



<b>DELEGATION AND DECISION</b>	Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines: <ul style="list-style-type: none"> <li>Guideline: Responsibilities for direction and delegation of care to enrolled nurses (May 2011)</li> <li>Guideline: Delegation of care by a registered nurse to a health care assistant (May 2011)</li> </ul>
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) \$58,491 - \$75,132 gross per annum according to qualifications and experience pro rata for hours worked.
<b>DATE</b>	April 2020

<p><b>ESSENTIAL CRITERIA</b></p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>Current registration with Nursing Council of New Zealand as Registered Nurse.</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>At least two years clinical experience.</li> </ul> <p><b>Business / Technical Skills</b></p> <ul style="list-style-type: none"> <li>Holds a current annual practising certificate as Registered Nurse.</li> <li>Holds a currently assessed nursing portfolio as assessed via an approved Professional Development Recognition Programme (PDRP)</li> <li>Demonstrated ability to work within a team.</li> <li>Demonstrated time management skills.</li> <li>IV Designation.</li> </ul> <p><b>Key Attributes</b></p> <ul style="list-style-type: none"> <li>Effective communication skills.</li> <li>Positive attitude.</li> </ul> <p><b>Effectively Engaging with Māori</b></p> <ul style="list-style-type: none"> <li>Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori</li> <li>Is visible, welcoming and accessible to Māori consumers and their whānau</li> <li>Actively engages in respectful relationships with Māori consumers and whānau and the Māori community</li> <li>Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience</li> <li>Actively facilitates the participation of whānau in the care and support of their whānau member</li> </ul> <p><b>Physical requirements for role</b></p> <ul style="list-style-type: none"> <li>Able to kneel</li> <li>Able to get 1 knee up on bed</li> <li>Able to squat</li> <li>Able to raise arms above head</li> <li>Able to reach arms out in front</li> <li>Able to walk up 2 flights of stairs without stopping</li> <li>Able to do at least 3 half press ups (i.e. on knees)</li> <li>The ability to assist with patient mobilisation and manual handling.</li> </ul> <p><b>Vaccination status for role</b></p> <p>Vaccinations as per the current employee immunisation policy including annual influenza vaccination</p>
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## Our Vision and Values

*Te hauora o te Matau-a-Māui: Healthy Hawke's Bay*

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



**HE KAUANUANU RESPECT**  
**ĀKINA IMPROVEMENT**  
**RARANGATE TIRA PARTNERSHIP**  
**TAUWHIRO CARE**

**HE KAUANUANU RESPECT**  
Showing *respect* for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

**ĀKINA IMPROVEMENT**  
Continuous *improvement* in everything we do. This means that I actively seek to improve my service.

**RARANGA TE TIRA PARTNERSHIP**  
Working together in *partnership* across the community. This means I will work with you and your whānau on what matters to you.

**TAUWHIRO CARE**  
Delivering high quality *care* to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.