

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

Title	Registered Nurse			
Reports to	Charge Nurse Manager, Clinical Manager			
Location				
Department				
Direct Reports	Nil		Total FTE	
Budget Size	Opex	No budget allocated to role	Capex	No budget allocated to role
Delegated Authority	HR		Finance	
Date				
Job band (indicative)	Registered Nurse (<i>Grade 1- 7 to be agreed at time of recruitment</i>)			

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 Registered Nurse (RN) recognises Te Tiriti o Waitangi, kawa whakaruruhau (cultural safety) are foundational to nursing practice. Registered nurses apply substantive 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.

The Registered Nurse is responsible for delivering whakapapa-centred care across the lifespan, upholding the standards of competence that underpin and guide nursing practice. Registered Nurses have a responsibility to maintain their own professional nursing practice and work in collaborative relationships with other healthcare professionals, along with providing support and guidance to enrolled nurses and direction and delegation to other team members.

Registered nurses 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 in areas and roles such as leadership, management, education, policy and research.

Key Result Area	Expected Outcomes / Performance Indicators
Māori health	Registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. <ul style="list-style-type: none"> • Engage in ongoing professional development related to Māori health and the relevance of Te Tiriti o Waitangi articles and principles. • Advocate for health equity for Māori in all situations and contexts. • Understand the impact of social determinants, such as colonisation, on health and wellbeing. • Use te reo and incorporates tikanga Māori into practice where appropriate.
Cultural safety	Registered nurses provide care that is inclusive, responsive, and equitable. They practise culturally safe care which is determined by the recipient.

	<ul style="list-style-type: none"> • Challenges racism and discrimination in the delivery of nursing and health care. • Engages in partnership with individuals, whānau and communities for the provision of health care. • Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care. • Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices.
<p>Whanaungatanga and communication</p>	<p>Registered Nurses establish relationships through the use of effective communication strategies. Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.</p> <ul style="list-style-type: none"> • Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities. • Incorporates professional, therapeutic and culturally appropriate communication in all interactions. • Communicates professionally to build shared understanding with people, their whānau and communities. • Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy. • Ensures documentation is legible, relevant, accurate, professional and timely. • Uses appropriate digital and online communication. • Provides, receives and responds appropriately to constructive feedback.
<p>Pūkengatanga and evidence-informed nursing practice</p>	<ul style="list-style-type: none"> • Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting. • Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care. • Implements and evaluates effectiveness of interventions and determines changes to the plan of care. • Coordinates and assigns care, delegates activities and provides support and direction to others. • Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines. • Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options.

	<ul style="list-style-type: none"> • Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care. • Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing. • Applies infection prevention and control principles in accordance with policies and best practice guidelines. • Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person. • Understands and works within the limits of expertise and seeks guidance to ensure safe practice. • Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care.
<p>Manaakitanga and people-centred care</p>	<p>Registered Nurses practice is underpinned by principles of compassion, trust and partnership, which supports effective decision-making in the provision of care.</p> <ul style="list-style-type: none"> • Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice. • Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions. • Establishes, maintains and concludes safe therapeutic relationships.
<p>Rangatiratanga and leadership</p>	<ul style="list-style-type: none"> • Actively contributes to a collaborative team culture of respect, support and trust. • 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. • Understands continuous learning and proactively seeks opportunities for professional development. • Engages in quality improvement activities. • Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely. • Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.

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 Charge nurse manager.

- Matters which pose a risk to patient safety or which may affect a nurse's ability to safely practice.
- Breaches in security and quality standard failures

Relationships

External	Internal
Other Health Care Providers	Director of Nursing Nursing Director Nurse Consultant Charge Nurse Manager Clinical Nurse Specialists Service Manager Nurse Educators Duty Nurse Managers Clinical Team Coordinator Members of interdisciplinary team and other health professionals within ward/department.

About you – to succeed in this role

You will have

Essential:

- A registration with the Nursing Council of New Zealand as a Registered Nurse with scope for mental health, and hold a current Nursing Council of New Zealand Annual Practising Certificate
- Up to date with mandatory training and updates regularly as required by the organisation's policies and procedures
- An ability to demonstrate activation of an appropriate emergency response and provide further assistance as required.

You will be able to

Essential:

- Continue to advance clinical knowledge and skills through self-learning, ward teachings, in-service education and external programmes as approved by line manager
- Participate in teaching others, including students of nursing
- Accept responsibility for actions
- Undertake other duties as reasonably requested by Line Manager
- Prepare for and participate in success and development plans
- Demonstrate an ability to 'work together' in a collaborative manner
- Demonstrate an ability to 'work smarter' by being innovative and proactive

Desired:

- Be the ward/department representative on professional nursing and/or other committees
- Share specialist knowledge and networks with nursing colleagues within and external to organisation
- When required, assists in formulating and reviewing nursing standards, procedures and guidelines
- Develops and/or participates in activities which monitor and audit nursing practice and quality patient health outcomes
- Teach nurses, nursing students and other staff clinical procedures following organisational Policy and Procedure, when appropriate
- Assist in compiling resource material for educational purposes at unit, cluster and organisational level

- Make case study presentations to colleagues at unit and cluster level
- Participate in in-service education and post-registration education as approved/requested by the nursing line manager
- Act as a resource for area specific responsibilities e.g. CPR Instructor, Safe Practice, Effective Communication instructor or other area of designated responsibility or expertise
- demonstrate knowledge of ethical principles and assists others in resolution of potential dilemmas, utilising appropriate resource people where necessary

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.