

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	Registered Nurse
Reports to	Clinical Nurse Manager
Location	This position is expected to work from Hutt Hospital. From time to time as part of Variance Response you may be required to work in other areas.
Department	Plastics Surgery Outpatients and the Procedure Suite
Date	2 nd September 2026
Salary band (indicative)ⁱ	Step 3- Step 7
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 Registered Nurse (RN) role is to meet the needs of people and whanau accessing our services using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and is person/whānau centred, culturally appropriate and evidence-based. Quality improvement and patient safety is an important part of this role

The plastic surgery outpatient nurse plays a pivotal role in supporting clinicians and maintaining an effective practice environment. Responsibilities centre on the seamless organization, preparation, and execution of various clinics. This includes independently running a nurse-led dressing clinic, where you will critically assess complex wounds and apply appropriate dressings to promote optimal healing.

Beyond clinic management, the role involves clinical assistance within the Procedure Suite for local anaesthetic plastic surgical procedures. In this capacity, you will be responsible for preparing patients for surgery, monitoring and supporting them throughout the process, and directly assisting the surgeon during operations. By collaborating closely with the wider surgical team, you will ensure a safe, efficient, and compassionate environment that delivers excellent patient care and drives the best possible clinical outcomes.

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

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.

Matters which must be referred

Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
▪ Chief Nursing Officer/Director of Midwifery ▪ Nurse Directors ▪ Workforce and Practice Development Unit ▪ Learning, development and Research ▪ Maori and Pacific Health Units ▪ Disability Team ▪ Centre of Clinical Excellence ▪ Other District speciality Inpatient Teams ▪ District Community Teams ▪ Student Nurses ▪ Volunteers	▪ [Senior nursing team ▪ Other members of the nursing team ▪ Medical teams ▪ Allied Health teams ▪ Administration/Clinical staff ▪ Patients / Whānau

About you – to succeed in this role

You will have

Essential:

- [Registration with Nursing Council of New Zealand (NCNZ)
- A current Annual Practicing Certificate (APC)]
- 2 years of post-graduate experience, with a desired background in Plastics/Surgical nursing
- Experience in wound assessment and management
- Demonstrates a passion for wound care
- The ability to work autonomously and also closely with the MDT

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.

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.