

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

<b>Title</b>	Registered Nurse		
<b>Reports to</b>	Team Lead – START		
<b>Location</b>	Community Services		
<b>Department</b>	AHST and Community Directorate		
<b>Direct Reports</b>	0	<b>Total FTE</b>	flexible
<b>Budget Size</b>	<b>Opex</b>	N/A	<b>Capex</b>
<b>Delegated Authority</b>	<b>HR</b>	N/A	<b>Finance</b>
<b>Date</b>	April 2026		
<b>Job band (indicative)</b>	NZNO MECA		

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

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

<b>Wairuatanga</b>	The ability to work with heart	<i>“When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled”.</i>
<b>Rangatiratanga</b>	Ensuring that the health system has leaders at all levels who are here to serve	<i>“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”</i>
<b>Whanaungatanga</b>	We are a team, and together a team of teams	<i>“Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora”</i>
<b>Te Korowai Manaaki</b>	Seeks to embrace and protect the workforce	<i>“The wearer of the cloak has responsibility to act/embody those values and behaviours”</i>

### About the role

START is a key service within the Taranaki Community Service, providing a supportive discharge pathway for patients who are medically cleared but require short-term, intensive rehabilitation and support at home. Operating seven days a week, START delivers holistic, individualised rehabilitation plans that help patients regain independence in their own environment. The service is delivered by an experienced interdisciplinary team of registered nurses, physiotherapists, occupational therapists, and rehabilitation assistants.

As a Registered Nurse within START, you will play a pivotal role in enabling safe, timely discharge and supporting patients through their rehabilitation journey at home. You will be responsible and accountable for the comprehensive assessment, planning, delivery, and evaluation of safe and appropriate patient-centred nursing care. Working collaboratively within the interdisciplinary team, you will contribute to high-quality, coordinated care and provide clinical oversight and delegation to rehabilitation assistants who support frontline service delivery.

The Registered Nurse provides culturally safe, person-centred care utilising fundamentals of care evidence-based nursing knowledge and skills to patients and whānau.

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators – Position Specific</b>
People-centred, Evidence-informed, Relational Care	<ul style="list-style-type: none"> <li>● Accountability for provision of patient-centred care.</li> <li>● Accountability for decisions.</li> <li>● Demonstrates integrity, altruism, compassion, kindness, concern, and empathy.</li> <li>● Adheres to codes of conduct and ethics.</li> <li>● Works within professional scope of practice, including credentialed extended, advanced and expanded practice.</li> <li>● Undertakes continuous assessments and develops plans of care with patients in a safe effective, timely and appropriate manner to maximise patient outcomes.</li> <li>● Evaluate the effectiveness of care plans and treatment.</li> <li>● Using health literacy principles, patients and whānau are educated and informed at all appropriate stages of treatment and rehabilitation.</li> <li>● Performs highly effective communication, intrapersonal and interpersonal skills.</li> </ul>

	<ul style="list-style-type: none"> <li>● Effective therapeutic relationships are established, maintained and concluded with patients and whānau.</li> <li>● All patient information is accurately documented.</li> <li>● Health promotion activities are undertaken relevant to patients, and the health care setting.</li> <li>● Maintain confidentiality and the right to privacy.</li> <li>● Responds appropriately in urgent and emergency situations.</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>● Takes accountability for attaining and maintaining competence, including knowledge for practice, effective evidence-based skills and positive attitudes to learning and change.</li> <li>● Meets credentialing requirements for service required extended, advanced and expanded practices.</li> <li>● Exhibits lifelong learning and proactively undertakes professional development.</li> <li>● Maintains a professional portfolio.</li> <li>● Participates in regular performance reviews.</li> <li>● Undertakes mandatory training.</li> <li>● Actively undertakes career development.</li> </ul>
Leadership and Management	<ul style="list-style-type: none"> <li>● Acts as patient advocate.</li> <li>● Proactively stands up for patient safety and upholds patient rights.</li> <li>● Shares wisdom and builds team confidence.</li> <li>● Undertakes teaching and learning for colleagues in the clinical environment.</li> <li>● Acts as an effective role model and contributes to a culture of accountability, safety, and excellence.</li> <li>● Promotes a professional image.</li> <li>● Undertakes quality improvement activities.</li> <li>● Champions change for improved patient outcomes, reduction of health inequities and meeting organisational requirements.</li> </ul>
<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders</b>
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>● Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>● 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.</li> <li>● Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership</li> </ul>

Equity	<ul style="list-style-type: none"> <li>● Commits to helping all people achieve equitable health outcomes.</li> <li>● Demonstrates awareness of colonisation and power relationships</li> <li>● 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.</li> <li>● Willingness to personally take a stand for equity.</li> <li>● Supports Māori-led and Pacific-led responses</li> </ul>
Culture and People Leadership	<ul style="list-style-type: none"> <li>● Lead, nurture and develop our team to make them feel valued</li> <li>● Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others</li> <li>● Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally.</li> <li>● Implement and maintain People &amp; Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation’s strategic and business goals.</li> <li>● Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained &amp; strengthened</li> </ul>
Innovation & Improvement	<ul style="list-style-type: none"> <li>● Be 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</li> <li>● Model an agile approach –tries new approaches, learns quickly, adapts fast</li> <li>● Develops and maintains appropriate external networks to support current knowledge of leading practices</li> </ul>
Collaboration and Relationship Management	<ul style="list-style-type: none"> <li>● 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.</li> <li>● Work with peers in Te Aka Whai Ora   Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services</li> </ul>
Health & safety	<ul style="list-style-type: none"> <li>● Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>● Taking 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>● Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture</li> </ul>
Compliance and Risk	<ul style="list-style-type: none"> <li>● Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>● Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit</li> </ul>

- Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware

### Relationships

External	Internal
<ul style="list-style-type: none"> <li>• Patient and whānau/caregivers</li> <li>• Primary Health care</li> <li>• ACC</li> <li>• HCSS provider agencies</li> <li>• ARC facilities</li> <li>• Rehabilitation providers</li> <li>• Community Services</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Lead, Nursing</li> <li>• Team Lead</li> <li>• Service Manager</li> <li>• Community Service teams</li> <li>• Inpatient teams</li> <li>• Emergency Department</li> <li>• Allied Health Therapy Teams</li> <li>• Medical staff</li> <li>• Te Pa Harakeke</li> </ul>

### About you – to succeed in this role.

#### You will have

#### Essential:

- New Zealand Registered Nurse with a current Annual Practicing Certificate.
- A minimum of three years clinical experience.
- Experience in implementing Te Tiriti o Waitangi in action.
- NZ full drivers' licence.
- Professional portfolio (preferred) - expert portfolio or proficient level portfolio and working towards expert level.
- PG certificate (preferred) with advanced assessment skills.
- Experience working with older adults (preferred).
- Experience working in the community or home settings (preferred).

#### 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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- 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.*

*The reference to salary band in your position description is for internal benchmarking and role sizing purposes only. The SP band (or salary band) designation does not form a term or condition of your employer and may be changed by the employer at any time. In accepting this agreement, you acknowledge and accept this. Changes to the SP or salary band will not affect your current salary or remuneration.*