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	Mātanga Tapuhi Nurse Practitioner
Reports to	Team Leader - Early Intervention Service
Location	Wellington
Department	Early Intervention Service
Date	22-Oct 2026
Salary band (indicative)[i]	Nursing MECA
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:

The Mātanga Tapuhi Nurse Practitioner (NP) Mental Health within the Early Intervention Service is an autonomous practitioner who works independently and collaboratively with multidisciplinary teams (MDT) and services that young people (rangatahi) may have contact with. An important focus is working collaboratively to enhance culturally appropriate models of service delivery that support optimal treatment provision for Māori and Pacific rangatahi. This includes strengthening the transition processes to adult services for this target population.

The Mātanga Tapuhi NP role is integral to providing an individual and population-based approach to meet healthcare needs for rangatahi with moderate to severe mental health problems, in predominately the community setting. This community-based role improves access to specialist input for timely assessment, establishing effective treatment plans or consulting to review treatment approaches contributing to rangatahi outcomes. The role will also respond to acute review requests for EIS rangatahi in the Emergency Department setting when required.

This requires a flexible approach, to provide consultation, direct assessment and treatment planning, as well as support through clinical advice and education. This advanced practice

role is integral to the provision and ongoing development of high-quality patient care - that promotes optimal experience and equitable outcomes for patients and their whānau.
The Nursing Council (NCNZ) scope of practice:

Mātanga Tapuhi NPs have advanced education, clinical training and the demonstrated competence and legal authority to practise beyond the level of a registered nurse. Mātanga Tapuhi NPs work autonomously and in collaborative teams with other health professionals to promote health, prevent disease, and improve access and population health outcomes for a specific patient group or community. Mātanga Tapuhi NPs manage episodes of care as the lead healthcare provider in partnership with health consumers and their families/whānau. Mātanga Tapuhi NPs combine advanced nursing knowledge and skills with diagnostic reasoning and therapeutic knowledge to provide patient-centred healthcare services including the diagnosis and management of health consumers with common and complex health conditions. They provide a wide range of assessment and treatment interventions, ordering and interpreting diagnostic and laboratory tests, prescribing medicines within their area of competence and admitting and discharging from hospital and other healthcare services/settings. As clinical leaders, they work across healthcare settings and influence health service delivery settings, influence health service delivery, and the wider profession (NCNZ, 2017).

The Mātanga Tapuhi NP role contributes through leadership (both clinically and professionally), research utilisation and activities to contribute to practice excellence and positively influence health service delivery. The role is responsive to service priorities. The Mātanga Tapuhi NP will take a lead role in supporting the ongoing development of an effective advanced nursing model to enhance children and young peoples' access to timely care and expertise.

While the role reports to the Team Leader it is expected that, the Mātanga Tapuhi NP will have a close working relationship with:

- An identified Senior Medical Officer (SMO Consultant) for regular clinical mentoring and participation in an annual Performance Review
- Linkage to operational leadership for informing strategic population health outcomes
- Director of Nursing MHAIDS and Associate Director of Nursing MHAIDS with support from Nurse Consultant - Advanced Practice

Key Result Area	Expected Outcomes / Performance Indicators
Professional Accountabilities	• Role models advanced practice and applies the principles of Te Tiriti o Waitangi in nursing practice • Champions equity and diversity in the workplace • Contributes to improving inequities by working with colleagues to operationalise Te Whatu Ora's commitment to meet the Pae Ora (Healthy Futures) Act 2022 obligations as Te Tiriti o Waitangi partners. • Provide leadership and support to advance nursing practice and workforce development with a focus on Clinical Nurse Specialist optimisation and NP Intern role development
Demonstrates safe and accountable practice incorporating	• Practices within the legislation, professional standards and health policy relevant to Mātanga Tapuhi NPs

strategies to maintain currency and competence	• Practices within safe boundaries around a clearly defined area of practice (client/population group) or those with similar health concerns and demonstrates timely referral and consultation when an issue is outside scope, area of practice, experience or competence • Confidently and autonomously provides the full spectrum of healthcare services in relation to client/population group including health promotion and protection, disease prevention, guidance and counselling, disease management, maintenance and restoration of health, rehabilitation and palliative care. Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing and attends and participates in the Mātanga Tapuhi NP forums/meetings • Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing • Continually reviews and updates knowledge and skills to ensure currency and adaptability to address broad and changing population health needs and to practice safely across healthcare settings • Integrates a broad base of nursing knowledge, human sciences (pathophysiology and psychosocial) and clinical knowledge and skills within a framework of nurse practitioner practice. • Demonstrates accountability in considering access, cost and clinical efficacy and applies ethical decision making when providing health services
Conducts comprehensive assessments and applies diagnostic reasoning to identify health needs/problems and diagnoses	• Completes a comprehensive health history relevant and appropriate to the client's presentation • Actively explores the health consumer's concerns, preferences, health behaviours, attitudes and priorities using a strengths based health promotion focus and risk identification to identify health care needs • Identifies the level of assessment (focused or comprehensive) required and performs a systematic review based on the client's presenting condition and health history • Demonstrates comprehensive skill in obtaining and interpreting data that informs clinical judgement and differential diagnosis including prior treatment outcomes, physical findings and test results • Applies analysis, clinical reasoning and problem solving to assessment findings and synthesises clinical and human science knowledge to develop differential diagnoses • Orders or performs diagnostic investigations using evidence to support or rule out diagnoses • Formulates an accurate diagnosis from an informed set of differential diagnoses using clinical reasoning and best available evidence

	• Demonstrates a high level of clinical proficiency in managing common and complex client situations and acts to prevent and/or diagnose urgent, emergent or life threatening situations
Develops, plans, implements and evaluates therapeutic interventions when managing episodes of care.	• Works in partnership with the health consumer to determine therapeutic goals and options • Makes decisions about healthcare management and interventions informed by critical evaluation of research findings • Develops an individual plan of care and communicates this to health consumer and appropriate members of the healthcare team and relevant agencies • Applies a comprehensive knowledge of pharmacology to make safe and appropriate risk-benefit prescribing decisions including considerations of antibiotic stewardship and drug dependency where appropriate • Verifies the suitability of evidence-based treatment options including medicines, in regard to commencing, maintaining/titrating or ceasing treatment/interventions • Safely prescribes therapeutic interventions based on accurate knowledge of the characteristics and concurrent therapies of the health consumer • Safely and effectively performs evidence-informed invasive/non-invasive interventions for the clinical management and/or prevention of illness, disease, injuries, disorders or conditions • Makes appropriate decisions regarding admission and discharge of health consumers from healthcare services • Monitors, critically evaluates and documents treatments/interventions in accordance with health consumer determined goals and healthcare outcomes • Considers a plan for appropriately ceasing and/or modifying treatment in partnership with the health consumer, and other members of the healthcare team
Consistently involves the health consumer to enable their full partnership in decision making and active participation in care	• Works to establish a relationship with the health consumer that is characterised by mutual trust and respect, empathy, and collaboration • Demonstrates respect for difference in cultural, social and developmental responses to health and illness and incorporates health beliefs of the health consumer / community into care planning and implementation • Supports, educates, coaches, motivates, counsels and works in partnership with the health consumer and their family/whānau where relevant regarding diagnoses, prognoses and self-management, including their personal responses to illness, injuries, risk factors and therapeutic interventions • Advises the health consumer and their family/whānau where relevant on therapeutic interventions including benefits, potential side effects, unexpected effects,

	interactions, importance of compliance and recommended follow-up • Discloses the facts of adverse events to the health consumer and other health professionals mitigates harm and reports adverse events to appropriate authorities • Respects the rights of the health consumer to make informed decisions whilst taking accountability to ensure access to accurate and appropriately interpreted information • Assesses and contributes to health literacy by sharing knowledge with the health consumer to achieve evidence-informed management plan • Uses appropriate teaching/learning strategies and style to provide diagnostic information, health promotion and health education to meet health consumer learning needs
Works collaboratively to optimise health outcomes for health consumers/population groups	• Works across a wide variety of different interprofessional teams to establish and maintain effective collegial relationships as a senior member, including secondary services, wider primary care services and aged-residential care providers and NGO sector • Collaborates with other health professionals and agencies to ensure timely access and smooth transition to quality services for the health consumer • Demonstrates advanced interpersonal, leadership and management skills to foster and maintain collegial relationships by communicating and • engaging effectively and professionally with diverse groups • Effects nursing practice and healthcare change using broad-based skills, including negotiating, consensus building and partnering • Articulates the Mātanga Tapuhi NP role and promotes nursing in clinical, political and professional contexts • Contributes to a variety of healthcare teams by supporting, directing, education and mentoring colleagues, students and others • Supports the development of clinical expertise and critical thinking in nursing and other team members
Initiates, and participates in, activities that support safe care, community partnership and population health improvements	• Utilises systems thinking and critical inquiry skills to audit, evaluate and improve the quality of health services • Uses relevant tools to monitor and measure the effectiveness of strategies, services and interventions to promote safe practice • Monitors and minimises risk to health consumers and health care service providers at the individual and systems level • Applies knowledge of health systems, socio-political issues, new technologies and funding practices to advocate, influence and manage innovative changes to services to improve access, equity of outcomes, quality

	and cost-effective healthcare for specific groups or populations • Critically appraises scientific literature and shares new knowledge and research through discussions, presentations, publications, and the development of best practice guidelines • Takes every opportunity to support best practice and share expertise by providing education and learning sessions when approached • Incorporates understanding of diversity, cultural safety and socio-economic determinants of health and uses cultural model of care when planning and providing healthcare services • Demonstrates commitment to the Te Tiriti o Waitangi and applies advanced knowledge of Māori health and socio-economic disparities when working in partnership with Māori health consumers and local iwi/Māori health provides to improve access to healthcare and health outcomes • Influences and critiques health policy and nursing practice through leadership and active participation in workplace and professional organisations • Ensure practice meets health and safety at work legislation • Actively supporting all health and safety initiatives and contributes to a safety culture for patients whānau and staff • Identifies and reports clinical risk factors as they pertain to the clinical areas they work within and manages these proactively • As clinical expert contribute to review incidents/events/complaints as required to minimise risk and use findings to improve practice • Maintains professional development to support role competencies and credentialing when required e.g. Authorisation for Responsible Clinician by Director of Area Mental Health Services (DAMHS).
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.
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.
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.

• [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.

Culture and People Leadership

· Provides visible, effective leadership that aligns people, resources, and effort to organisational priorities and outcomes.
· Builds high-performing teams through coaching, development, succession planning, and a commitment to continuous learning.

- Creates an inclusive and engaging workplace where people are supported to contribute, grow, and succeed.
- Builds trusted relationships with stakeholders and works collaboratively to deliver sustainable outcomes.
- Fosters a culture of accountability, innovation, and continuous improvement, ensuring people and organisational performance support strategic objectives.
- Champions values-based leadership and promotes a positive organisational culture that supports wellbeing, performance, and service excellence.

Relationships

External	Internal
• Awanui Labs • Primary health providers and Primary Health Organisations • Community services e.g. Care coordination services, Mental Health NASC teams • Non-Government Organisations, e.g. Māori & Iwi Providers, Pacific Health • Professional Nursing Associations/Colleges/NPNZ/Te Ao Māramatanga • Mātanga Tapuhi NP networks (regional and national)	• Senior nurses and nursing leadership including Chief Nursing Officer, Director of Nursing MHAIDS, Mātanga Tapuhi NP and NP Candidates • Nursing teams • Medical teams • SMO Consultant for clinical review/mentoring • Allied professionals • Other interdisciplinary team members • Rangatahi, Tāngata whaiora, whanau and support people • MHAIDS Operations • Patient administration services • Support services e.g. Māori and Pacific Health Units, Disability Services, Centre of Excellence • Clinical support services e.g. security orderlies, radiology, pharmacy, infection prevention control •

About you – to succeed in this role

You will have

Essential:

- Have at least four years' experience aligning with mental health and addiction nursing
- Has experience in leadership, coaching and mentoring approaches
- Excellent communication, interpersonal and facilitation skills
- Experience in practice development and quality improvement strategies

- Comprehensive knowledge of NZ Health System understanding including equity issues, professional leadership and emerging issues for the nursing profession.
- Clinical Masters including NP required practicum (60 credits)
- Current Mātanga Tapuhi NP Annual Practising Certificate with recent relevant clinical experience
- Mātanga Tapuhi NP registration with NCNZ and ongoing evidence that your continuing competence requirements managed directly with NCNZ every three years are maintained
- Appropriate technical skills/Certification/Credentials/Endorsements gained with appropriate mental health and additions experience support within agreed timeframes e.g. Authorisation for Responsible Clinician by Director of Area Mental Health Services (DAMHS)
  ] •Commitment to Te Tiriti o Waitangi
  A full drivers licence

Desired:

- Living the District values
- Continuous improvement focused on innovation and critical thinking
- Respect and collaboration in practice
- Promoting a positive and collaborative team environment
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Commitment to sustainable practice
- Membership of Te Ao Māramatanga: College of Mental Health Nurses.

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 continuous improvement focused on innovation and critical thinking]

[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.