

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Nurse Specialist			
Reports to	Clinical Team Leader – Awhi Mātua Mental Health Services for Older People			
Location	Auckland City Hospital			
Department	Awhi Mātua Mental Health Services for Older People			
Direct Reports			Total FTE	0.6 (possibly 0.8)
Budget Size	Opex		Capex	
Delegated Authority	HR	Nil	Finance	Nil
Date	September, 2026			
Salary band (indicative)*	PSA Mental Health Nursing Grade 3			

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

The Nurse Specialist is an advanced nursing practice role and is responsible for providing specialist nursing assessment, care and/or coordination of care to Mana Awhi (Older People's Health) wards. This role works primarily within Remuera, Awatea, and Rangitoto ward teams and may occasionally be asked to carry out assessments in CDU.

The Nurse Specialist will work alongside a part time Psychogeriatrician to provide consultation and liaison services to these wards. The role works closely with Mana Awhi clinical and non-clinical teams.

Referrals are for dementia and psychogeriatric level-of-care assessments, advice around the management of BPSD and delirium, the management of depression and anxiety, as well as assessment and management of other mental health presentations.

A significant part of the role is developing good working relationships with the clinical teams, providing support and advice around the mental health needs of their patients.

There is some liaison with the wider multidisciplinary team, including allied health, particularly around patients in the rehabilitation setting, with the aim of helping to optimise their recovery and discharge outcomes.

There will also be regular liaison with the Awhi Mātua community team. This includes linking in around patients who are already known to the team, as well as coordinating referrals and follow-up for patients who may need ongoing community support after discharge.

Key Result Area	Expected Outcomes / Performance Indicators
Whaiora Care Management/ Care Coordination	• Uses advanced clinical knowledge and skills to assess, plan, coordinate, and evaluate whai ora/whanau health needs. • May provide direct care for patient/clients in specialty focus to achieve best health outcomes. • Collaborates and communicates with multidisciplinary team to co-ordinate and negotiate access to health care to achieve best health outcomes. • Facilitates effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs. • Monitors clinical outcomes/indicators and manages variance to clinical pathway, protocols or best- practice guidelines. • Educates and provides information to clients/family/whanau to improve knowledge of disease/illness, self-management, prevention of complications and promotion of recovery. • Accurately documents triage of clients health status, presenting needs, and clinical decisions made regarding interventions and referrals or follow-up.
Interpersonal Relationships:	• Collaborates and communicates with multidisciplinary team to co-ordinate care and achieve best health outcomes. • Promotes and participates in effective teamwork and collaborative relationships within the multi-disciplinary team. • Maintains (and supports others to develop) effective therapeutic relationships with whai ora and whānau.
Inter Professional health care and Quality Improvement	• Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for whai ora, whānau and staff. • Contributes to evidence based practice in specialty area. • Demonstrates commitment to quality improvements, risk management and resource utilisation. • Provides input into clinical standards/protocols and policies and undertakes clinical audits as required. • Evaluates the effectiveness, efficiency and safety of clinical practice and service process • Participates in the implementation of models of care appropriate to whai ora population and service needs. • Assists in the implementation of initiatives to address differential access to healthcare services for Māori. • Acts to identify and minimise organisational risk. • Contributes to and participates in Te Toka Tumai policy development. • Participates in case review and debriefing activities as required. • Practices in accordance with legal, ethical, cultural safety and professional standards. • Maintains and develops own clinical expertise and knowledge in specialty practice. • Effectively supervises, directs and delegates to students or newer clinicians. • Fosters inquiry and critical thinking amongst colleagues to advance practice and whai ora care. • Participates in peer review/feedback.

	• Pro-actively participates in own performance development and review. • Attends educational opportunities relevant to the role and scope of practice. • Fosters the implementation of organizational and professional goals and values. • Promotes Te Toka Tumai as a centre of excellence.
Te Tiriti o Waitangi	• 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	• Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.

Matters which must be referred to the Clinical Team Leader

Any clinical or service related risks or concerns requiring further advice or discussion

Relationships

External	Internal
• Referring clinicians/services • Other relevant clinical services/NGOs • GP's and other primary care services. • Aged Residential Care providers • Family and whānau • Consumer advocates & agencies • Other organisations e.g., Police, Justice, MSD • District Inspectors	• Awhi Mātua Team • Mana Awhi Inter-disciplinary team • Other mental health staff • Clinical Team Leader • Lead Clinician • Service Clinical Director • Awhi Mātua Fraser McDonald Unit • Liaison Psychiatry • NASC • Consumer Advisors

About you – to succeed in this role

You will have

Essential:

- A NZ registered mental health professional with a current APC
- A commitment to achieving equitable outcomes for Māori
- Postgraduate certificate/diploma in specialty nursing or similar

- Basic computing skills
- Excellent self management
- Proven clinical skills and independent decision making
- Professional integrity and drive for excellence

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Masters Degree

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, 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.
- 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 this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*