

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Clinical Assessor
Reports to	Clinical Manager Professionally accountable to Professional Lead or Director of Nursing
Location	The Princess Margaret Hospital / Burwood Hospital
Department	Community Services
Date	April 2026
Salary band (indicative)*	NZNO Nursing Collective Agreement or PSA Allied, Public Health and Technical Collective Agreement core salary banding

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

To complete a comprehensive clinical assessment of clients' medical, rehabilitation and support needs in order to identify issues to be addressed that will promote a person's self determination within their current environment or the environment they wish to be in.

To prioritise these needs in conjunction with the client and the Community Service Teams, focussing on a restorative approach by using team guidelines to develop a Care Plan for the client.

To facilitate referrals to services that will assist in restoring function and eliminating or minimizing the need for ongoing supports i.e. falls prevention programs. Planning and ensuring co-ordination of a package of services to meet their ongoing needs and reviewing this package to ensure that the services continue to meet the needs of the client.

Key Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> • Complete a needs assessment, reassessment, service review using the Contact Assessment, full InterRAI Home Care Instrument, Acute Interai or paediatric assessment as required. • Client/family/whanau will be provided information about the interRAI assessment, care planning and service co-ordination process.

	<ul style="list-style-type: none"> Utilise professional skills and knowledge to develop care plan that is focussed on a restorative approach and that eliminates or minimizes the need for ongoing support Utilise professional skills and knowledge to develop care plan that is focussed on a restorative approach and that eliminates or minimizes the need for ongoing support and promotes quality of life for the client. Complete documentation of the assessment process and the outcomes. Liaise as required with other members of the Service Team to develop a Care Plan and a Service Plan that reflects the client's prioritised needs and goals and encourages independence, self-determination and the person's participation to the level of their capacity. <p>Ensure clients understand their options regarding choice of available service providers or reasons why choice is not available.</p>
	<p>Work with the Service Coordinator delegating and supporting workflow Prioritisation of complex workload</p>
	<p>Coordinate service provision/response across multiple internal and external providers Make referrals to other disciplines within the hospital and wider community as required</p>
	<p>provide expert advice on potential community supports, residential options and/or packages of care. Maintain and disseminate resource information on and up date knowledge of a broad range of services available in the community, means of access to, eligibility for and understand the cost of these resources. Clients may access relevant interventions/service as required without referral to another professional of the same discipline; e.g. an OT may undertake any relevant OT duties that arise during an assessment visit or a registered nurse is expected to provide appropriate level of nursing input. A Social Worker may help people cope with a crisis, and support them with coping strategies. Work within current scope of practice and seek appropriate direction and delegation as required.</p>
<p>Professional development</p>	<ul style="list-style-type: none"> To maintain the competency requirements of the appropriate registration authority or professional body whichever is relevant Contribute to the professional development of others, including students Undertake professional supervision as per the appropriate professional body's supervision standards <p>Complete annual personal success and development planning</p>

Te Tiriti o Waitangi	<p>Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</p> <p>Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.</p> <p>Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</p>
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to support collaborative thinking and decision making to do our best, our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 the Clinical Manager

- Concerns identified during contact with clients/whanau/carers/providers
- Role expectations, personal training and development requirements

- Changes that may impact your ability to perform your role
- Health and safety concerns

Relationships

External	Internal
<ul style="list-style-type: none"> • Clients/family • GP and practice staff • Referrers • NGOs • Service providers • Other NASC services • Ministry of education 	<ul style="list-style-type: none"> • Interdisciplinary team members • Other health NZ services • Planning and funding

About you – to succeed in this role

You will have:

Essential:

- Must have a professional degree / qualification or recognised equivalent New Zealand qualification, or be a Registered Health Practitioner (under the HPCA), or overseas equivalent (Social work, Occupational Therapy, Registered Nurse, or related discipline).
- Have completed InterRAI Assessment training (or be prepared to complete) to OPHS level of competency which is maintained and up to date.
- Proven clinical judgement and expertise to Undertake comprehensive assessment and to formulate care plan.
- Comprehensive knowledge in complex chronic health conditions, and co-existing conditions
- An understanding and working knowledge of ageing process.
- Proven decision making and critical evaluation skills
- Proven Excellent time management skills and ability to work well under pressure
- Current full New Zealand driver's licence, both manual and automatic
- Proven interpersonal and communication skills with a positive manner, ability to influence/advise without conflict
- Must hold and maintain a current annual practising certificate or equivalent as required by the relevant Registration Authority or Professional Body

Desired:

- Knowledge and understanding of Mental health changes and the impact on clients.

You will be able to

Essential:

- 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 your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*