

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	Registered Nurse
Reports to	Team Leader
Location	Porirua- Wellington Region
Department	Mental Health Needs Assessment Service Coordination (MHNASC)
Date	09/09/2026
Salary band (indicative)ⁱ	As Per Nursing MECA
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:

- Deliver comprehensive assessments and collaboratively develop support plans with the individual, their whānau, clinical providers, and Non-Government Organisation (NGO) services.
- Support individuals and their whānau in achieving optimal health, well-being, and safety through tailored assessment, education, and planning.
- Actively participate in professional development activities to maintain and enhance nursing practice.
- Role model best practice, including cultural responsiveness, within the multidisciplinary team environment.
- Engage with community agencies to help achieve outcomes identified through the multidisciplinary team process.
- Coordinate and facilitate services across districts and agencies to ensure seamless support.
- Report operationally to the MHNASC Team Leader and maintain professional accountability to the MHAIDS Director of Nursing.

MHNASC is a specialist mental health service, part of the MHAIDS Operations Centre and covers the Capital, Coast and Hutt Valley district. The team are registered mental health professionals who provide comprehensive assessments of mental health and addictions support needs for people aged 18 and over, and refers them to services in the community. These services may include community based supports, home based support and housing and recovery residential support.

The following accountabilities derive from standards of competence outlined by Nursing Council of New Zealand. Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse.

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

The registered nurse will undertake clinical assessments incorporating the standards of competence for the registered nurse scope of practice within the clinical setting. Area specific appraisals will integrate standards of competence in performance reviews that will occur annually.

Nurses working in MHAIDS must be on or working towards being on the PDRP to demonstrate competence within the speciality areas of mental health, addiction or intellectual disability nursing.

Key Result Area	Expected Outcomes / Performance Indicators
Pou One: Māori Health 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 kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.	• Descriptor 1.1 Engages in ongoing professional development related to Māori health and the relevance of te Tiriti o Waitangi articles and principles. • Descriptor 1.2 Advocates for health equity for Māori in all situations and contexts. • Descriptor 1.3 Understands the impact of social determinants, such as colonisation, on health and wellbeing. • Descriptor 1.4 Uses te reo and incorporates tikanga Māori into practice where appropriate.
Pou Two: Cultural Safety Cultural safety in 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.	• Descriptor 2.1 Practises culturally safe care which is determined by the recipient. • Descriptor 2.2 Challenges racism and discrimination in the delivery of nursing and health care. • Descriptor 2.3 Engages in partnership with individuals, whānau and communities for the provision of health care. • Descriptor 2.4 Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care.

	• Descriptor 2.5 Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices.
Pou Three: Whanaungatanga and Communication 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.	• Descriptor 3.1 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice. • Descriptor 3.2 Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities. • Descriptor 3.3 Incorporates professional, therapeutic and culturally appropriate communication in all interactions. • Descriptor 3.4 Communicates professionally to build shared understanding with people, their whānau and communities. • Descriptor 3.5 Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy. • Descriptor 3.6 Ensures documentation is legible, relevant, accurate, professional and timely. • Descriptor 3.7 Uses appropriate digital and online communication. • Descriptor 3.8 Provides, receives and responds appropriately to constructive feedback.
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, lead the implementation and evaluate care provision and outcomes.	• Descriptor 4.1 Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting. • Descriptor 4.2 Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care. • Descriptor 4.3 Implements and evaluates effectiveness of interventions and determines changes to the plan of care. • Descriptor 4.4 Coordinates and assigns care, delegates activities and provides support and direction to others. • Descriptor 4.5 Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines.

	• Descriptor 4.6 Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options. • Descriptor 4.7 Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care. • Descriptor 4.8 Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing. • Descriptor 4.9 Applies infection prevention and control principles in accordance with policies and best practice guidelines. • Descriptor 4.10 Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person. • Descriptor 4.11 Understands and works within the limits of expertise and seeks guidance to ensure safe practice. • Descriptor 4.12 Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care.
Pou Five: 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 whanau.	• Descriptor 5.1 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau. • Descriptor 5.2 Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice. • Descriptor 5.3 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions. • Descriptor 5.4 Establishes, maintains and concludes safe therapeutic relationships.
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	• Descriptor 6.1 Actively contributes to a collaborative team culture of respect, support and trust. • Descriptor 6.2 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.

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.	• Descriptor 6.3 Understands continuous learning and proactively seeks opportunities for professional development. • Descriptor 6.4 Engages in quality improvement activities. • Descriptor 6.5 Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely. • Descriptor 6.6 Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.
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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.

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.

Relationships

External	Internal
• People and their whānau • Non-Government Organisations • Other NASC services • Chief Nursing Officer • Nurse Directors • Workforce & Practice Development Unit • NZ Nursing Council • Māori and Pacific Health Units • Professional bodies & associations • Other district inpatient and community teams • Health & social support agencies • Student Nurses	• Other members of the wider Multi-disciplinary Team (MDT) • MHAIDS community mental health teams • Senior nursing team • MHAIDS inpatient acute and rehabilitation services • MHAIDS Director of Nursing • MHAIDS Operations Manager

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 programme in mental health or intellectual disability nursing;
- A commitment to achieving equitable outcomes for Māori;
- A personal commitment to on-going learning and development including attainment/maintenance of PDRP;
- Strong experience in using critical thinking and judgement on how best to allocate resources to support the recommendations from the assessment;
- Record of working successfully within complex systems to collaborate and facilitate positive outcomes;
- Experience in using critical thinking and judgement on how best to allocate resources to support the recommendations from the assessments;
- Proficiency using technology within the workplace;
- A high standard of written and spoken English;
- Full driver's license.

Someone well-suited to the role will place a high value on the following:

- Commitment to Te Tiriti o Waitangi;
- Living the district values;

- Respect and collaboration in practice;
- Delivering an exemplary standard of care;
- Practice informed by research evidence;
- Innovation and critical thinking;
- Commitment to sustainable practice.

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.
- 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 the nursing role.
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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.