

POSITION DESCRIPTION

The Salvation Army – Te Ope Whakaora



Position: Registered Nurse

Date/Version: October 2025

OUR ORGANISATION

Who we are

The Salvation Army has been transforming lives since 1865. We work in over 130 countries, coordinated by our International Headquarters in London and we are a registered charity under the Charities Act 2005. The Army has over 2,000 officers and employees in New Zealand, Fiji, Tonga and Samoa and is recognised as a high value employer.

Our Mission Statement

The Salvation Army is a worldwide evangelical Christian Church and human service provider. Our message is based on the Bible. Our ministry is motivated by love for God. Our mission is to preach the Gospel of Jesus Christ and meet human need in His name without discrimination. We aim to care for people and transform lives through God in Christ by the Holy Spirit’s power. We work for the reform of society by alleviating poverty, deprivation and disadvantage, and by challenging evil, injustice and oppression, in the name of Jesus.

Te Tiriti O Waitangi

The Salvation Army is firmly committed to honouring the principles of partnership, protection and participation inherent in Te Tiriti o Waitangi.

- **Partnership:** New Zealand was founded on the basis of bicultural partnership. The Salvation Army aims to work together with Māori in all its church and social service settings, involving and supporting each other.
- **Protection:** The inequalities that exist between Māori and Tauīwi in New Zealand cause Māori to face considerable challenges and hardships. The Salvation Army strives to see Māori protected from the social and economic causes of inequality so they can achieve the best possible outcomes for themselves in their own land.
- **Participation:** The Salvation Army greatly values the many Māori serving within The Salvation Army as church leaders, staff and volunteers. These individuals enrich The Salvation Army as a movement and strengthen its mission.

Values



CONNECTED

We are better together



COMPASSIONATE

We live out love in action



INNOVATIVE

We respond to the changing realities of the world



COURAGEOUS

We do what’s right, not what’s easy

PURPOSE OF THE TEAM

The Salvation Army Supportive Accommodation and Bridge Services provide a range of effective support services in both residential and community-based settings that use a range of evidence-based holistic approaches to reduce the physical, physiological and social harm that can result from the use of alcohol and or other drugs.

The organisation welcomes diversity and is inclusive of culture, age, disability, sexuality and gender identity and we are also committed to supporting people who experience co-existing mental health challenges and take a kaupapa whānau (working with other services) approach in working together to support the well-being of our tāngata whai ora.

Our services encourage participation in the development and practical application of skills where people are supported to set their own goals and recovery plan in order to find well-being and hope as they embrace life in all its fullness.

POSITION PURPOSE

The purpose of the role is to provide medical support for residential tangata whai ora who are residing at The Bridge programme. The Registered Nurse (RN) oversees all aspects of medication support, training other staff in administering medication and monitoring accuracy and efficiency of medication processes and procedures. The RN works within the framework of Salvation Army Models of Treatment and within The Salvation Army Policies and Procedures.

The RN also helps assess the medical suitability of tangata whai ora referred to the two services.

Functional Relationships:

- The Salvation Army Bridge Director
- All Midland Bridge staff
- National Quality Consultant
- Tangata of TSA
- Referring Agents
- Clinical and non-clinical Staff
- Mission Team
- Te Whetu Ora and other AOD (Alcohol and Other Drugs) treatment providers and Non-Government Organisations (NGO's)
- Consumer Advisor
- TSA Management Team
- Other organisations/institutions

KEY RESULT AREAS

Model of Treatment

- Commitment to working within the framework of The Salvation Army Model(s) of Treatment
- The Salvation Army's national and local policies and procedures are implemented and adhered to

Cultural Safety

- Committed to the principles of the Treaty of Waitangi as they apply to The Salvation Army Bridge Programme
 - Tangata whai ora receive care without discrimination on the basis of race, culture, health, sexual orientation or age
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Health and Safety Programme

- A Health & Safety programme is developed and implemented with the Quality Lead in each site, and operated in accordance with legislation and The Salvation Army Health & Safety policies and procedures
 - Actively participates in Health & Safety Committee meetings and Quality Meetings
 - A training programme which is relevant to medical and infection control aspects of programme delivery for staff and tangata whaiora is developed and implemented
 - Days lost due to workplace accidents are minimised
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Supports the Quality Programme

Quality Plans

- Contributes to Annual Plans in relation to medical service delivery with Director, staff and management teams – Action Plan, Quality Plan, Risk Management Plan, Business Continuity Plan, Pandemic Plan, etc
- Realistic goals and targets are set
- All plans are reviewed regularly and according to nominated schedules

Quality Reporting

- A monthly Quality Programme report related to medical and infection control matters is prepared and presented to the Quality Team
- Follow up action is undertaken or delegated
- Contributes to Service Improvement Request Meetings as appropriate. Service improvements are determined, communicated, implemented and monitored
- Follow through and investigation of all medial adverse events and near-miss events, including incidents, Infection Protection and Control, and internal monitoring results related to medication
Trends are identified and communicated to the Management Team

National Policy & Local Procedures

- National policy is reviewed as requested; Local Procedures are reviewed as requested

Internal Monitoring and Risk Management**Internal Monitoring**

- Participates in the Internal Monitoring System implemented by Quality Lead

External Audits

- Manages and prepares the medical service for external auditing as required, including delegation of tasks to team members as appropriate. Follow through with any audit corrective actions

Risk Management

- Manages and monitors the Infection protection and Control Programme in conjunction with Quality Lead
- Ensures medical services are compliant to the appropriate standards e.g. Ngā Paerewa Health and Disability Services Standard
- Follows up corrective actions required, including analysis and evaluation

Clinical Care

- Contributes to treatment planning involving tangata whai ora & demonstrates an understanding of their rights to make informed decisions
 - Demonstrates understanding of the processes and environments that support recovery
 - Health, mental health, withdrawal management and social issues are identified as they arise, and appropriate early interventions are implemented
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- Liaises with G.P. and referral services regarding healthcare, including mental health and withdrawal management needs
- Demonstrates competent and safe practice and procedures
- Clinical guidance is sought when appropriate
- Good communication on health matters with tangata whai ora and their next-of-kin or other representative as appropriate
- A preventive approach to health care is promoted

Group Facilitation

- Facilitates a structured health group experience for Bridge Intensive Programme tangata whai ora as per programme timetable
- Adheres to prescribed group goals as outlined in the Bridge Model of Treatment - Client Clinical Pathway and Community Reinforcement Approach Programme Manual

Administration

- Sound knowledge of and operation within The Salvation Army Mission Information System (SAMIS) in management of client files
- Complies with the Bridge Programme standard of recording of case notes and collation of client data in the required format.
- Documentation is of a professional standard
- Client privacy and confidentiality is maintained

Team Work

- Participates fully in the consultative function of the staff Teams
- Actively maintains positive communication and effective working relationships with other team members
- Provides professional and training support to the Staff Teams as appropriate
- Represents the medical needs of tangata whai ora to the respective team

External Relationships

- Centre aims and objectives are promoted positively within the community
- Maintains positive relationships with other providers and referral agencies.

Programme Quality

- Actively seeks to improve the quality of the services through proactively identifying and addressing issues that impact negatively upon programme quality and performance

Professional and Personal Development

- Commits to continued learning both formal and informal
- Undertakes professional development as agreed with line manager
- Ensures registration and practicing certificate remain current

Mission Support

- Commits to upholding and supporting The Salvation Army mission and Christian values
 - Actively maintains positive communication and effective working relationships with other team members
 - Understands and follows centre manuals and policies
 - Supports and assists other members of the team in achieving their goals.
 - Works collaboratively with the other TSA expressions in the area/region in order to maximise missional outcomes.
 - Contributes to sustaining a diverse work environment and is proud to work with an equal opportunity employer
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Health and Safety

- Undertakes Health & Safety Induction as directed
- Adheres to all Health and Safety guidelines and policies
- Health & Safety reporting is undertaken according to guidelines and policies

Other Duties

From time-to-time other duties in line with the position may be required

ESSENTIAL QUALIFICATIONS

- Qualification in Nursing Studies
- Registration with the Nursing Council of New Zealand
- Practicing Status is maintained as 'Practicing'
- Commitment to continuing professional development relevant to Alcohol and Drug studies
- Relevant experience in working with people with mental health diagnoses and substance use disorders, individually, in groups and with their significant others

REQUIRED COMPETENCIES & ATTRIBUTES

- Ability to relate to people with sensitivity, caring, and patience
- Good written and oral communication skills, including ability to write adequate records and reports
- Computer literate and experience using patient/client data entry systems
- Tact, discretion and confidentiality
- Commitment to quality improvement processes
- Works well as a team member. Maintains good working relationships with colleagues
- Self organising: good organising and administration skills
- Flexibility