

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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 - Paediatric and Child Adolescent Mental Health Service (CAMHS) Emergency Department Mental Health Consult Liaison
Reports to	Team Leader
Location	[Capital, Coast & Hutt Valley (CCHV) District]
Department	MHAIDS:
Date	16/08/2026
Salary band (indicative)ⁱ	NZNO Collective Agreement/ PSA Collective Agreement
Children's Worker roleⁱⁱ	[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 in the Child Adolescent Mental Health Consult Liaison role in Paediatrics and Emergency Department. 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 CAMHS tamariki and rangatahi and their whānau.

The SCN will use in-depth knowledge to provide patient care and expertise providing mental health assessment and triage for young people under 18 years of age, presenting to the Wellington Emergency Department (ED), Wellington Children's Hospital, and Wellington General Hospital wards (for 16-18 year olds). The ED part of this role specifically focuses on individuals who are not currently engaged with a mental health service, ensuring timely identification of those requiring urgent intervention while safely redirecting less acute cases to appropriate non-crisis mental health, addiction, or primary care services. Working collaboratively across acute and community settings, the SCN plays a key role in facilitating equitable and efficient access to Mental Health and Addiction services (MHAIDS), supporting continuity of care and optimal clinical outcomes for young people and their whānau. The

SCN works in a specialised practice area with more knowledge and skills than an expert Registered Nurse (RN).

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 Paediatric and Child Adolescent Mental Health Service (CAMHS) Emergency Department Mental Health Consult Liaison is responsible for:

Emergency Department

- Provide timely mental health triage, risk assessment, and initial intervention for young people under 18 years and their whānau presenting to the Emergency Department, including the development of appropriate care plans and referral.
- Collaborate effectively with internal and external mental health services to ensure coordinated assessment, treatment, and safe, timely discharge or transfer, including clear and comprehensive clinical handover.
- Work in partnership with existing services, including the Crisis Resolution Service, Emergency Department Mental Health Liaison Service to support integrated and responsive care delivery.
- Offer specialist advice and consultation to Emergency Department staff, including senior medical officers, regarding the assessment and management of young people presenting with mental health concerns.
- Demonstrate leadership through mentoring and coaching Emergency Department staff in the recognition and management of youth mental health presentations, incorporating a holistic approach that recognises the needs of the young person and whānau.

Paediatric Consult Liaison

- Provide specialist mental health assessment, brief intervention, and clinical support for young people, and their whānau, admitted to the Wellington Children's Hospital, and Wellington General Hospital wards (16-18 year olds) who are experiencing moderate to severe mental health concerns.
- Work collaboratively with multidisciplinary teams to support recovery-oriented care, assisting young people and their whānau to achieve optimal mental health outcomes and facilitating a smooth transition back to primary and community-based care services.

As a specialist mental health addiction intellectual disability nurse your demonstration of the indicators of each Nursing Council 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 <insert specialty> 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 <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 <insert specialty> 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 Director of Mental Health Nursing, Associate Director of Nursing Mental Health

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Relationships

External	Internal
• Consumer & Family advocates • Tangata Whaiora and Whanau • Primary Care • Community Agencies • Youth/ Adult Respite Services • GPS/ PHOs • Other National Health, Mental Health & AOD Services • Health & social support agencies • Education Providers • NGO services • Consumer advocates & agencies	• Tangata Whaiora and Whānau • Multi-Disciplinary Teams • [Director of Nursing MHAIDS • Associate Director of Nursing MHAIDS • Chief Nurse • Nursing Leadership Team • Learning and Development Team • Clinical Nurse Specialist • Nurse Educator • Student Nurse • Māori and Pacific Health Units

• Volunteers • NZ Nursing Council • Professional bodies & Associations • Te Ao Māramatanga: College of Mental Health Nurses New Zealand. •	• Lived Experience Team • MHAIDS Quality Team • Other MHAIDS teams • Charge Nurse • Associate Charge Nurse Manager (ACNM) • Nursing Teams • Disability Team • Centre of Clinical Excellence • Other District speciality Inpatient Teams • District Community Teams • MHAIDS Clinical Leader • Younger Persons Operations Manager • CRS • ED MH Liaison Service
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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.
- Completion of an undergraduate (leading to registration) or post graduate program in mental health or intellectual disability nursing.
- Completion of a Post graduate diploma.
- 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 full drivers licence.
- Clinical expertise and experience (2-3 years) aligning with MHAIDS CAMHS 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.
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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]

- Membership of Te Ao Māramatanga: College of Mental Health Nurses.
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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.