

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

Title	Registered Nurse - Endocrine			
Reports to	District Charge Nurse Manager			
Location	Capital, Coast and Hutt Valley			
Department	Diabetes & Endocrine Service			
Direct Reports	None		Total FTE	0.8
Budget Size	Opex	None	Capex	None
Delegated Authority	HR	None	Finance	None
Date				
Salary band (indicative)*	Te Whatu Ora – Health New Zealand and NZNO Nursing & Midwifery Collective Agreement – Registered Nurse Salary Scale.			

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 Registered Nurse (RN) Endocrine role is to meet the needs of people and whānau accessing our services using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and is person/whānau centred, culturally appropriate and evidence-based. Quality improvement and patient safety is an important part of this role.

Wellington is the regional centre for endocrinology for Central New Zealand. This RN position supports the medical and clinical nursing team in the diagnosis, treatment and education for

- Thyroid dysfunction
- Pituitary disorders
- Adrenal conditions
- Bone disease & osteoporosis
- Neuroendocrine tumours
- Sex hormone imbalances
- Disorders of growth & development
- Gender affirming hormone therapy

The RN will respond to the changing needs of the District, performing other tasks as required. The RN is expected to contribute to the implementation of District and nursing goals and values, and to promote Health New Zealand - Te Whatu Ora Capital, Coast and Hutt Valley as a centre of excellence for nursing practice.

Key Result Area	Expected Outcomes / Performance Indicators
Team Work	<ul style="list-style-type: none"> • Collaborates with fellow team members and work groups to achieve service objectives • Seeks out opportunities to support others in achieving goals • Recognises and respects individual differences • Actively contributes to and accepts consensus decisions •
Self-management	<ul style="list-style-type: none"> • Sets high personal standards and strives to achieve goals • Is proactive and displays initiative • Is resilient and able to adapt to change • Understands and acknowledges personal and professional limitations • Ability to work to deadlines to achieve outcomes
Communication/Interpersonal skills	<ul style="list-style-type: none"> • Demonstrates compassion • Empathises with others and considers their needs and feelings • Actively listens, drawing out information and checking understanding • Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference
Flexibility	<ul style="list-style-type: none"> • Ability to flex within the scope of Registered Nurse practice to meet the changing needs of people and their whānau and the population • Responds positively and collegially, to requests for help from other team members
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. • 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 due diligence in Health and Safety matters and reports risks to manager
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.

Relationships

Internal	External
<ul style="list-style-type: none"> • Senior Nursing Team • Senior medical Officers • Registrars • Other members of the nursing and MDT • Patients and Whānau 	<ul style="list-style-type: none"> • Chief Nursing Officer/Director of Midwifery • Nurse Directors • Workforce and Practice Development Unit • Learning, development and Research • Maori and Pacific Health Units • Disability Team • Centre of Clinical Excellence • Other District speciality Inpatient Teams • District Community Teams • Student Nurses • Volunteers

About you – to succeed in this role

You will have

Essential:

- Registration [with Nursing Council of New Zealand (NCNZ)
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work
- Demonstrates 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 the nursing role
- A commitment to achieving equitable outcomes for Māori
- A personal commitment to on-going learning and development including attainment/maintenance of PDRP

Desired:

- IV Cannulation and phlebotomy experience is desired
- Clinical experience aligning with Endocrine conditions is desired

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.

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.*