Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi

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Title	**Registered Nurse**
Reports to	Charge Nurse Manager
Location	Southern
Department	Any
Directorate	Any
Date	July 2025
Base site	Dunedin/Invercargill
Job band (indicative)	

The New Zealand Health Strategy sets the direction for improving the health and wellbeing of New Zealanders over the next 10 years.
It is part of a suite of strategies published under the Pae Ora (Healthy Futures) Act 2022 and is the main strategy addressing the health of our population as a whole.
Our long-term vision is to achieve pae ora (healthy futures) for all New Zealanders. This is a future in which all people from all communities are able to live long, healthy lives.
Achieving our vision will require us to address two major long-term goals:

- to achieve health equity for our diverse communities, and especially for Māori, Pacific, disabled and other groups who have poorer outcomes.
- to improve health outcomes for all New Zealanders.

Minister of Health. (2023). *New Zealand Health Strategy.* New Zealand Health Strategy | Ministry of Health NZ

Te Mauri o Rongo – The New Zealand Health Charter

Te Mauri o Rongo guides how we relate to each other to serve our whānau and communities, to continually improve their health outcomes and contribute to Pae Ora for all. In this work, we are together, embraced and protected in this common purpose, trusted and privileged to share the responsibility of being guests in other people's lives.
Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo: Wairuatanga, Rangatiratanga, Whanaungatanga, Te Korowai Āhuru.
Te Mauri o Rongo is the foundation for how we will provide healthcare that is more responsive to the needs of, and accessible to, all people living in Aotearoa New Zealand

Wairuatanga	Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.	*Every worker treats colleagues, people and whānau with respect and dignity.*
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.	*Every worker continuously develops their skills and supports others in doing the same.*
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. "Whiria te tangāta" – we will weave our people together.	*Every worker is engaged and participates within their team and across the health system.*
Te Korowai Āhuru	A cloak which seeks to provide safety and comfort to the workforce.	*Every worker embodies the values, principles, and behaviours of Te Mauri o Rongo.*

Te Whatu Ora. (2024). *Te Mauri o Ronga – The New Zealand Health Charter.* Te Mauri o Rongo - NZ Health Charter

About the role

Registered nurses in Aotearoa New Zealand incorporate knowledge, concepts and worldviews of both tangata whenua and tangata tiriti into practice. Registered nurses uphold and enact ngā mātāpono – principles of Te Tiriti o Waitangi, based on the kawa whakaruruhau framework and cultural safety, promoting equity, inclusion, diversity and rights of Māori as tangata whenua. These concepts also relate to Pacific peoples and all population groups to support quality services that are culturally safe and responsive.

Registered nurses are accountable and responsible for their nursing practice, ensuring that all health care provided is consistent with their education, assessed competence, relevant legislative requirements and is guided by the Nursing Council of New Zealand's standards for registered nurses. Registered nurses use substantial 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.

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. Conditions may be placed on the scope of practice of some registered nurses, dependent on their qualifications and/or experience, limiting them to a specific area of practice. Nurses who have additional experience and have completed the required education will be authorised by the Council to prescribe some medicines within their area of practice and level of competence. Registered nurses are

responsible and accountable for directing and delegating to members of the healthcare team. Registered nurses provide support and guidance to enrolled nurses. For the avoidance of doubt in other legislation where nurse is defined, this scope of practice includes general nursing and nursing functions.

Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand. (2025). *Standards of competence for registered nurses.* Standards of Competence RN

Key Result Area	**Expected Outcomes / Performance Indicators**
Pou one: Māori health	
Reflecting a commitment to Māori health, registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.	
The registered nurse will work in partnership with Māori.	• Engages in ongoing professional development related to Māori health and the relevance of te Tiriti o Waitangi articles and principles. • Advocates for health equity for Māori in all situations and contexts. • Understands the impact of social determinants, such as colonisation, on health and wellbeing. • Uses te reo and incorporates tikanga Māori into practice where appropriate.
Pou two: Cultural safety	
Cultural safety in nursing practice ensures that registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice, understand their cultural identity and the power imbalances between the nurse and the recipient of care. The descriptors below identify the requirements to ensure culturally safe nursing practice.	
The registered nurse will ensure culturally safe nursing practice.	• Practises culturally safe care which is determined by the recipient. • 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.

Pou three: Whanaungatanga and communication	
A commitment to whanaungatanga and communication requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of different forms of communication enables the nurse to engage with the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.	
The registered nurse will communicate effectively with individuals, whānau and the wider healthcare team.	• Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice. • 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.
Pou four: Pūkengatanga and evidence-informed nursing practice	
Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills, coupled with critical thinking and informed by high quality and current evidence, to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions, lead the implementation and evaluate care provision and outcomes.	
The registered nurse will coordinate, manage, lead and evaluate the delivery of quality care.	• 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.

	• 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.
Pou five: Manaakitanga and people-centred care	
Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support the integration of beliefs and preferences of people and their whānau.	
The registered nurse will provide person and whānau-centred care	• Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau. • 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
Pou six: Rangatiratanga and leadership	
Rangatiratanga and leadership in nursing practice are demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of colleagues or recipients of care.	
The registered nurse will lead and work effectively as part of an interprofessional healthcare team.	• 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.

Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand. (2025). *Standards of competence for registered nurses.* Standards of Competence RN

About you – to succeed in this role

You will have	**Essential:** • Registration as a Registered Nurse with the Nursing Council of New Zealand. • Hold a current Nursing Council of New Zealand Annual Practising Certificate. • Current driver license with clean driving record (if required for the role). • Commitment to completing mandatory training and self-learning packages as required by the service and organisation within agreed timeframes. • Commitment to adhering to Health New Zealand Code of Conduct. **Desired:** • Experience in an equivalent clinical setting to which you are being employed into. • Competent Professional Development and Recognition Programme (PDRP) portfolio or equivalent. • Willingness to undertake post graduate education related to clinical issues.
You will be able to	**Essential:** • Maintain a reasonable level of fitness is required to cope with the demands of the job as required e.g. Standing, walking, bending, sitting, stairs, simple grasping, fine manipulation, operating machinery / equipment, lifting, overhead reaching, carrying, pulling / pushing, twisting, climbing / balancing, crouching / squatting, manual handling of people, other reaching plus good vision and hearing (using aides if required).

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.

Acknowledged / Accepted

_____	_____
Employee	Date
_____	_____
Manager	Date