

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	Nurse Practitioner, Acute Pain Management Service and Transitional Pain Service
Reports to	• Service Manager, Department of Anaesthesia • Coordinator of Acute Pain Management Service • Coordinator of the Transitional Pain Management Service • Clinical Director, Department of Anaesthesia
Location	Christchurch
Department	Department of Anaesthesia
Date	August 2026
Salary band (indicative)ⁱ	Nurse Practitioner Grade 6
Children's Worker roleⁱⁱ	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 role of Nurse Practitioner within the Acute Pain Management Service and Transitional Pain Service is based within the Department of Anaesthesia. The NP role enables a holistic approach which recognises the physical, mental, spiritual, cultural, social and emotional aspects of pain, and the concept of whānau (rather than individual) health. This role has a strong focus on reducing the burden of pain within communities, improving long-term functional outcomes for people, and achieving equity in health for Māori populations. The NP provides:

- Inpatient/outpatient pain management services for adults and children, who require specialist input, advanced pain management modalities, are experiencing complex/persistent pain, and/or who are identified as vulnerable to pain chronicity and persistent opioid use post discharge.
- A broader clinical focus of overall patient management across a wide range of conditions, through a holistic approach to care, undertaken in collaboration with primary care and admitting speciality teams. In pain management, common co-morbidities include anxiety and depression, diabetes, post-traumatic stress disorder,

alcohol and drug dependency, addiction disorders, obstructive sleep apnoea, cardiovascular disease, and musculoskeletal conditions. People commonly experience struggles with sleep, nutrition, social engagement, employment, and spiritual wellbeing.

- The NP expands nurse-led outpatient services aiming to promote equity in healthcare by targeting more vulnerable patient groups. These groups include Māori, Pasifika, people living with disability, and people who experience barriers to accessing healthcare services.

Key Result Area	Expected Outcomes / Performance Indicators
Expert Clinical Practice	• Provide specialised nursing care, assessments, and interventions to selected patients as part of the Acute Pain Management and Transitional Pain Management Services. • Acts as a role model and as a source of expert clinical advice in the field of pain management. • Works independently and within the wider Anaesthesia team to support the implementation and monitoring of pharmacological and non-pharmacological treatment plans.
Equity	• Commit to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • 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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Education and Mentorship	• Support and educate patients, whānau (families), and other healthcare professionals on managing their health conditions and promoting wellness. • Assists in evaluating educational programmes offered, that focus on the area of pain management, to ensure content is evidence based and reflective of current thinking. • Shares specialist knowledge and skills in formal and informal education activities and ensures that nurses are supported in their practice. • Disseminates specialty knowledge at both a Local and National/International level. • Acts as a resource person for patients and health professionals • Collaborates with nurse educators and CNMs to identify staff training needs and to develop an educational plan to address those needs. • Collaborates with the PDU and tertiary education providers to provide specialty education. • Assists in the orientation and preceptorship of new nurses and student nurses. • Provides clinical guidance and mentoring to nursing and allied health colleagues.

	Assists in the compilation of resource material for educational purposes for patients, families and health professionals.
Leadership and Advocacy	- Provides leadership within the specialty of pain management, through both direct and indirect patient care delivery. - Advocates for best practice and contribute to service development and quality improvement. - Provides senior nursing leadership for the Acute Pain Management and Transitional Pain Management services. - Provides consultation to a broad range of hospital, community and professional groups to achieve positive outcomes for patient or population group.
Research and Quality Improvement	- Utilises evidence-based practice, contribute to research, and develop/implement standards of nursing practice. - Is actively involved in professional activities such as research, audit, and policy development at both a local and regional level. - Supports a culture of ongoing quality improvement of nursing practice. - Engages in quality improvement activities such as the Analgesic Stewardship Group. - Works with multidisciplinary teams and other health professionals to ensure coordinated and effective care for patients. - Establishes collaborative relationships within and across departments, hospitals, primary and secondary health to promote patient safety, continuity of care and clinical excellence.
Professional Development	- Networks nationally and internationally to maintain current knowledge of trends and developments in specialty area. - Attends educational opportunities and conferences relevant to role and scope of practice. - In conjunction with Clinical Manager develops the role to meet professional and organisational needs
General performance objectives (Health New Zealand)	- Undertakes other duties consistent with the above position description as reasonably requested by the Nursing Director from time to time. - Be aware of and comply with Health NZ health and safety policies and procedures. - Work in a safe and healthy manner to prevent harm to themselves or others. - Be proactive in identifying and controlling hazards. - Identify, take appropriate action and promptly report clinical, OSH, and security incident. - Demonstrate competence and initiate action in emergency procedures. - Complete and annually maintain Fire, CPR, and IV certification and other competencies as required by Health NZ's policies and procedures.

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 to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Any clinical, OSH, and security incident.

Relationships

External	Internal
• General Practitioners and Nurse Practitioners in the community. • Tertiary Education Providers including The University of Otago and Ara Institute of Technology. • Members of the New Zealand Pain society and the Nurses Special Interest Group [NSIG]	• Clinical Co-ordinator, Acute Pain Management Service • Service Manager, Department of Anaesthesia • Clinical Director, Department of Anaesthesia • Clinical Co-ordinator, Transitional Pain Service • Director of Nursing, Department of Nursing

Health professionals working in the field of pain management both regionally and nationally.	- Nurse Practitioner, APMS/TPS - Nurse Consultant/Clinical Nurse Specialist, APMS/TPS - Registered Nurses – casual, APMS/TPS - Professional Development Unit - Medical staff within the hospital - Allied health staff - Clinical Nurse Specialists and Educators. - Registered, Enrolled, and student Nursing staff. - Healthcare Assistants
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About you – to succeed in this role

You will have

Essential:

- Experience in implementing Te Tiriti o Waitangi in action.
- Registered with the Nursing Council of New Zealand as a Nurse Practitioner
- Hold a current Nursing Council of New Zealand Annual Practising Certificate
- Validated clinical expertise specific to pain management.
- Proven expert clinical assessment skills.

Desired:

- Demonstrated teaching skills.
- Proven leadership skills within nursing.
- Enthusiasm for this specialty area of practice.
- Excellent interpersonal and communication skills.

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.
- Support nursing staff and contribute to professional development.

- Provide specialised nursing care, assessments, and interventions regarding pain management within a range of clinical presentations.
- Work independently and collaboratively within the wider Anaesthesia team.

Desired:

- Act as a role model and as a source of expert clinical advice in the field of pain management.
- Liaise and network both regionally and nationally with other health professionals working in the field of pain management.

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.