Health New Zealand
Te Whatu Ora

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	Community and Justice Liaison Nurse – Whanganui
Reports to	Team Leader
Location	Midcentral Forensic Team
Department	Central Region Forensics and Rehabilitation Inpatient MH Service
Children's Worker role[i]	No

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

MHAIDS nursing is a specialist area of nursing. Nurses employed in MHAIDS must complete a pre- registration program or post graduate program in Mental Health or intellectual disability nursing.

The Registered Nurse (RN) role is to meet the needs of people and whanau 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.

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

To provide liaison and consultation to and between Courts, Prisons, Justice Departments, Mental Health, Police, Government and Community Agencies on mental health and addiction matters and the management of associated problems within the identified agency.

Key Result Area	Expected Outcomes / Performance Indicators
Team work	• 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
Equity	• Commits to helping all of our people to achieve equitable health outcomes • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Supports the dismantling of policies, procedures and practices that cause inequity • Supports Māori-led responses • Supports Pacific-led responses • Supports Disability-focused responses
Self-Management	• 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	• 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	• 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 •

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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Any emerging risks, safety concerns, or challenging situations that may impact patients, whānau, staff, visitors, or service delivery should be referred to the Team Leader, Associate Charge Nurse Manager (ACNM), or appropriate senior clinician.
- Clinical situations that exceed the employee's level of expertise, scope of practice, or delegated authority should be referred to the Team Leader, Clinical Nurse Specialist, Nurse Educator, or relevant senior clinician.
- **Reports to:** Team Leader

Relationships

External	Internal
• Other Districts • Tertiary Education Providers • Consumer advocates & agencies • Volunteers • NZ Nursing Council	• [Director of Nursing MHAIDS/ADONs • Nursing Leadership Team • ENSIPP Coordinator & Preceptorship

• Professional bodies & Associations • Health & social support agencies •	• Workforce and Practice Development Unit • Associate Charge Nurse Manager (ACNM) • Nursing Team • Nurse Educator • Health Care Assistant • Clinical Nurse Specialist • Clients/Patients and Families • Student Nurse • Multi-Disciplinary Teams • Māori and Pacific Health Units • Disability Team • Centre of Clinical Excellence • Other District speciality Inpatient Teams • District Community Teams •

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
- Delivering an exemplary standard of care
- 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

Desired:

- [Experience in mental health, addiction, forensic mental health, or intellectual disability nursing.
- Demonstrated understanding and application of tikanga Māori, te reo Māori, and culturally safe practice.
- Experience in quality improvement and evidence-informed clinical practice.
- Experience liaising with courts, prisons, justice services, police, and community agencies.
- Experience working across a range of inpatient and community settings.
- Demonstrated digital literacy and proficiency with clinical information systems and electronic documentation.
- Participation in, or progress toward, an advanced Professional Development and Recognition Programme (PDRP) portfolio.

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.
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Desired:

- [Demonstrate experience or knowledge in mental health, addiction, forensic mental health, or intellectual disability nursing.
- Demonstrate understanding of culturally safe practice and the application of tikanga Māori and kawa whakaruruhau in healthcare settings.
- Demonstrate experience in quality improvement and evidence-informed clinical practice
- Demonstrate digital literacy and the ability to utilise clinical information systems and electronic documentation effectively..

[i] 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.