

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	District Nurse
Reports to	Director of Nursing, via Nurse Manager, Integration
Location	Ashburton
Date	January 2021
Salary band (indicative)ⁱ	NZNO Nursing Salary Scale
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 District Nurse works with patients within their home environment, maintaining case management to meet the needs of that patient.

Observes and detects relevant issues in the home situation. Makes reliable patient related decisions autonomously. Critical thinking skills are well developed.

Key Result Area	Expected Outcomes / Performance Indicators
To practice in a professional manner, adhering to the regulations governing nursing practice and to work within the District Nursing Service philosophical framework	- Work within the regulations of the Nursing Council of New Zealand and relevant health sector legislation and regulations. - Project a professional image of nursing and adhere to professional standards. - Adhere to the District Nursing philosophy and goals.
To assist where appropriate, other nurses and health professionals within the service to develop knowledge and skills.	- Assist in orientating new staff new to the service. - Represent nursing perspectives, when requested, of patient care at interdisciplinary meetings.

To assist leaders within the service	• Assist, when requested, in formulating and reviewing nursing standards, procedures and guidelines. • Be a nursing representative in professional committees in Canterbury DHB as appropriate and requested. • Supervise and take clinical responsibility for volunteers, where necessary and appropriate.
To take responsibility for own ongoing professional development relating to annual review with the Nurse Manager, Integration	• Identify and document professional goals annually in conjunction with line manager. • Continue to advance clinical knowledge and skills through self-learning, ward teachings/presentations, in-service education, external programmes as approved by line manager. • Prepare for and participate in annual performance review. • Along with other District Nursing staff, work through ethical dilemmas and assist others in principles of nursing ethics.
To provide proficient nursing care to patients in their home environment, embodying the Code of Health and Disability Services Consumers' Rights	• Demonstrate nursing skills as defined by Canterbury DHB and Ashburton and Rural Health Services policy and in conjunction with the Nurse Manager, Integration. • Carry out comprehensive and holistic assessment of all patients under your care. • Make reliable, sound, independent nursing decisions. • Prioritise patient care according to changing conditions and situations. • Plan ongoing patient care including, where necessary, discharge planning in collaboration with the patient and/or relatives and other health professionals. • Objectively evaluate patient responses to interventions, tracing outcome against care plan and identifying variances from planned care. • Assess and monitor the patient's environment and intervene as appropriate to provide safe and effective care. • Validate and document decision making based on nursing knowledge and clinical experience, mindful of legal implications. • Acknowledge own limitations in complex situations and seek assistance. • Maintain patient privacy and confidentiality according to medico-legal requirements as related by Canterbury DHB policy. • Maximise every opportunity for patient independence. • Collaboratively plan care which is culturally and spiritually safe for the patient. • Teach patient/family groups where appropriate, effectively by: assessing learning readiness,

	providing teaching and evaluating knowledge/lifestyle changes.
To collaborate with other health professionals to maximise patient outcomes.	- Initiate referrals to other health team members in a timely manner. - Co-ordinate patient care within the team. - Consistently organise care through liaison with other health professionals.
To contribute to effective District Nursing management and resource utilisation.	- Support other nurses in their practice. - Prioritise own workload. - Use stock and other resources in a cost effective manner within budget restraints, providing initiatives for increased efficiencies.
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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Security breaches and quality standard failures.
- Any matters which are not clearly identified or do not comply with Canterbury Health's adopted policies or procedures.

- Any significant deterioration or alteration in the patient's condition.

Relationships

External	Internal
• Volunteers (evening) Day/Night sitters • General Practitioners • Support Agencies • NGOs	• Nurse Managers • Associate Clinical Nurse Manager • Nurse Specialists • Registered and Enrolled Nurses • Healthcare Assistants • Duty Nurse Manager • Staff Educators • Other Health Professionals within wards/departments

About you – to succeed in this role

You will have

Essential:

- Registered with the Nursing Council of New Zealand as a Registered Nurse, and preferably have post-graduate clinical experience in community nursing
- Hold a current Nursing Council of New Zealand practising certificate.
- Hold a current intravenous certificate, plus Home Based IV certificate and maintain annual CPR currency

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.
- Be prepared to be accountable for own nursing practice.
- Have a commitment to ongoing development of nursing skills and in-service education.
- Have good communication skills and professional manner and presentation.
- Be prepared to undertake other duties as reasonably requested by Charge Nurse Manager, Community Services.
- Adhere to Canterbury DHB (including Ashburton and Rural Health Services) policies and procedures.

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.