

Position Description

Position	Registered Anaesthetic Technician
Team / Service	Department of Anaesthesia and Pain Management
Directorate	Hospital Flow
District	Capital, Coast & Hutt Valley
Responsible to	Anaesthetic Technician Manager
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Wellington Regional Hospital & Kenepuru Hospital

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

Mana whakahaere Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.

Mana motuhake Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.

Mana tāngata Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.

Mana Māori Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Service Perspective

Anaesthesia is delivered by staff of Anaesthesia and Pain Management Services in the Wellington Hospital and Kenepuru Hospital operating theatres and in the Wellington Hospital delivery suite, Angiography, CT and MRI suites, Radiotherapy facilities, Gastroenterology suite, and the Cardiac Catheter Laboratory. Occasional services are also provided in the Emergency Department and the Intensive Care Unit. Approximately 19,000 anaesthesia procedures are undertaken annually.

Anaesthetic technicians undertake the role of assistant to the anaesthetist, and as such constitute an essential component of the anaesthesia care team at all anaesthetising locations. Anaesthetic technicians also participate in some of the training courses delivered in the National Patient Simulation Training Centre.

Purpose of the role

The role of the Registered Anaesthetic Technician is to provide professional, technical and clinical assistance to the anaesthetists or Intensive Care Specialists, contributing to the maintenance of a high quality and safe administration of anaesthesia and patient care.

The role is integrated into the multidisciplinary team with a focus on providing anaesthetic care and assistance for adults and paediatrics both within the operating theatre, other Capital & Coast services or offsite facilities.

Registered Anaesthetic Technicians in this role support students and new entry Anaesthetic Technicians in the development of clinical and professional practice.

This role participates in the rotating 24-hour roster, including on-calls, working with the multidisciplinary team.

Key Accountabilities

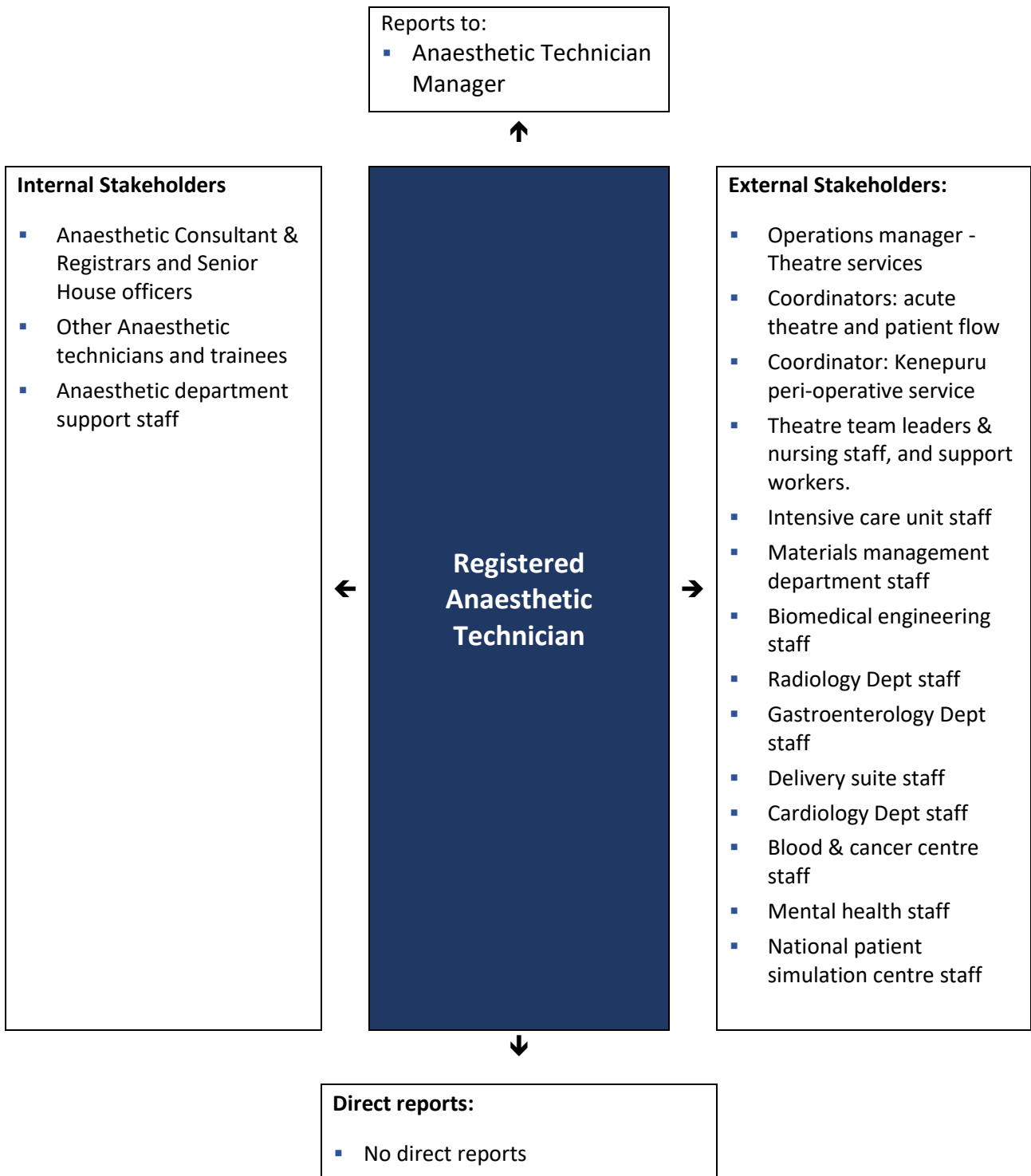
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
<p>Clinical Practice</p> <p>Provides a high standard of technical and clinical assistance to all areas where anaesthetics are administered.</p> <p>Ensures a high level of care and maintenance of equipment and anaesthetic facilities.</p> <p>Promotes and integrates into practice effective communication in a manner that service users and staff determine as culturally safe.</p>	<ul style="list-style-type: none">▪ Holds a current Annual Practicing Certificate.▪ Demonstrated safe practice meets ANZCA, NZATS, Medical Science Council standards and organisational and legislative requirements.▪ Proficiently maintains all perioperative documentation as per organisational policy.▪ Demonstrated proficiency in equipment set up, handling, operation, and checks. Follows procedures for servicing and repair of equipment.▪ Peer review is completed once per annum, competencies are met, identified support is utilised as required.▪ Integrates Māori approaches such as whakawhanaungatanga/building authentic meaningful relationships.▪ Demonstrated active participation in the theatre multidisciplinary team.▪ Demonstrated clinical and professional support provided for trainee/students and new entry technicians.▪ Demonstrated safe positioning during surgery.▪ Acts as the patients advocate as required▪ Shows awareness of own limitations and consults with others and seeks advice when appropriate.▪ Demonstrates a clear understanding of the clinical risk factors as they pertain to perioperative practise.▪ Maintains a high standard of asepsis in the anaesthetic room and theatre at all times.

Key accountabilities	Deliverables / Outcomes
<p>Leadership and Management</p> <p>Supports equitable and efficient use of theatre, anaesthetic and recovery room time.</p> <p>Supports standardisation by participating in the development and review of protocols and guidelines.</p> <p>Actively participates in clinical management of the patient.</p> <p>Supports the bicultural model of care.</p>	<ul style="list-style-type: none"> ▪ Effective and timely communication occurs with the daily co-ordinator, and multidisciplinary team. ▪ Assists in the development, review and implementation of quality standards, protocols and procedures. ▪ Able to interpret data, recognising emerging complications of anaesthesia & surgery and respond appropriately. ▪ Sufficient clinical equipment and supply is available to promote efficiency. ▪ Complies with code of conduct and promotes a positive work culture based on organisational values. ▪ Appropriate channels of communication are used. ▪ Creates opportunities for the practice of cultural beliefs, wairuatanga (spirituality), cultural considerations and tikanga (customs and traditional values) in the practice setting. ▪ Provides supervision for Trainee/student anaesthetic technicians.
<p>Teaching and Learning</p> <p>Maintains competence to practice through continuing professional development activities, identification of learning needs and reflective practice.</p> <p>Demonstrates understanding, commitment and application of Te Tiriti o Waitangi and cultural competency within practice setting.</p> <p>Completes specified organisational training.</p>	<ul style="list-style-type: none"> ▪ NZATS, Medical Science Council professional development requirements are met, including peer review. ▪ Participates in in-service training and team meetings and delivers education in the direct clinical area. ▪ Assumes responsibility for own personal and professional development. ▪ Annual appraisal and professional development plan is initiated and occurs annually inclusive of cultural and clinical best practice. ▪ Agreed identified training / development is completed within the required timeframe. ▪ Completes all core / mandatory training requirements ▪ Evidence Provides clinical teaching and supervisory support to trainees/students. ▪ Contributes and assists in the implementation of an effective orientation programme for new staff.
<p>Service Improvement and Research</p> <p>Contributes to the annual planning process and initiates and leads work / projects that may result.</p> <p>Actively contributes to Continuous Quality Improvement and clinical</p>	<ul style="list-style-type: none"> ▪ Demonstrates of an awareness of service plan and HNZ values. ▪ Adverse events and risks are identified recorded, followed up and resulting actions incorporated into practice. ▪ Quality Audits are completed according to the contractual and management requirements. ▪ Actively Participates in the service's quality improvement activities and equipment trials and ensures quality controls are undertaken. ▪ Provides good customer service and is responsive to customer requests or complaints. ▪ Maintains currency of knowledge of new equipment and clinical trends.

Key accountabilities	Deliverables / Outcomes
<p>governance activities within the service.</p> <p>Promotes practice based on evidence based best practice and research that supports the organisations strategic direction.</p> <p>Recognises cultural risk for service users and whanau.</p>	<ul style="list-style-type: none"> ▪ Approved research is completed within agreed time frames. ▪ Reflects on current research in area of practice individually and in team discussions. ▪ Evidence of best practice actively sought to inform clinical practice. ▪ Takes the appropriate action to ensure the environment is safe for service users, whānau and staff.
<p>Health and Safety</p>	<ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities ▪ Complies with responsibilities under the Health & Safety at Work Act 2015
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance ▪ Cultural competence is grown across the team, supporting inclusion and partnership.

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Problem Solving	<ul style="list-style-type: none"> ▪ Uses rigorous logic and methods to solve difficult problems with effective solutions ▪ Probes all fruitful sources for answers ▪ Can see hidden problems' ▪ Is excellent at honest analysis ▪ Looks beyond the obvious and doesn't stop at the first answer
Interpersonal Savvy	<ul style="list-style-type: none"> ▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships ▪ Uses diplomacy and tact ▪ Can diffuse even high-tension situations comfortably
Dealing with Ambiguity	<ul style="list-style-type: none"> ▪ Can effectively cope with change ▪ Can shift gears comfortably ▪ Can decide and act without having the total picture ▪ Isn't upset when things are up in the air ▪ Doesn't have to finish things before moving on ▪ Can comfortably handle risk & uncertainty
Integrity and Trust	<ul style="list-style-type: none"> ▪ Is widely trusted ▪ Is seen as a direct, truthful individual ▪ Can present the unvarnished truth in an appropriate and helpful manner ▪ Keeps confidences ▪ Admits mistakes ▪ Doesn't misrepresent her/himself for personal gain
Customer Focus	<ul style="list-style-type: none"> ▪ Is dedicated to meeting the expectations and requirements of internal and external customers ▪ Gets first-hand customer information and uses it for improvements in products and services ▪ Acts with customers in mind ▪ Establishes and maintains effective relationships with customers and gains their trust and respect
Composure	<ul style="list-style-type: none"> ▪ Is cool under pressure ▪ Does not become defensive or irritated when times are tough ▪ Is considered mature ▪ Can be counted on to hold things together during tough times ▪ Can handle stress ▪ Is not knocked off balance by the unexpected ▪ Doesn't show frustration when resisted or blocked ▪ Is a settling influence in a crisis

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Suitably experienced working as an Anaesthetic Technician (or similar)
- Good understanding of different specialties within the peri-operative environment

B. Essential Professional Qualifications / Accreditations / Registrations:

- NZ Registered Anaesthetic Technician (or eligible to become NZ Registered)
- Hold a current Annual Practicing Certificate

C. Someone well-suited to the role will place a high value on the following:

- Building and developing high performing teams
- Promoting a positive & collaborative team environment
- Continuous improvement
- Critical thinker
- Able to use own initiative
- Energetic and self-motivated

D. Other:

- Physical requirement
 - Ability to reach, push, pull, lift and carry loads or varying weights on an intermittent basis with/without mechanical assistance, without causing or aggravating injuries to self or others
 - Maintain an appropriate level of cardio-vascular fitness to participate in strenuous activity
 - Maintain an appropriate level of health to work standing or walking for approximately 80% of work time whilst maintaining a high level of energy and involvement with work tasks

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.