

# Anaesthetic Technician | Te whakaturanga ō mahi

## Health New Zealand | Te Whatu Ora

*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.*

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|---------------------------------------------|---------------------------------------------|
| <b>Title</b>                                | Registered Anaesthetic Technician           |
| <b>Reports to</b>                           | Anaesthetic Technician Manager              |
| <b>Location</b>                             | Wellington & Kenepuru Hospital              |
| <b>Department</b>                           | Department of Anaesthesia & Pain Management |
| <b>Date</b>                                 | August 2026                                 |
| <b>Salary band (indicative)<sup>i</sup></b> | Non-designated Scale Step 1 - 7             |
| <b>Children's Worker role<sup>ii</sup></b>  | Yes                                         |

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

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The primary purpose of the role is to:

Provide a high standard of professional, technical and clinical assistance to the Anaesthetists, working collaboratively to provide 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 within the operating theatre, supporting other 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 and weekends.

| <b>Key Result Area</b>                                                                                  | <b>Expected Outcomes / Performance Indicators</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Practices Perioperative Care to demonstrate professional responsibility</b>                          | <ul style="list-style-type: none"> <li>• Meets all the competency requirements of the Medical Sciences Council applicable to your registration requirements</li> <li>• Practices competently against all the specialty Professional Clinical competencies and core requirements for safe practice</li> <li>• Acts with responsibility and accepts accountability for their practice, using good risk assessments, escalating needs and reporting incidents</li> <li>• Practices consistently to meet the patient Code of Rights [HDC], Code of Conduct, and other requirements to ensure safe, clinically effective and patient experience expectations</li> <li>• Works in a culturally sensitive manner, upholding the principles of the Treaty of Waitangi o Tiriti o Waitangi.</li> </ul> |
| <b>Management of care to the highest professional standard possible to provide patient focused care</b> | <ul style="list-style-type: none"> <li>• Practices safely to meet all the requirements of area of specialty. Has completed all orientation elements and demonstrated competence in all professional and technical requirements for the level of practice</li> <li>• Practice and care delivery is consistent and clinically effective, according to the expected standards of the profession and organisation. Has excellent comprehensive and holistic skills</li> <li>• Is systematic in planning work and care processes so that care is timely and comprehensive. E.g. meets the essentials of care standards and specialty practices, safe medicine administration</li> </ul>                                                                                                            |
| <b>Interpersonal relationships</b>                                                                      | <ul style="list-style-type: none"> <li>• Kind, compassionate, helpful and polite interactions with patients and their families</li> <li>• Relationships with patients are appropriate and therapeutic using good customer service skills, maintaining boundaries, partnership, caring, behaviours consistent with organisational values.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Inter-professional healthcare and quality improvements</b>                                           | <ul style="list-style-type: none"> <li>• Good collaboration with the wider clinical and non-clinical team, respecting their contribution and advocating for the patients' needs</li> <li>• Contributes to quality improvement in the clinical setting; practices to agreed standards, applies evidence-based practices, audits practice, contributes to team discussion, participates in improvement programmes</li> <li>• Acts at all times to maintain a safe environment to minimise risk: eg, infections, falls, pressure injuries</li> </ul>                                                                                                                                                                                                                                             |
| <b>Professional development</b>                                                                         | <ul style="list-style-type: none"> <li>• The Health Practitioner Competence Assurance Act obligations are adhered to: works within the scope of practice, maintains competence, updates knowledge, undergoes competence assessment as required in the specialty, annually reappplies for a practicing certificate [self-directed]</li> <li>• Takes all opportunities to maintain on-going learning. I.e. In-service, self-learning, study days, post graduate learning</li> <li>• Provides clinical teaching and supervisory support to students</li> <li>• Contributes and assists with the implementation of an effective orientation programme for new staff.</li> </ul>                                                                                                                   |

| Key Result Area             | Expected Outcomes / Performance Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Access and Outcomes</b>  | <ul style="list-style-type: none"> <li>• Supports efforts to improve access to services and achieve better outcomes for the communities we serve.</li> <li>• Uses evidence and insights to identify barriers and opportunities for improvement.</li> <li>• Contributes to inclusive, responsive, and effective service delivery.</li> </ul>                                                                                                                                                                                                                                                                     |
| <b>Te Tiriti o Waitangi</b> | <ul style="list-style-type: none"> <li>• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way.</li> <li>• Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders.</li> <li>• Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.</li> </ul>                                                                                                                                                       |
| <b>Health &amp; safety</b>  | <ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul> |
| <b>Compliance and Risk</b>  | <ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>                                                                                                                                              |

### **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.

### **Relationships**

| External                                                                                                                                                   | Internal                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Patients and their families</li> <li>• Students and Education facilities</li> <li>• Community Agencies</li> </ul> | <ul style="list-style-type: none"> <li>• Anaesthetic Technician Manager</li> <li>• Senior Anaesthetic Technicians</li> <li>• Operations Manager – Theatre</li> <li>• Theatre co-ordinators</li> <li>• Educators</li> <li>• Allied Health, Nursing and Medical colleagues</li> <li>• Clinical Support Staff</li> <li>• Allied Health Directorate</li> <li>• Laboratory and Blood bank staff</li> <li>• Simulation Centre</li> </ul> |

## About you – to succeed in this role

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### You will have

#### Essential:

- New Zealand Registered Anaesthetic Technician (or eligible to become NZ Registered)
- Current Annual Practicing Certificate

#### Desired:

- Knowledge of relevant legislation and standards which govern health care practice in New Zealand, Te Tiriti o Waitangi

### 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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<sup>i</sup> Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

<sup>ii</sup> The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.