Health New Zealand
Te Whatu Ora

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

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| **Title** | Registered Nurse | | | |
| **Reports to** | Clinical Nurse Manager Orthopaedics | | | |
| **Location** | Capital, Coast & Hutt Valley (CCHV) District | | | |
| **Department** | Orthopaedics Ward Surgical Services Directorate | | | |
| **Direct Reports** | Nil | | **Total FTE** | Nil |
| **Budget Size** | **Opex** | Nil | **Capex** | Nil |
| **Delegated Authority** | **HR** | Nil | **Finance** | Nil |
| **Date** | June 2026 | | | |
| **Salary band (indicative)*** | HNZ NZNO/ PSA Collective Agreement | | | |

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 primary purpose of the role is to:

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 RN works with the scope of a RN as introduced by the Nursing Council of New Zealand (NCNZ 2025). 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 NCNZ 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 nurse 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 I areas and roles such as leadership, management, education, policy and research.

**Orthopaedics Ward Perspective**

The Surgical Directorate is one of six within CCHV district provider services. Specialties within the Directorate are at secondary and tertiary level with service provision for the district, the central Region and wider Regions. Surgical operating provision is largely across 3 hospitals (Wellington, Hutt, and Kenepuru) and a district outsourcing plan with private providers. Outpatient clinics are held at Wellington, Hutt Valley, Kenepuru, Paraparaumu, contracted at private provider sites, Marae and through hub and spoke arrangements at other regional hospitals.

The Orthopaedics Ward at Hutt Hospital is an adult 23 bed unit. We admit 24/7 acute and elective cases. These cases include musculoskeletal injuries and degenerative conditions that require joint replacement surgery. We take overflow from other units including the medical, general surgery and plastics wards

Quality improvement and patient safety is an important part of this role. The RN will respond to the changing needs of the district, performing other tasks as required. The RN 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 RN working hours will be rostered and rotating / Monday to Friday business hours and may work across the district as required due to patient safety and workforce necessities.

| Key Result Area | Expected Outcomes / Performance Indicators |
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| **Pou One: Māori Health**<br>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. | • Descriptor 1.1 Engages in ongoing professional development related to Māori health and the relevance of te Tiriti o Waitangi articles and principles.<br>• Descriptor 1.2 Advocates for health equity for Māori in all situations and contexts.<br>• Descriptor 1.3 Understands the impact of social determinants, such as colonisation, on health and wellbeing.<br>• Descriptor 1.4 Uses te reo and incorporates tikanga Māori into practice where appropriate. |
| **Pou Two: Cultural Safety**<br>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. | • Descriptor 2.1 Practises culturally safe care which is determined by the recipient.<br>• Descriptor 2.2 Challenges racism and discrimination in the delivery of nursing and health care.<br>• Descriptor 2.3 Engages in partnership with individuals, whānau and communities for the provision of health care.<br>• Descriptor 2.4 Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care.<br>• Descriptor 2.5 Contributes to a collaborative team culture which respects diversity, including intersectional identities, and |

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| | protects cultural identity by acknowledging differing worldviews, values and practices. |
| **Pou Three: Whanaungatanga and Communication**<br>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. | • Descriptor 3.1 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.<br>• Descriptor 3.2 Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities.<br>• Descriptor 3.3 Incorporates professional, therapeutic and culturally appropriate communication in all interactions.<br>• Descriptor 3.4 Communicates professionally to build shared understanding with people, their whānau and communities.<br>• Descriptor 3.5 Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy.<br>• Descriptor 3.6 Ensures documentation is legible, relevant, accurate, professional and timely.<br>• Descriptor 3.7 Uses appropriate digital and online communication.<br>• Descriptor 3.8 Provides, receives and responds appropriately to constructive feedback. |
| **Pou Four: Pūkengatanga and Evidence-Informed Nursing Practice**<br>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. | • Descriptor 4.1 Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting.<br>• Descriptor 4.2 Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care.<br>• Descriptor 4.3 Implements and evaluates effectiveness of interventions and determines changes to the plan of care.<br>• Descriptor 4.4 Coordinates and assigns care, delegates activities and provides support and direction to others.<br>• Descriptor 4.5 Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines.<br>• Descriptor 4.6 Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options. |

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| | • Descriptor 4.7 Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care.<br>• Descriptor 4.8 Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing.<br>• Descriptor 4.9 Applies infection prevention and control principles in accordance with policies and best practice guidelines.<br>• Descriptor 4.10 Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person.<br>• Descriptor 4.11 Understands and works within the limits of expertise and seeks guidance to ensure safe practice.<br>• Descriptor 4.12 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**<br>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 whanau | • Descriptor 5.1 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau.<br>• Descriptor 5.2 Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice.<br>• Descriptor 5.3 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions.<br>• Descriptor 5.4 Establishes, maintains and concludes safe therapeutic relationships. |
| **Pou Six: Rangatiratanga and Leadership**<br>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. | • Descriptor 6.1 Actively contributes to a collaborative team culture of respect, support and trust.<br>• Descriptor 6.2 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.<br>• Descriptor 6.3 Understands continuous learning and proactively seeks opportunities for professional development.<br>• Descriptor 6.4 Engages in quality improvement activities.<br>• Descriptor 6.5 Identifies and responds appropriately to risk impacting the health, |

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| | safety and wellbeing of self and others to practise safely.<br>• Descriptor 6.6 Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices. |
| **Te Tiriti o Waitangi** | • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.<br>• 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.<br>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership. |
| **Equity** | • Commits to helping all people achieve equitable health outcomes.<br>• Shows a willingness to personally take a stand for equity.<br>• Supports Māori-led and Pacific-led responses. |

## Matters which must be referred to the Clinical Nurse Manager

- Clinical or operational matters that require escalation must be referred to the relevant line manager, health professionals, and/or Nurse Director.

## Relationships

| External | Internal |
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| • Other Districts<br>• Consumer advocates & agencies<br>• Volunteers<br>• NZ Nursing Council<br>• Professional bodies & Associations<br>• Health & social support agencies | • Chief Nurse<br>• Nursing Leadership Team<br>• Workforce and Practice Development Unit<br>• Associate Charge/Clinical Nurse Manager (ACNM)<br>• Nursing Team<br>• Nurse Educator<br>• Health Care Assistant<br>• Clinical Nurse Specialist<br>• Clients/Patients and Families<br>• Student Nurse<br>• Multi-Disciplinary Teams<br>• Māori and Pacific Health Units<br>• Disability Team<br>• Centre of Clinical Excellence |

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| | • Other District speciality Inpatient Teams<br>• District Community Teams |

## 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) and scope appropriate to place of work
- Demonstrates 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 the nursing role
- A commitment to achieving equitable outcomes for Māori
- A personal commitment to on-going learning and development including attainment/maintenance of PDRP
- Add as relevant to service e.g. full drivers licence

**Desired:**

- Experience in implementing Te Tiriti o Waitangi in action.
- Demonstrates 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 the nursing role
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice

**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.

**Desired:**

- Experience in implementing Te Tiriti o Waitangi in action.
- Demonstrates 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 the nursing role
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice

*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.*