



## POSITION DESCRIPTION

### Naahi Rehita Registered Nurse

#### Taumata Korero | Hauora Hokianga Vision and Values

##### Tirohanga Matua – Our Vision

Whānau Oranga - Kia eke rawa te taumata manaaki tāngata, manaaki whānau, manaaki kainga  
*achieved through collaboration and service excellence*

##### Ngā Whaingā Matua – Our Values

###### Rangatiratanga

leadership role modelled at all levels that supports self determination over one's health and wellbeing

###### Manaakitanga

expressed by extending respect, humility, kindness and honesty

###### Whanaungatanga

created through shared experiences and working together, demonstrated by effective relationships and collaboration

###### Wairuatanga

enhanced by celebrating identity and uniqueness that promotes a culture of holistic wellbeing

#### Turanga Mahi | The Position

**Reports to:** Hospital Services Manager

**Job Status:** Permanent, Full/Part Time

**Delegated Financial Authority (if applicable):** n/a

**Department/Team:** Hospital Services

**Direct reports (if applicable):** n/a

**Last updated:** September 2025

##### Position Purpose

The primary objective of this role is to deliver a wide range of safe and effective nursing care to patients, residents, clients and whanau that meets their needs in a safe, appropriate and effective manner.

#### Kawenga Tikanga | Key Accountabilities

Key Result Area	Expected Outcomes
Management of Nursing Care	<ul style="list-style-type: none"> <li>Provides personal health and disease management services to patients at first point of contact including triage, acute care, case management, and rehabilitation as required</li> <li>Undertakes a comprehensive and accurate nursing assessment of clients/whānau using suitable assessment tools underpinned by evidenced based knowledge</li> <li>Demonstrates responsibility, accountability, competence and knowledge of medication administration, evidence-based treatments and interventions used in patient care</li> <li>Contributes to care planning, involving client/whānau, and demonstrates an understanding of client/whānau rights to make informed decisions</li> <li>Ensures the client/whānau is provided with appropriate information to make informed decisions relating to treatment, and care reflects client/whānau preferences</li> <li>Provides nursing care according to plan and undertakes clinical practice procedures and skills in a competent and safe way</li> <li>Able to discuss ethical issues related to area of practice with client/whānau and the health care team</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework</li> <li>• Evaluates client/whānau progress toward expected outcomes, including treatments and health education, in collaboration with the client/whānau and the health care team</li> <li>• Evaluates the effectiveness of nursing care seeking assistance and knowledge as necessary</li> <li>• Educates client/whānau to maintain and promote health according to their needs</li> <li>• Advocates for client/whānau</li> <li>• Takes appropriate nursing actions in emergency situations and other situations that compromise client/whānau safety</li> <li>• Takes appropriate nursing actions in relation to communicable disease management</li> <li>• Applies infection prevention and control principles in accordance with policies and best practice guidelines</li> <li>• Takes responsibility for maintaining own professional development updating knowledge to reflect best practice, and sharing knowledge with others</li> <li>• Contributes/mentors to the support, direction and teaching of colleagues to enhance their professional development</li> </ul>
<b>Manaakitanga / Rangatiratanga</b>	<ul style="list-style-type: none"> <li>• Ensures integrated relational and whakapapa-centered care to meet the needs of people and whānau</li> <li>• Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice</li> <li>• Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions</li> <li>• Establishes, maintains and concludes safe therapeutic relationships</li> <li>• Actively contributes to a collaborative team culture of respect, support and trust</li> <li>• 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</li> <li>• Understands continuous learning and proactively seeks opportunities for professional development</li> <li>• Engages in quality improvement activities</li> <li>• Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely</li> <li>• Practices safely based on professional, ethical and legal standards in accord with relevant legislation, codes, and policies and upholds client/whānau rights derived from that legislation</li> <li>• Demonstrates understanding of and commitment to the Treaty of Waitangi, the application of the Treaty to practice, and the improvement of Maori health status</li> <li>• Practices nursing in a manner that the client determines as culturally safe</li> <li>• Promotes an environment that enables client/whānau safety, independence, quality of life, and health</li> <li>• Participates in regular performance reviews and contributes to peer review</li> </ul>

<b>Health, Safety and Wellbeing</b>	<ul style="list-style-type: none"> <li>• Demonstrates a good understanding of Health and Safety in the healthcare environment</li> <li>• Manages own personal health and safety, and takes appropriate action to deal with workplace hazards, accidents and incidents</li> <li>• Ensures own and others' safety at all times</li> <li>• Complies with relevant safety legislation, policies, procedures, safe systems of work and event reporting</li> <li>• Reports all incidents/accidents, including near misses in a timely fashion</li> </ul>
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## Kawenga Matauranga | Knowledge, Skills and Experience Required

### Qualifications

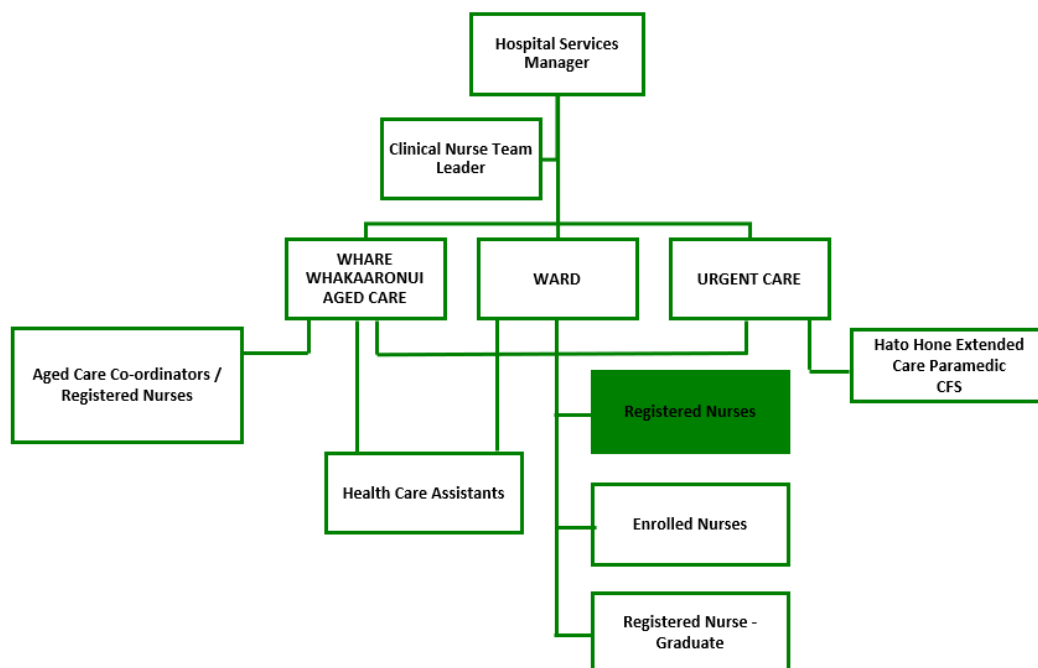
- Registered Comprehensive Nurse or Registered General Nurse – with current APC
- At least two years post-graduate general clinical experience in New Zealand is required, ideally within a Māori healthcare setting
- Full and current Drivers Licence essential

### Skills and Experience

- Understanding of, or willingness to develop knowledge and engage with Te Ao Māori - Tikanga, Kaupapa, Te Reo and Rongoā.
- 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.
- Proven ability to practice autonomously with accountability within the team concept of the Hauora Hokianga Health Services
- Excellent communication skills, written and oral, with the ability to communicate clearly, concisely and in plain language
- Excellent influencing and persuading skills
- Well-developed problem-solving skills, with the ability to develop pragmatic solutions with successful outcomes
- Excellent organisational skills, prioritising and managing time in a fast paced / busy environment
- Reliable and flexible in response to work priorities, issues and pressures; handles conflicting priorities and deals with the unexpected
- Able to work effectively and independently as part of a multi-disciplinary team
- Identifies and promotes opportunities for collaboration and works with others regardless of functional boundaries
- Commitment to empowering clients to achieve the best possible outcomes
- Demonstrates a sound understanding of patient/client rights to be treated as an individual and with equity, respect and dignity
- Demonstrates a sound understanding of and respect for the social, cultural and spiritual norms of others
- Ability to act with sensitivity to clients right to privacy and confidentiality
- Recognises patient rights to be treated as an individual and with equity, including a sound understanding of and respect for the social, cultural and spiritual norms of others.
- Ability to act with sensitivity regarding rights to privacy and confidentiality.

## Kawenga Whanaungatanga | Relationships

### Your place in Hauora Hokianga



#### Key Internal Relationships

- Hospital Services team
- Patients, residents, whānau
- General Practitioners/Medical Officers
- Clinical Support Services team
- Environmental Services team
- Other managers and staff

#### Key External Relationships

- Clients, whānau and individuals from the community

## Tuhinga Whakaae | Acknowledgement and Approval

### Organisational Requirements

Employees are expected to support the aims and objectives of Hauora Hokianga through:

- Understanding and implementation of Hauora Hokianga's strategic plan and objectives.
- Being aware of and adhering to Hauora Hokianga's policies and procedures.
- Participating in quality and continuous improvement.
- Demonstrating a commitment to our organisational shared values.

Key responsibilities and accountabilities for this position should not be considered definitive. Accountabilities and outcomes may be added, deleted or modified, in consultation with staff as necessary. Knowledge, skills and experience required will be reviewed in line with performance review and development process unless required earlier.

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_

Date: \_\_\_\_\_