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	Registered Nurse
Reports to	Team Leader
Location	Capital, Coast & Hutt Valley (CCHV) District
Department	Health Pasifika
Date	18-11-2026
Salary band (indicative)[i]	HNZ NZNO/ PSA Collective Agreement
Children's Worker role[ii]	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

The primary purpose of the role is to:

[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 RN works with the scope of a RN as introduced by the Nursing Council of New Zealand (NCNZ 2025). Registered nurses are accountable and responsible for their nursing practice, ensuring that all health care provided is consistent with their education, assessed competence, relevant legislative requirements and is guided by the NCNZ standards for registered nurses.

Registered nurses use substantial scientific and nursing knowledge to inform comprehensive assessments, determine health needs, develop differential diagnoses, plan care and determine appropriate interventions. Interventions are evaluated to assess care outcomes based on clinical judgement and scientific and professional knowledge.

Registered nurse practise independently and in collaboration with individuals, their whānau, communities and the interprofessional healthcare team, to deliver equitable person/whānau/whakapapa-centred nursing care across the life span in all settings. Registered nurses may also use their expertise I areas and roles such as leadership, management, education, policy and research.

The specialist mental health registered nurse provides holistic care to tangata whaiora and whanau who are at risk of, or who are experiencing mental health conditions and substance use disorders, or behavioural challenges; to promote their physical and psychosocial well-being. The nurse emphasises the use of interpersonal relationships as therapeutic tools and uses critical thinking and clinical reasoning to consider and provide nursing care for complex physical health, psychological, social and biological aspects that influence mental health, addiction or intellectual disability. Mental Health nurses use socialisation, activation and communication as key nursing skills as well as providing physical care and management of environmental or social challenges.

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.

The RN working hours will be rostered and rotating / Monday to Friday business hours and may work across the district as required due to patient safety and workforce necessities.

As a specialist mental health, addiction, intellectual disability nurse your demonstration of the indicators of each Pou will be informed by the standards of practice for Mental Health Nurses: Te Ao Māramatanga.

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 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 6.1 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. • 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.

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, Nurse Director, Director of Mental Health Nursing, Associate Director of Nursing Mental Health.]

Relationships

External	Internal
• Other Districts • Consumer advocates & agencies • Volunteers • NGO services • Primary Care • NZ Nursing Council • Te Ao Māramatanga: College of Mental Health Nurses New Zealand. • Health & social support agencies	• [Director of Nursing MHAIDS • Chief Nurse • Nursing Leadership Team • Learning and Development Team • Nursing Team • Nurse Educator • MHSW • Clinical Nurse Specialist • Tangata Whaiora and Whānau • Student Nurse • Multi-Disciplinary Teams • Māori and Pacific Health Units • Lived Experience Team • MHAIDS Quality Team • Other District speciality Inpatient Teams • Other MHAIDS 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
- Completion of an undergraduate (leading to registration) or post graduate program in mental health or intellectual disability nursing
- 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
- Full drivers licence

Desired:

[Demonstrate

- Experience in implementing Te Tiriti o Waitangi in action.
- 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
- Membership of Te Ao Māramatanga: College of Mental Health Nurses
- 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.

Desired:

- [Demonstrate …

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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.