to succeed in this role

You will have

Essential:

- [Clinical Postgraduate (PG) Certificate is the required qualification (e.g. pathophysiology, advanced assessment) as provides essential clinical knowledge for the SCN role.
- However when applicable to the patient population and SCN role, a postgraduate diploma with a RN prescribing practicum for NCNZ authorisation in RN prescribing in primary health and specialty teams is supported. Service and nursing leadership approval is required to undertake the RN prescribing practicum.
- Completion of an undergraduate (leading to registration) or post graduate program in mental health or intellectual disability nursing.
- RN registration with current APC and scope appropriate to area of practice.
- Clinical expertise and experience (2-3 years) aligning with Acute mental health practice.
- Expert level in Professional Development Recognition Programme (PDRP) and committed to maintain Senior PDRP when appointed to role.
- Excellent communication, interpersonal, facilitation and coordinating skills.
- Commitment to speciality practice development.

Desired:

Demonstrate

- Experience in implementing Te Tiriti o Waitangi in action.
- Understands the NZ Health System including equity issues, with a focus on the speciality practice area]

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

Desired:

Demonstrate

- Demonstrate an enthusiasm for ongoing nursing practice development and sharing that information.
- Demonstrate high quality care for the patient and whānau with a strong equity focus.
- Demonstrate practice informed by research evidence and quality improvement strategies.
- Demonstrate Innovation and critical thinking.
- Demonstrate a commitment to sustainable practice.
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[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.