



Whanganui Accident & Medical

REGISTERED NURSE – NURSE PRACTITIONER

POSTION TITLE	Nurse Practitioner
RESPONSIBLE TO	Clinical Health Service Manager
PRIMARY OBJECTIVE	To provide safe nursing care in line with the Nursing Council of New Zealand (NCNZ) (2007) Competencies for the Registered Nurse, with the aim of reducing health inequalities, creating a sustainable, culturally competent health model, achieving improvement in population health and chronic care management.
KEY TASKS	All members of the Whanganui Accident and Medical workforce must consider the health needs of clients and their families/whanau across the continuum of care to improve the health of the population. The Nurse Practitioner (NP) is in an expert nursing role that promotes health, prevents disease, assesses, diagnoses and manages people's health needs. It includes prescribing in a supportive environment in order to increase the capability and capacity of the practice team and overall aims to: • Improve healthcare access to the Whanganui population • Support new models of care • Provide convenient healthcare service • Promote and develop interdisciplinary team work keeping the patient in the centre of care • Build on existing nursing skills and knowledge within the centre • Take accountability for differentially diagnosis and prescribing decisions based on nursing assessments • Provide clinical nursing leadership
HOURS:	Flexible hours

RELATIONSHIPS:**Internal**

Clinical Health Service
Manager
Clinical Director - WAM
General Practitioners
Nursing Staff
Reception/administration staff
Kaiawhina
WRHN Staff
Care Coordinator –
WAM/WRHN

External

Health NZ services, including;
Emergency Department
Radiology Department
MedLab
Physiotherapy Services
Occupational Therapy Services
Social Worker / Counsellor
Services
Other community agencies and
health providers
General Practice teams
Patients and visitors
Community and secondary
service providers
Ambulance personnel
Other NGOs
Iwi Practice/Providers

QUALIFICATIONS AND EXPERIENCE**Essential**

Registered Nurse with the following:

- Registered as a Nurse Practitioner with the New Zealand Nursing Council
- Minimum of one year's experience practicing as a Nurse Practitioner
- Experience in leadership, innovation and change management
- Current Indemnity Insurance
- Current Annual Practicing Certificate
- Proven assessment skills
- Life skills which include a good understanding of community inequalities
- Desire to make a difference and achieve improved health outcomes for clients
- Desire to strengthen working relationships across all health care services
- Computer Literacy
- Interpersonal skills
- Time management skills
- A commitment to quality improvement
- Demonstrates and awareness and knowledge of relevant legislation (for example – Treaty of Waitangi, Code of Health and Disability, Health Practitioners Competence Assurance Act, Privacy Act, Occupational Health and Safety Act)
- ACLS level 6

PHYSICAL ATTRIBUTES

Under the Human Rights Act 1993 discrimination based on disability is unlawful. Whanganui Accident and Medical will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability. Physical attributes identified for this position include:

- Ability to function in rapidly changing and demanding conditions when required.
- Hearing capacity and speech should be sufficient to communicate with clients and caregivers.
- Ability to wear face masks and rubber gloves for protection against infectious disease.
- Absence of a health condition which could increase appointee's susceptibility if exposed to infections more frequently than usual.
- Skin condition should allow frequent contact with water, soap/disinfectant soap, chemicals and latex rubber.
- The appointee must not have infection or colonisation with MRSA.
- The appointee must not have a health condition that will put others at risk.
- A degree of physical capacity is required sufficient to enable standing, walking, sitting, stretching, twisting bending and lifting/moving weights up to and above 15 kilograms frequently.
- Visual ability sufficient to safely administer medication, removes sutures, assess patient status
- Successful interviewees will need to provide evidence of their "Hepatitis B" status and recent documented MRSA clearance.

Every effort has been made to outline requirements clearly. Enquiries from any potential applicant who has any uncertainties about their ability to fulfil these physical requirements, or enquiries relating to a specific issue, are welcome.

PERFORMANCE DEVELOPMENT

This will occur in accordance with the performance development process, with annual review against the agreed performance development plan.

Key Areas of focus:		
Key Responsibility	Performance Indicator	Performance Measure
Clinical practice	Demonstrates advanced clinical nursing practice and reasoning of primary health care clients within scope of practice. Works as an autonomous nurse practitioner providing high quality care.	- Utilises current research and evidence base - Advanced holistic assessment and diagnostic reasoning Sound professional judgements in practice. Practices as a member of the integrated medical team to improve access and outcomes for clients. Maintains and supports expertise/ advanced nursing practice. Works within legislation and ethics pertaining to practice.
To provide high quality advanced nursing practice	Undertakes relevant focused physical assessments, considers differential diagnoses, ordering, conducts and interprets diagnostic and laboratory tests, administers therapies for the management of potential or actual health needs, including a discharge/follow up plan Reviews patient medications and elicits patient health concerns. Recommending, and where appropriate, undertaking treatment options and carrying out/referring for appropriate interventions, including but not limited to	There is evidence in the patient notes that practice is guided by best practice clinical pathways and professional guidelines. There is a discharge summary/follow up plan documented in the notes for every consult. Provision of urgent medical care and ACC services. - Accessible, timely, expert level of focused care for acutely unwell patients - Reduce health

	prescribing, advising and education and support services. Referral for diagnostic, therapeutic and support services as required. Plans and documents ongoing care. Evaluates the effectiveness of care and treatment provided Works interdisciplinary and collaboratively with the healthcare team recognising best care is patient centred care. Uses WAM Info data to measure and benchmark clinical performance and has plan to improve clinical performance.	disparities • Reduce acute admission and re-admission to hospital • Seamless linking of primary and secondary care
Practice an advanced nursing role in accordance with appropriate professional and organisational standards	Takes responsibility for completing all orientation and induction requirements with acceptable timeframe. Takes responsibility for ensuring compulsory certifications are up to date. Ensures that all patient contacts are documented, and treatment plans implemented and evaluated in a timely manner consistent with evidence-based practice. Liaises with GPs, pharmacy, ambulance, laboratory, x-ray and other health professionals to ensure that patient's health needs are met.	Completes 100% • Induction requirements as per practice induction manual Has an annual performance plan completed yearly. Documentation is audited every 3-6 months (by WAM MD or his delegate), actively works on quality improvement, is active in continuous quality improvement.

	Adheres to WAM/WRHN policies and procedures. Assists patients and their families to make informed decisions by using expert communication skills, including shared decision making. Understanding, promoting and meeting the cultural, spiritual and health needs of patients.	
Clinical leadership	Demonstrating nursing leadership. Supports other nurses in their theoretical and practical learning journey and provides mentorship. Reports any concerns to the Clinical Nurse Leader in regard to competency issues.	Facilitates education sessions to the practice staff annually. Mentors nursing staff particularly those undertaking post graduate study. Resource to other WRHN practices.
Contributes to the practice financially Manages all treatment and care related resources in an effective and cost efficient manner	Correctly utilising available funding streams and appropriately charging out your services. Fiscally aware of consumables and equipment; reporting needs for stock repurchase, providing suggestions in regard to effective products and involvement in ordering and checking as appropriate. Using and checking equipment and facilities correctly, reporting any need for maintenance or replacement.	Audit of consultation charges demonstrates that income is maximised. Use of resources does not contribute to budget overspend.

Initiate and lead quality improvement activity	Leading, where appropriate, activities for accreditation and quality improvement. Participating in formal systems for quality assurance such as audit activities. Fosters a quality focused environment for staff and patients. Active in, and uses WRHN incident reporting platform for patient feedback and complaint response and management. Active in, and uses WRHN incident reporting platform for risk identification, mitigation and management. Uses patient experience to improve clinical services and positive change. Understanding and promoting emergency procedures such as fire response and evacuation in accordance with statutory requirements. Understanding and promoting all procedures and guidelines to ensure safety of medication/vaccine storage and administration. Observing and promoting all professional guidelines for practice regarding infection control.	Member on the practice quality committee/team. Patient feedback is entered into WRHN incident reporting platform as per policy expectations. Incidents are reported into WRHN incident reporting platform for as per policy expectations.
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Learning and development	Maintaining authorisation as a prescriber. Takes responsibility for personal continuing professional development in order to enhance knowledge, skills and values needed for meeting the demands of the role and new challenges. Expands knowledge of industry best practice. Attends seminars, conferences or training programs to increase knowledge.	• Goodfellow monthly webinars • Participation in clinic peer meetings • Goodfellow conference 2020/appropriate conference for learning. Proactive learning and development. Asks for feedback. Maintains current APC and Medical Indemnity.
Self-managed, proactive, team focused work practices	Go the extra mile to assist others – looks for opportunities to help and support colleagues. Communicates directly, honestly and respectfully while avoiding being negative, complaining, or gossiping. Promotes close collaboration between team members and builds on the existing skills and knowledge of registered nurses. Works constructively with a positive attitude in the wider multi (and inter)-disciplinary team within and outside the Clinic. Being an honest, open communicator who demonstrates respect for themselves and all persons.	Seen as someone who is positive, approachable, and who is reliable. Always on time. Adaptable and willing to work with change. Offers ideas for improvement.

	Proactive rather than reactive. Able to avoid mistakes that could/should be anticipated. Well prepared and organised. Plans ahead as much as possible. Carries out all responsibilities and action items in a purposeful way. Displays a positive viewpoint; sees the good in situations and how they can make things better – pushes through setbacks. Able to work confidently and effectively without direct supervision. Punctual and reliable, aware of rostered shift, working correct hours and sticking to allocated rest periods. Consistent work accuracy to a high standard.	
Other duties and responsibilities	Displays particular attention to maintaining a professional appearance and manner at all times. Performs other duties and tasks, as requested by from time to time, to maintain the smooth and effective service.	Willing to step up and take on new tasks or covers for other staff.

Legislative requirements	Accepts responsibility for ensuring that own practice and conduct meet the standards of relevant legislative requirements. Ensures delivery for delegated services meets contract obligations.	Activities undertaken comply with legislative and professional standards of practice. Delivery complies with contract terms and conditions.
Cultural safety Pro-equity approach	Demonstrates a commitment to the treaty of Waitangi through partnership, participation and protection. WRHN is a pro-equity organisation and our approach to achieving equity, requiring all members of staff to identify areas of inequity and address these within a system wide context.	Services are delivered with consideration and understanding of cultural issues and a commitment to the principles of the Treaty of Waitangi.
Health and safety	Applies health and safety related skills and knowledge to all work practices. The NP will be responsible and accountable for complying with the Health and Safety in Employment Act within the Clinic and will be required to participate and contribute to achieving identified objectives within the documented WRHN Health and Safety plan including (but not restricted to); • Hazard identification, control, management and monitoring • Accessing and comprehending the information provided to staff	Maintains own safe working environment. Is aware of and complies with responsibilities under Health and Safety at Work Act (2015) and any subsequent amendments or replacement legislation. Adheres to WRHN policy.

	• Report accidents / incidents and potential harm situations as per protocol • Follow Infection Control policy and guidelines Ensure own clinical practice methods are safe and align with best practice guidelines.	
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PERSON SPECIFICATION

Key Requirements	Essential	Desirable
Education or Qualification	Registered Nurse with Nursing Council New Zealand with Nurse Practitioner endorsement. Holds a current practising certificate without conditions.	Current vaccinating certificate. Maintaining a current (validated within the last 12 months) ACLS certificate.
	Holds personal professional indemnity insurance. Evidence of current professional development (portfolio of evidence). Clinically and culturally competent in delivering nursing care.	
Leadership Experience	Team development and people management. Networking and relationship building with the wider health care and consumer community.	

IT/Data Systems Knowledge	Good level of computer literacy.	
Decision Making/Problem Solving	Proven ability to make sound clinical decisions. Has “can do” positive attitude to problem solving.	Ability to work under pressure and in emergency situations.
Interpersonal Skills	Excellent interpersonal communication.	
Other	An in depth knowledge of and passion for primary healthcare.	

REVIEW

This job description was issued in October 2025 and will be reviewed regularly as part of individual and company development and performance reviews and may be subject to variation.

This job description is a guideline of your core role and responsibilities and is not an absolute list. You are required to maintain flexibility to pursue unlisted duties and responsibilities with initiative and ownership to deliver business requirements as and when required.

Registered Nurse Scope of Practice (Under the Health Practitioners Competence Assurance Act 2003)

Registered Nurse

Registered nurses in Aotearoa New Zealand incorporate knowledge, concepts and worldviews of both tangata whenua and tangata tiriti into practice. Registered nurses uphold and enact ngā mātāpono – principles of Te Tiriti o Waitangi, based on the Kawa Whakaruruhau framework and cultural safety, promoting equity, inclusion, diversity, and rights of Māori as tangata whenua. These concepts also relate to Pacific peoples and all population groups to support quality services that are culturally safe and responsive.

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 Nursing Council of New Zealand's 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 nurses practice 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 in areas and roles such as leadership, management, education, policy and research. Conditions may be placed on the scope of practice of some registered nurses, dependent on their qualifications and/or experience, limiting them to a specific area of practice. Nurses who have additional experience and have completed the required education will be authorised by the Council to prescribe some medicines within their area of practice and level of competence.

Registered nurses are responsible and accountable for directing and delegating to members of the healthcare team. Registered nurses provide support and guidance to enrolled nurses.

Registered Nurse Scope of Practice now incorporates the article of Te Tiriti o Waitangi:

- **Kāwanatanga (Governance):** Nurses foster partnerships with Māori and embrace diverse cultural perspectives in healthcare governance.
- **Tino rangatiratanga (Self-determination):** Nurses support Māori autonomy and ensure that care is inclusive of all identities and backgrounds, upholding the right to self-determination.
- **Ōritetanga (Equity):** Nurses are responsible for addressing health inequities and ensuring equal access to high-quality care for all communities.
- **Wairuatanga (Spiritual freedom):** Holistic care is essential, recognising the spiritual and cultural dimensions of health for Māori and other diverse groups.

Registered Nurse Standards of Competence

There are six pou (standards) for the registered nurse standards of competence. These pou describe the competence required to practice safely as a registered nurse in New Zealand. Evidence of safety to practice as a registered nurse is demonstrated when the applicant meets the following pou:

Pou one: Māori health

Reflecting a commitment to Māori health, registered nurses must 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.

Pou two: Cultural safety

Cultural safety in nursing practice ensures registered nurses provide culturally safe care to all people. This requires nurses to understand their own cultural identity and its impact on professional practice, including the potential for a power imbalance between the nurse and the recipient of care.

Pou three: Whānaungatanga and communication

A commitment to whānaungatanga 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, kawa whakaruruhau and cultural safety. An understanding of the need for different forms of communication enables the nurse to influence the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.

Pou four: Pūkengatanga and evidence-informed nursing practice

Pūkengatanga and evidence-informed nursing practice requires registered nurses to use critical thinking strategies informed by cultural and scientific knowledge to provide quality, safe nursing care. Evidence-informed knowledge prepares and supports the nurse to undertake assessment, differentially diagnose, identify appropriate interventions, plan care, lead the implementation and ensure that practice is constantly evaluated.

Pou five: Manaakitanga and people-centredness

Manaakitanga and people-centred care requires nurses to demonstrate the values of compassion, collaboration and partnership to build trust and shared understanding between the nurse and the recipient of care – people, whānau or communities. These values underpin acceptable and effective decision-making related to the provision of care and appropriate interventions and ensure the integration of beliefs and preferences of people and their whānau.

Pou six: Rangatiratanga and leadership

Rangatiratanga in nursing practice is demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Rangatiratanga requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of rangatiratanga is the need for nurses to act as independent thinkers and intervene, speak out, advocate and follow processes to escalate concerns on behalf of, or supporting, recipients of care or team members.

TASKS

POU	Key Performance Indicators
Tahi: Māori Health	• Engages in ongoing professional development related to Māori health and the relevance of Te Tiriti o Waitangi articles and principles • Advocates for health equity for Māori in all situations and contexts • Challenges racism and discrimination in the delivery of nursing and health care • Uses Te Reo and incorporates tikanga Māori into practice
Rua: Cultural Safety	• Practices culturally safe care which is determined by the recipient • Can describe the impact of colonisation and social determinants on health and wellbeing • Engages in partnership with individuals, whānau and communities for the provision of health care • Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health to provide whakapapa-centred care • Contributes to a collaborative team culture which respects difference, diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices
Toru: Whānaungatanga and communication	• Uses appropriate assessment strategies to determine the language and communication needs (verbal and non-verbal) of people, whānau and communities • Incorporates professional, therapeutic and culturally appropriate communication in all interactions • Communicates professionally to build shared understanding with recipients of care, their whānau and communities • Promotes health literacy by using communication strategies to assess health-related knowledge, provide information and evaluate understanding

	• Ensures documentation is legible, relevant, accurate, professional and timely • Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice • Uses digital and online communication as appropriate • Provides, receives and responds appropriately to constructive feedback
Whā: Pūkengatanga and evidence-informed nursing practice	• Undertakes comprehensive assessments to develop differential diagnoses and inform the plan of care • Understands the range of assessment frameworks and uses the appropriate framework for the practice setting • Implements and evaluates effectiveness of interventions and modifies the plan accordingly • Understands cultural preferences for treatment, such as the use of Rongoā, and supports integration into care • Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing • Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person
Rima: Manaakitanga and people-centred care	• Demonstrates the values of compassion, collaboration and trust that underpin manaakitanga and people-centred care • Upholds the mana of individuals, whānau and the nursing profession by practicing manaaki, kindness, honesty and transparency of decision-making in practice • Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau • Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and related interventions

Ono: Rangatiratanga and leadership	• Actively contributes to a collaborative team culture of respect, support and trust • Demonstrates understanding of professional and ethical responsibilities and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures in practice • Engages in quality improvement • Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practice safely • Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices
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The above Competencies for the Registered Nurse Scope of Practice will be evaluated through confirmed assessment on the Professional Development & Recognition