

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Enrolled Nurse
Reports to	[Clinical Nurse Manager (CNM)]
Location	[Capital, Coast & Hutt Valley (CCHV) District]
Department	Older Persons and Rehabilitation Service (OPRS)
Date	16 September 2026
Salary band (indicative)ⁱ	HNZ NZNO/PSA Collective Agreement
Children's Worker roleⁱⁱ	[Yes]

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide and / or assist with, evidence-based nursing care in a team based model, working collaboratively to ensure quality patient care is received.

The Enrolled Nurse (EN) works within the scope of an EN as introduced by the Nursing Council of New Zealand (NCNZ, 2025) with access to, and seek when appropriate, guidance from a registered nurse (RN) or other registered practitioner. The EN is responsible and accountable for their own nursing practice, ensuring that all health care provided is consistent with their education, assessed competence, experience and relevant legislative, supported by relevant practice standards.

The EN works in partnership and collaboration with individuals, their whānau, communities, and the interprofessional healthcare team, to deliver equitable person / whānau / whakapapa-centred nursing care, including advocacy and health promotion, across the life span in all settings.

Supporting change implementation is an important aspect of this role. The environment is one of continuing change as we strive for quality practice and improved patient safety. The EN is a key part of the team's involvement in such change.

The EN will respond to the changing needs of the district, performing other tasks as required. The EN is expected to contribute to the implementation of District and nursing goals and values, and to promote Health New Zealand [Te Whatu Ora Capital, Coast and Hutt Valley as a centre of excellence for nursing practice.

The EN working hours will be **rostered and rotating** and may work across the district as required due to patient safety and workforce necessities.]

Key Result Area	Expected Outcomes / Performance Indicators
Pou One: Māori Health Reflecting a commitment to Māori health, enrolled 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.	• Descriptor 1.1 Engages in ongoing professional development related to Māori health and the relevance of Te Tiriti o Waitangi articles and principles. • Descriptor 1.2 Advocates for health equity for Māori in all situations and contexts. • Descriptor 1.3 Understands the impact of social determinants, such as colonisation, on health and wellbeing. • Descriptor 1.4 Uses te reo and incorporates tikanga Māori into practice where appropriate.
Pou two: Cultural safety Cultural safety in nursing practice ensures that enrolled nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice and understand their cultural identity and the power imbalances between the nurse and the recipient of care.	• Descriptor 2.1 Practises culturally safe care which is determined by the recipient. • Descriptor 2.2 Challenges racism and discrimination in the delivery of nursing and health care. • Descriptor 2.3 Engages in partnership with individuals, whānau and communities for the provision of health care. • Descriptor 2.4 Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health to provide care. • Descriptor 2.5 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, partnership and communication A commitment to whanaungatanga, partnership and communication requires enrolled nurses to work in partnership, using a range of communication techniques, to work effectively with individuals, whānau, communities and the interprofessional healthcare team.	• Descriptor 3.1 Uses a range of communication techniques to establish, maintain and conclude professional and/or therapeutic relationships with individuals, whānau and the healthcare team. • Descriptor 3.2 Uses appropriate digital and online communication. • Descriptor 3.3 Demonstrates understanding of when to seek guidance and assistance from the healthcare team

	to inform decision-making and the provision of care. • Descriptor 3.4 Demonstrates leadership including direction and coordination of care, as appropriate • Descriptor 3.5 Identifies, assesses and responds to emerging risks and challenging situations and escalates appropriately.
Pou four: Pūkengatanga and knowledge-informed practice Pūkengatanga and knowledge-informed practice requires enrolled nurses to use clinical knowledge and expertise to undertake a nursing assessment, inform clinical decision-making and provide safe care to individuals, whānau and communities. Enrolled nurses integrate clinical and cultural expertise and acknowledge people's unique and diverse values and circumstances.	• Descriptor 4.1 Promotes health behaviours and provides health education to support people to achieve their health and wellness goals. • Descriptor 4.2 Undertakes a nursing assessment incorporating scientific and nursing knowledge and, where appropriate, initiates and documents a plan of care in collaboration with the healthcare team. • Descriptor 4.3 Applies nursing knowledge to identify and assess when a person's condition has deteriorated or improved, escalating any findings. • Descriptor 4.4 Demonstrates digital health literacy and capability to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing. • Descriptor 4.5 Demonstrates safe and competent administration of medicines in accordance with policies and best practice guidelines. • Descriptor 4.6 Ensures individuals and whānau have adequate explanation of the effects, consequences and alternatives to proposed treatment options. Refers to the interprofessional team as required. • Descriptor 4.7 Understands and works within the limits of their expertise and seeks guidance to ensure safe practice. • Descriptor 4.8 Applies infection prevention and control principles in accordance with policies and best practice guidelines. • Descriptor 4.9 Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.
Pou five: Mana hautū, professional accountability and responsibility Mana hautū, professional accountability and responsibility in	• Descriptor 5.1 Works within professional, legal and ethical boundaries, and accepts responsibility for decision-making and

nursing practice, requires enrolled nurses to provide care within professional, ethical and legal boundaries to ensure safe quality nursing practice that upholds people's rights, confidentiality and dignity.	actions in accordance with level of assessed competence. • Descriptor 5.2 Demonstrates understanding of professional responsibilities and adheres to the Nursing Council of New Zealand Code of Conduct and relevant organisational policies and procedures. • Descriptor 5.3 Ensures documentation is legible, relevant, accurate, professional and timely. • Descriptor 5.4 Identifies and responds appropriately to risk that could impact the health, safety and wellbeing of self and others and affect the ability to practise safely. • Descriptor 5.5 Reflects on own practice and engages in ongoing professional development and learning to meet continuing competence requirements. • Descriptor 5.6 Promotes an environment of safety and participates in continuous quality improvement activities. • Descriptor 5.7 Is an effective role model, preceptor and mentor as appropriate.
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Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and 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	• 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.
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Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- [Clinical or operational matters that require escalation must be referred to the relevant health professionals, operational and nursing professional lead.]

Relationships

External	Internal
• Aged Care • Other Districts • Tertiary Education Providers • Consumer advocates & agencies • Volunteers • NZ Nursing Council • Professional bodies & Associations • Health & social support agencies	• District Chief Nurse • Nursing Leadership Team • Workforce and Practice Development Unit • Associate Clinical Nurse Manager (ACNM) • Nursing Team • Nurse Educator • Health Care Assistant • Clinical Nurse Specialist • Clients/Patients and Families/whānau • Student Nurse • Health Care Assistant • Multi-Disciplinary Teams • Māori and Pacific Health Units • Disability Team • Centre of Clinical Excellence • Other District speciality Inpatient Teams • District Community Teams

About you – to succeed in this role

You will have

Essential:

- [Registration with Nursing Council of New Zealand (NCNZ) as an Enrolled Nurse
- A current Practicing Certificate
- A personal commitment to on-going learning and development including attainment/maintenance of PDRP

Desired:

Demonstrate

- Experience in implementing Te Tiriti o Waitangi in action.
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Active involvement in decision making
- Working inter-professionally with others
- Working within existing resources
- Practice informed by research evidence
- Commitment to sustainable practice

You will be able to Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.