Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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	Rural Nurse Specialist (RNS)
Reports to	Clinical Nurse Manager Integrated Health Service Central (professionally) Integrated Health Services Manager Central (operationally)
Location	Moana
Department	Central Integrated Health Service - Primary Care

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:

The RNS provides a holistic, culturally appropriate, comprehensive and cost-effective nurse led Primary Health Care Service, to a designated geographically defined population including residents and non-residents within the West Coast area. This position is part of the RNS team throughout the WC. Key Functions for this role include:

1. Working at the Rural clinics in a practice/district nurse environment Monday-Friday, with an on-call component after hours and weekends. Providing a culturally competent service that prioritises the needs of Māori as tangata whenua to achieve equity in health outcomes.

2. Collaborating with key community stakeholders and the interprofessional team to deliver health care that prioritises unmet need (i.e. in schools)

3. Enabling sustainable integration of healthcare services

4. Develop strong and sustainable links with the wider Health care teams

5. The RNS is required to take up the full duties of an RNS inclusive of the on-call component. RNS duties include:

- Working in a clinic delivering primary health care

- Home visits for district and palliative patients
- A component of population health such as well child checks and supporting local schools
- Emergency (PRIME) and Acute Nursing

Key Result Area	Expected Outcomes / Performance Indicators
Leadership	• Role models positive and professional behaviours in all relationships. • Promotes team development in a cohesive, positive, and professional manner. • Assists the CNM with 360-degree feedback for regular performance appraisal/reviews for the wider nursing team. • Liaises with CNM on quality issues and initiatives. • Assists in the facilitation of orientation/preceptorship for new team members when required. • Provides direct feedback and support to the CNM as appropriate. • Supports and empowers professional team members to assume maximum responsibility for management of patient outcomes. • Facilitates direct communication with clinicians. • Identifies and provides training and ongoing development opportunities for staff in conjunction with the CNM, Nurse Director Operations and Director of Nursing. • Is involved with the dissemination of current information and theories necessary for the provision of optimal patient care
Advanced management of clinical care to our Rural Community	• Utilises current research and evidence-based practice to support effective, collaborative decision-making regarding the care of adults and children in the community/primary care setting. This decision-making includes holistic: • Assessment • Diagnostic inquiry • Planning • Interventions/treatment • Evaluation of clinical care • Demonstrates effective, timely, specialist clinical management of clients within the RNS scope of practice to enable: • Person/whānau led care • Excellence in Māori health and disability outcomes • Excellence in rural health and disability outcomes • The WC's vision and values • Practices in a way that is deemed by tangata whenua and whānau to be culturally safe and based on the principles within the Treaty of Waitangi in order to achieve equity of health outcomes for Māori. • Plans, prioritises and schedules self-referral health. • the rationale, preparation, nature, and anticipated effects of these tests and clinics on a regular basis at times and places that are appropriate to meet the community's needs.

	• Refer patients as appropriate to medical practitioners, medical specialists, and other health providers, e.g. physiotherapists, mental health teams, social workers. • The RNS works either autonomously, or in collaboration with medical practitioners as per scope of practice. Will order and interpret an agreed range of diagnostic tests and recommends prescribes therapies based on the client's clinical status and care management goals, explaining therapies to the client, their whānau, and other members of the care team. Documents these conversations as well as the client response to these procedures. • Ensures care is coordinated to be provided in a timely manner to facilitate smooth transition of the client between services and along their care plan. • The RNS will provide an emergency service that adheres to the P.R.I.M.E. protocols and meets the standards outlined in the Roadside to Bedside Document. The nurse will be available on an "on call" basis to provide this service at the times specified by West Coast. • The RNS will maintain a formulary that is appropriate for supplying urgent and emergency medication. • The RNS will co-operate with other organizations and agencies to ensure safe communities, e.g., Police, Dept of Conservation, Women's Refuge, Oranga Tamariki, local authorities and Māori agencies. • Refers all matters and concerns related to professional practice to line manager and the relevant Executive Clinical Lead (i.e., Director of Nursing), including: • Deficiencies in quality care and professional standards • Incidents related to consumers, which may affect wellbeing. • Matters of noncompliance with the WC's policies and procedures • Matters of unresolved staff conflict • Security breaches and quality standards failure • Establishes and maintains professional relationships with key stakeholders working within the West Coast, and South Island; ensuring the service is well connected and informed, while also sharing a rural perspective
To manage patients with chronic diseases, rehabilitation needs and those requiring palliative care in the community	• The RNS will provide a quality nursing service that includes education of patients to encourage self-management of chronic conditions, and support and maintenance of patients in the community. Patient rehabilitation will be promoted by contributing to the development of solutions, which increase patient independence and quality of life. • The RNS will work within the Home Hospice philosophy in caring for the terminally ill and the bereaved. This includes the supervision and storage of controlled drugs prescribed for terminally ill patients.
Own competence and professional development	• Participates in own annual competence/performance review, with feedback utilised proactively as an opportunity for professional growth.

	• Maintains ongoing education at least to the level required to maintain own Annual Practising Certificate • Maintains organisational requirements around mandatory training and other professional development requirements relevant to role. • Participates in regular peer review. • Participates in regular professional supervision to facilitate reflection and growth. • Notifies line manager of any changes to scope/conditions of practise. • Holds and promotes relevant professional portfolios (i.e. PDRP and Takarangi Cultural Competency) • Prescribing requirements
Quality	• Every WC staff member is responsible for ensuring a quality service is provided. This includes: • Actively leading and actioning quality improvement activities in collaboration with line manager(s) and other key stakeholders • Working collaboratively to achieve 100% compliance with relevant service audit schedule(s), including accreditation and other legislated compliance programmes. • Setting quality standards in conjunction with the Executive Clinical Leads • Developing, informing, coordinating, and monitoring outcomes from relevant audits in collaboration with key stakeholders to evaluate clinical standards and patient outcomes in accordance with national and organisational standards. This includes actively leading change to address any corrective actions. • Developing and/or reviewing relevant policies and procedures as required • Supporting colleagues and members of the interprofessional team to develop and implement ideas for practice innovations. • Works alongside the WC Quality Team and the Clinical Quality Improvement Team (CQIT) to implement initiatives aimed at improving patient journey, care standards. • In collaboration with the Quality Team, leads and participates in clinical audit to evaluate and develop practice. • Identifies areas of improvement and changes in practice that are needed to improve care quality
Reporting line, base, hours of work, and work resources	• Reports to the Clinical Nurse Manager Southern Integrated Health Services • Negotiates all hours of work with line manager. • Maintains appropriate practise hours to maintain continuing competence requirements and an Annual Practising Certificate • Meets monthly with line manager to review progress against key deliverables. • Ensures that all monthly reporting is timely and accurate. • Maintains a WC mobile phone, maintaining replacement as required, and returns this resource if exits the role

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.
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Relationships

External	Internal
• St John • West Coast Health PHO • Iwi, Hapu, whanau, • Independent Midwives • Non-Government organisations (NGOs) • Māori Health Providers • Oranga Tamariki	• RNS Colleagues • Te Nikau General Practitioners • CNM Te Nikau Health Centre • Manager integrated Health Services Central • Nurse Director Operations • Director of Nursing • Medical Officer Emergency Dept Te Nikau Hospital • Buller and Reefton IFHC

• Private Care Providers (i.e. aged care, general practice, home care, pharmacies) • Schools • Voluntary/Statutory agencies • Gloriavale community	• Medical Officer of Health /Community & Public Health • Community Health Services Staff • Hospital Services Staff • Mental Health Services

About you – to succeed in this role

You will have

Essential:

- A current Registered Nurse Practising Certificate and will have at least **five years'** experience including Accident and Emergency Services, Community and Primary Care.
- Attended or be prepared to attend a PRIME training course and updates.
- Hold an independent Vaccinators certificate or be prepared to attain the same.
- A current NZ driver licence
- Endorsement for RN Prescribing or working toward same

Desired:

- Experience in the relevant field of practice
- Experience in conducting research.
- Current portfolio as part of the Professional Development and Recognition Programme (PDRP)
- Experience working with MedTech32/ or Indici
- Experience in community consultation, implementation, and evaluation of service-related projects

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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