

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

Title	Public Health Nurse		
Reports to	Public Health Clinical Nurse Manager / Team Lead / Service Manager / Unit Manager		
Location	Northern / Te Manawa Taki / Central / Te Waipounamu		
Department	National Public Health Service		
Direct Reports	Nil	Total FTE	Up to 1 FTE
Budget Size	Opex	n/a	Capex n/a
Delegated Authority	HR	n/a	Finance n/a
Date	April 2025		
Job band (indicative)	Nursing Collectives according to qualifications and experience - Registered Nurse Salary Scales Step 1-7		

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

Public health nursing is a specialty practice that integrates nursing, social sciences and public health knowledge to promote and protect the health and hauora of communities. Nursing assessment of population health, attention to the multiple determinants of health, and an emphasis on primary prevention are fundamental to public health nursing practice. As a key member of the National Public Health Service (NPHS) the PHN works collaboratively within teams and across the community to enable individuals, whānau and communities to achieve optimum health and wellbeing.

The Public Health Nurse is a registered nurse and will practice in accordance with the Nursing Council of New Zealand Code of Conduct and competencies for a Registered Nurse.

Key Result Area	Expected Outcomes / Performance Indicators
Management of nursing care	<ul style="list-style-type: none"> • Work collaboratively as a member of the Community and Whānau Wellbeing team to deliver holistic, whānau/community focussed nursing care. • Demonstrates competence and autonomy of practice by working to top of scope in education and community settings providing nursing care to clients, tamariki, rangatahi with a range of needs. • Utilises nursing knowledge and skills through reflective practice and professional judgement to provide competent care and advice.

	<ul style="list-style-type: none"> • Completes timely systematic holistic assessments to determine actual and potential risk problems. • Recognises recurring patterns related to monitoring and client responses/conditions and is able to problem solve utilising assessment/monitoring data. • Utilises assessment skills and nursing interventions to assess responses to interventions and adapt approaches to accommodate any changes. • In partnership with the client/whanau/community, develops a tailored plan of care to achieve the desired outcomes. Implements and provides the interventions to deliver the plan of care. • Demonstrates Te Ūkaipō model of care values when working with rangatahi in school based settings • Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary. • Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework. • Takes action in situations that compromise safety and wellbeing. • Participates in health education, ensuring the client/whanau/community understand relevant information related to their care.
<p>Interprofessional practice</p>	<ul style="list-style-type: none"> • Works alongside the multi-disciplinary NPHS teams to deliver care to whanau and communities. • Providing guidance and support to all team members including kaiawhina and nursing students. • Maintains and documents information necessary for continuity of care. • Completes referral pathways in consultation with clients, their whanau and other team members. • Contributes to the delivery of client care to maximise health outcomes. • Participates in quality systems, including standards of practice and service standards. • Demonstrates an understanding of quality improvement principles with translation into nursing practice. • Provide immunisation delivery and support when required. • Provide training to new team members and staff
<p>Public Health Nursing</p>	<ul style="list-style-type: none"> • Applies Public Health specialty knowledge to support disease prevention, health promotion and protection of all ages • Incorporates and demonstrates National Public Health Service capabilities using the capabilities framework to improve the health of whanau, communities and population. • Demonstrates epidemiological methods and follows communicable disease policies and guidelines for communicable diseases management and contact tracing. • Uses public health strategies and public health intelligence to apply whole school approaches when working in education settings • Participates in activities which expand and achieve the School Based Immunisation programme (SBIP) action plan goals • Participates in activities and services which improve immunisation coverage.

	<ul style="list-style-type: none"> • May be required to provide planned vaccination clinics or outreach immunisation to improve immunisation coverage. • Work with education settings to promote immunisation and improve immunisation coverage. • Support internal and external teams to build capacity to deliver whole of life immunisations. • Demonstrates skill with using AIR and vaccination reporting requirements • Participates in activities across all locations to meet the national immunisation targets. • Works with the team to prepare for emerging communicable disease issues and responses to mitigate community spread. • Actively apply strategies to improve population health outcomes including recognising the multiple determinants of health. • Applies well child / well youth growth and development knowledge to nursing practice including early intervention and referral to support long term health outcomes for tamariki in Aotearoa.
Emergency response	<p>At times all staff may be expected to respond and return to work to assist in a public health emergency situation to:</p> <ul style="list-style-type: none"> • Protect the health of the affected population • Contribute to the development and implementation of emergency and pandemic incident response plans • Enable the provision of business continuity of the service • Participate in rosters to ensure work coverage during public health response & emergency events
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • 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. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits 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 and works collaboratively with Hauora Māori and Pacific services, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2021, and the Te Pae Tata the NZ Health Plan.
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. • Demonstrates a commitment to continuously upskill and building competencies to meet the increasing needs of the community

Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with internal and external peers in Hauora Māori and Pacific Health 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 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 Nurse Manager

- Issues of your own safety, or the safety of other staff, patients, or wider community members
- Issues of public health risk requiring urgent and immediate attention
- Clinical issues outside of your scope of practice
- Professional or Clinical standard issues.
- Operational, performance, competence, or workforce concerns.
- Situations that place patients, staff or yourself at significant risk without support.

Relationships

External	Internal
<ul style="list-style-type: none"> • Providers - Primary Care • Families/whanau and caregivers • Hauora Māori Providers • Pacific Island Health Providers • Non-Government Organisations • Government social support organisations (HNZC, MSD) • Primary Health Organisations • Schools, Kura Early Learning Services, Te Kohanga Reo and Pacific Language Nests and their communities • Special Education Service • Oranga Tamariki • Immunisation Coordinator • Outreach Immunisation Team • Paediatric Services & other HSS services 	<ul style="list-style-type: none"> • Community and Whānau Wellbeing teams • Oral Health services • B4SCs Coordinator • Regional Clinical Director, Nursing • Wider NPHS teams e.g. Health Protection • AIR Administrators • Immunisation Coordinator • Outreach Immunisation Team • Immunisation Facilitator and Immunisation Promoter • Medical Officers of Health, • Relevant advisory groups/committees • IT support staff • Allied Health Staff • H&SS staff and teams

About you – to succeed in this role

You will have

Essential:

- Current registration with Nursing Council of New Zealand as a Registered Nurse.
- Holds a current Annual Practising Certificate.
- An ongoing commitment to professional development.
- A commitment to achieving equitable outcomes for underserved whānau and communities.
- Be prepared to work towards, or already, an authorised vaccinator (3 years+) and / or whole of life authorised vaccinator, as required for the role.
- Demonstrated competence in application of Māori health models to Nursing practice.
- Demonstrated ability to work within a multidisciplinary team environment.
- Demonstrated time management skills.
- Proven experience using Patient Management Systems.
- An eye for detail and commitment for continuous quality improvement
- Excellent interpersonal and communication skills
- Full Drivers Licence.

Desired:

- Competent portfolio in an approved PDRP or equivalent programme.

- A current whole of life Vaccinator.
- Competent in Mātauranga Māori, Tikanga and Te Reo Māori settings.
- Competent in Pacific cultural diversity and responsiveness, and a Pacific language.
- Experience managing cold chain
- Knowledge of the political, legislative or other external influences affecting the health sector and nursing
- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Ability to learn new technologies
- Authorised vaccinator or working towards certification
- Family Planning trained
- Child and Adolescent health related experience

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, you will 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.
- Work autonomously and to top of scope in a range of education and community settings as appropriate for experience.
- 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.

Children Act 2014 This is a Children's Worker position and requires Children Worker clearance.
