

<b>Title</b>	Registered Nurse		
<b>Reports To</b>	Pacific Regional Coordination Hub Operation Lead		
<b>Location</b>	Northern Region		
<b>Business Group</b>			
<b>People</b>	<b>Direct Reports:</b>	<b>Indirect Reports:</b>	
<b>Budget</b>	<b>Opex:Nil</b>	<b>Capex:Nil</b>	
<b>Delegated Authority</b>	<b>HR:</b>	<b>Finance:</b>	
<b>Job Band</b>	<b>MECA</b>	<b>Tier</b>	6
<b>About the Role</b>	<p><i>The primary purpose of the role is:</i></p> <ul style="list-style-type: none"> <li>• Support the Pacific Regional Coordination Hub Lead and Northern Regional Lead in delivery of Pacific specific initiatives.</li> <li>• Effectively manage and meet the needs of the patient and whanau ensuring that care and service delivery meets the expected standards of care.</li> <li>• Support the wider Pacific Public Health directorate and NPHS in delivery of public health initiatives to Pacific families and communities.</li> <li>• Provide leadership, in, driving a culture permission giving, connection, continuous improvement and strong partnership with communities.</li> <li>• Work in close partnership with external stakeholders to ensure the sustainability of outcomes.</li> <li>• Work alongside leadership to deliver the organisational priorities of Te Whatu Ora/Health NZ, and to drive continuous improvement in processes and practices within the team.</li> </ul>		
<b>Organisational Impact</b>	The primary organisational impact of the position is giving effect to the strategic Pacific Public Health agenda and workplan of NPHS to improve equity of health outcomes for Pacific populations. Accepting responsibility for ensuring that his/her nursing practice and conduct meet the standards othe professional, ethical and relevant legislative requirements and supporting wider regional public health demands as needed.		

Key Result Areas	Expected Outcomes (Role specific)
<b>Professional Responsibilities</b>  <b>Able to demonstrate knowledge, judgement and accountability in relation to: professional, legal and ethical responsibilities and cultural safety. Promotes and environment that maximises patient's safety, independence and quality of life and health.</b>	<ul style="list-style-type: none"> <li>• Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislative requirements.</li> <li>• Demonstrates the ability to apply the principals of the Treaty of Waitangi/Te o Waitangi to nursing practice</li> <li>• Demonstrates an understanding of the concepts of cultural safety and the application to patient care</li> <li>• Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses/nurse assistants and clinical support workers</li> <li>• Promotes an environment that enables patient safety, privacy, independence, quality of life, and health</li> <li>• Practices nursing in a manner that the client determines as being culturally safe</li> </ul>

	<ul style="list-style-type: none"> <li>• Acts as a positive role model and presents a professional image</li> <li>• Complies with Te Whatu Oras Health policies and procedures</li> <li>• <i>Accountable for ensuring best practice for notification and management of notifiable infectious diseases</i></li> </ul>
<p><b>Management of Nursing Care</b></p> <p><b>Able to demonstrate knowledge and uses evidence based practice in the assessment of clients and the management of nursing care</b></p>	<ul style="list-style-type: none"> <li>• Provides planned nursing care to achieve identified outcomes</li> <li>• Undertakes a comprehensive, accurate and ongoing nursing assessment of clients in a variety of settings</li> <li>• Integrates relevant, comprehensive information which identifies actual and potential health problems, care needs requirements in the short and long term phases of patient illness</li> <li>• Uses analytical skills to assess physiological, psychological and social information</li> <li>• Ensures documentation is accurate, reflects the nursing assessment and maintains confidentiality of information</li> <li>• Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options and right to self determination</li> <li>• Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crises situations</li> <li>• Evaluates client's progress towards expected outcomes in partnership with clients and identifies patient/whaanau's expectations</li> <li>• Formulates and documents discharge planning arrangements</li> <li>• Provides health education appropriate to the needs of the client within a nursing framework</li> <li>• Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care</li> <li>• Bases nursing practice on current evidence based research</li> <li>• Maintains professional development through ongoing education</li> <li>• Participates in the annual Performance review process</li> </ul>
<p><b>Interpersonal relationship and communication (domain three)</b></p>	<ul style="list-style-type: none"> <li>• Promote and lead effective teamwork and collaborative relationships within the multidisciplinary team and across health care settings to optimise health outcomes</li> <li>• Establishes, maintains and concludes therapeutic interpersonal relationships with client</li> <li>• Practices nursing in a negotiated partnership with the client where and when possible</li> <li>• Communicates effectively with clients and members of the health care team</li> <li>• Acts as an advocate in conveying patient needs and responses to treatment or health professionals</li> <li>• Identifies self and designation and establishes a positive partnership with the patient</li> </ul>
<p><b>Inter-professional Health Care and Quality Improvement</b></p>	<ul style="list-style-type: none"> <li>• Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care</li> <li>• Recognises and values the roles and skills of all members of the health care team in the delivery of care</li> <li>• Provides support and guidance to students and new staff through orientation and peer support</li> <li>• Participates in quality improvement activities to monitor and improve standards of nursing and service provision</li> <li>• Initiates corrective action where non-compliance issues are identified</li> <li>• Demonstrates both written and verbal progress reporting</li> <li>• Contribute to the development of service and quality plans for the service</li> </ul>
<p><b>Cultural Safety &amp; Diversity</b></p> <p><b>Commitment to the principles of Treaty of Waitangi</b></p> <p><b>Honouring Diversity</b></p>	<ul style="list-style-type: none"> <li>• Respect, sensitivity, cultural awareness is evident in interpersonal relationships.</li> <li>• Our differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices.</li> </ul>
<p><b>Emergency Management</b></p>	<ul style="list-style-type: none"> <li>• Support a CIMS coordination in Outbreaks and Response when required.</li> <li>• Support the systems and processes required in an outbreak or event.</li> </ul> <p>At times all staff may be expected to respond and return to work to assist in an emergency situation to:-</p>

	<ul style="list-style-type: none"> <li>• Protect the health of the affected population</li> <li>• Contribute to the development and implementation of emergency and pandemic incident response plans</li> <li>• Enable the provision of business continuity of the service</li> <li>• Participate in rosters to ensure work coverage during response &amp; emergency events</li> </ul>
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Key Result Areas	Expected Outcomes for all Te Whatu Ora Leaders
<b>Achieving equity for pae ora</b>	<ul style="list-style-type: none"> <li>• Works collaboratively with other business units and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022<sup>1</sup>, and the Te Pae Tata the NZ Health Plan.</li> <li>• Ensure all NPHS work prioritises equity</li> <li>• in the work programme of the regional public health service ensure that impact on iwi and Māori communities and the eight Pacific nations' communities, addresses intersectional inequities and equity as both a population health concerns and a Tiriti right for Māori</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Advocate and challenge to ensure all work reflects our te Tiriti o Waitangi obligations</li> <li>• Champion the Article II rights of iwi and Māori communities to maintain tino rangatira &amp; progress their mana motuhake in the work programme of the NPHS</li> <li>• Ensure a focus on equity for Māori as a right under Article III in the work programme</li> <li>• Contribute to developing a Tiriti dynamic Directorate &amp; make a positive contribution enhancing the Tiriti literacy of the workforce</li> </ul>
<b>People and Culture</b>	<ul style="list-style-type: none"> <li>• Lead a culture that enables employees to learn and grow in order to deliver responsive and trusted services, ensuring career growth and development, and supporting Te Whatu Ora NPHS to be seen as a preferred employer.</li> <li>• Act as an ambassador for the values and behaviours of the desired organisational culture, Te Mauri o Rongo<sup>2</sup>, ensuring unification of diverse individuals and teams whilst supporting positive local cultures to be retained and strengthened., and driving performance through the effective team-working and empowerment to achieve current and future service delivery.</li> <li>• Lead and develop the team so Te Whatu Ora NPHS has the skills and performance outcomes it requires now and for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities, and others.</li> </ul>
<b>Strategic Health Outcomes</b>	<ul style="list-style-type: none"> <li>• Work collaboratively with other NPHS services and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022<sup>3</sup>.</li> <li>• Te Tiriti o Waitangi – will remain focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Will support tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care. Will actively support kaimahi Māori by improving attraction, recruitment, retention, development, and leadership, and te ao Maori is reflected in all that we do.</li> </ul>

<sup>1</sup> The explicit purpose of Act is to: protect, promote, and improve the health of all New Zealanders; achieve equity in health outcomes among New Zealand's population groups, including by striving to eliminate health disparities, in particularly for Māori; and build towards pae ora (healthy futures) for all New Zealanders.

<sup>2</sup> Health Charter, once developed

<sup>3</sup> The explicit purpose of Act is to: protect, promote, and improve the health of all New Zealanders; achieve equity in health outcomes among New Zealand's population groups, including by striving to eliminate health disparities, in particularly for Māori; and build towards pae ora (healthy futures) for all New Zealanders.

<b>Planning, direction and implementation</b>	<ul style="list-style-type: none"> <li>• Contributes to the development and implementation of strategies and plans for the team, function or service performance, and drives performance and delivery against objectives.</li> <li>• Contributes to Business planning, monitoring and reporting, budget and resource management effectiveness.</li> </ul>
<b>Achieving Equitable Outcomes</b>	<ul style="list-style-type: none"> <li>• Role-models a change in the way we work to improve health outcomes, equity for Māori, as well as Pacifica, Whaikaha, and other groups, that achieves the goals of Pae Ora.</li> <li>• Demonstrates commitment to the NPHS performance in achieving equity.</li> <li>• Supports appropriate culture-led enquiries and responses (i.e. Māori-led and Pacific-led), demonstrates awareness of colonisation, power relationships, and of the impact their own culture may have on interactions and service delivery.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• Builds mutually beneficial partnerships internally and externally with inter-dependent stakeholders required to achieve sustainable performance outcomes.</li> <li>• Work with peers in Te Aka Whai Ora   Māori Health Authority and Pacific Health Business Unit, and others, to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services</li> <li>• Role models effective team player behaviour and works to support inclusive, productive interactions and service delivery by actively breaking-down silo thinking and behaviour, especially at decision making level, to allow for best work. Collegially supports others to do the same.</li> <li>• Builds collaborative and highly effective networks of influence with staff across NPHS, Te Whatu Ora and with stakeholders, building trust and confidence.</li> <li>• Maintains awareness of work happening across Te Whatu Ora and support joined-up organisational positions on operational and policy issues, particularly with contentious and complex issues, to drive sustainable performance outcomes.</li> </ul>
<b>Compliance and Reporting</b>	<ul style="list-style-type: none"> <li>• Successful implementation of Health and Safety strategies and initiatives.</li> <li>• 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.</li> <li>• Ensures active management and compliance with all relevant statutory, safety and regulatory requirements applicable to the team.</li> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Understands, and operates within the financial and operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

### Key Relationships

*(Guide – up to 6 of the most important relationships this role engages and manages including key stakeholders)*

<ul style="list-style-type: none"> <li>• Sector Nursing leadership groups.</li> <li>• Relevant educational agencies</li> <li>• NZ Nursing Council</li> <li>• Consumer advocates &amp; agencies.</li> <li>• Primary health care providers</li> </ul>	<ul style="list-style-type: none"> <li>• Pacific Regional Coordination Hub Operations Lead</li> <li>• Pacific Regional Lead Northern</li> <li>• Regional Leadership Team</li> <li>• Regional Public Health Service Nursing Teams</li> <li>• Regional Public Health Service Clinical leaders</li> <li>• National Public Health Service Teams</li> <li>• National, Regional and local Nursing leaders</li> <li>• Te Whatu Ora and Te Aka Whai Ora staff</li> </ul>
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Essential Requirements	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• RN with current Annual Practising Certificate</li> <li>• At least one year post registration in nursing practice</li> <li>• Effectively applies knowledge to skills and practice</li> <li>• Previous experience in applying critical thinking, using sound judgment to develop options and knowledge of the machinery of government, and policy development, is preferable.</li> <li>• Demonstrable understanding of Pacific cultural protocols &amp; experience working in partnership with Pacific communities</li> <li>• Demonstrable understanding &amp; experience working in partnership with Pacific communities</li> <li>• Demonstrable understanding of, and commitment to, the specific relationship under te Tiriti o Waitangi, and Te Whatu Ora's role in improving outcomes for iwi and Māori communities</li> </ul>
<b>Knowledge, Skills, and Attributes</b>	<ul style="list-style-type: none"> <li>• <b>Pae Ora &amp; Te Tiriti o Waitangi</b> - demonstrates an understanding of Pae Ora (Healthy Futures) Act 2022, and the significance and obligations of Te Tiriti o Waitangi, including how to give effect to these expectations in a meaningful way.</li> <li>• <b>Leadership and management</b> – has inclusive leadership and management skills able to maximise the quality and contributions of individuals and teams to drive outcomes.</li> <li>• <b>Communication and relationship effectiveness</b> – demonstrates mature communication and interpersonal skills, including the ability to write and present effectively, and to develop, unify and maintain strong internal and external relationships essential for achieving sustainable outcomes.</li> <li>• <b>Planning and direction</b> – has the ability to identify business / project requirements, develop or contribute to strategies and plans, and prioritise work of a team.</li> <li>• <b>Operational management</b> – has the ability to monitor and analyse performance to ensure the quality of work, identify areas of improvement, problem solve, and make sound decisions to achieve goals.</li> <li>• <b>Continuous improvement</b> – demonstrates an openness to the views of others, and an ability to model an agile<sup>4</sup> approach that creates a culture where individuals at all levels bring their ideas and issues for constructive debate and finding improved ways forward. Has networks to support current knowledge of leading practices.</li> <li>• <b>Dealing with ambiguity</b> – demonstrates is comfortable with change and uncertainty.</li> <li>• <b>Financial management</b> – has a solid understanding of financial management, including budgeting, forecasting, and cost management.</li> <li>• <b>Compliance and risk management</b> - demonstrates an understanding of organisational risk and compliance, legal and regulatory requirements regarding relevant regulations and standards in New Zealand, to ensure compliance with these requirements..</li> <li>• Demonstrates an willingness to build constructive and effective relationships with stakeholders to build a sound understanding of their operational environment and context.</li> <li>• Conversant in/A level of/committed to learning te reo Māori, Samoan, Cook Islands Māori, Tongan, Niuean, Fijian, Tokelauan, Tuvaluan, or Kiribati</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Current Annual Practising Certificate</li> </ul>

<sup>4</sup> Agile approach – tries new approaches, learns quickly, adapts fast

<p><b>Registrations and Certificates</b></p> <p><i>Only if it is essential requirement to perform the role (professional registrations required to provide professional oversight and supervision).</i></p>	<p>Current Annual Practicing Certificate</p>
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