

Position Description | 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.

Title	Specialist in Anaesthesia
Reports to	Clinical Leader / Service Leader
Location	This position is expected to work from Wellington and Kenepuru Hospitals
Department	Department of Anaesthesia and Pain Management
Date	Sept 2026
Salary band (indicative)ⁱ	As per ASMS MECA
Children's Worker roleⁱⁱ	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

The primary purpose of the role is for the Specialist to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with the relevant ethical and professional standards and guidelines, as determined from time to time by:

- The Australian and New Zealand College of Anaesthetists
- The Medical Council of New Zealand
- The Health and Disability Commissioner
- Health New Zealand | Te Whatu Ora – Capital, Coast and Hutt Valley in its Policies and Procedures.

Key Result Area	Expected Outcomes / Performance Indicators
1. Perioperative Clinic and Preoperative	▪ Conduct pre-anaesthesia outpatient consultations and preoperative review and assessment of patients referred for anaesthesia. ▪ Provide full explanation to the patients and gain informed consent. ▪ Complete and document the preoperative evaluation and proposed management clearly in the patient record. ▪ Prescribe premedication when appropriate and indicate clearly the regular medications to be given or withheld.

	- Obtain documented informed consent for anaesthesia. - Provide clear instructions regarding preoperative food and fluids to be given or withheld. - Participate in the roster providing 24 hour cover for the Anaesthesia and Pain Management Service. - When “on call” be available to respond within 5 minutes to requests for telephone advice, and to attend to patients requiring care within 20 minutes. - Take professional care of, and assume clinical responsibility for, patients admitted or transferred under his/her care.
2. Operative	- Deliver care on a sessional basis as rostered using allocated time efficiently and effectively to meet service goals. - Complete formal patient identification and consent check. - Carry out appropriate anaesthetic procedures and provide resuscitation and general medical care as required throughout surgery. - Complete all required documentation.
3. Postoperative	- Provide appropriate hand-over to PACU staff - Supervise care during the initial recovery period and liaise with ward staff as appropriate regarding ongoing analgesia and fluid regimen. - Initiate advanced analgesic procedures when appropriate. - Carry out postoperative review.
4. Additional Services	When rostered: - Provide anaesthesia services to other locations – for example, Delivery Suite, Radiology, Emergency Department, Radiotherapy, Gastroenterology and Cardiology Department. - Participate in the specialist rosters providing after hours cover for anaesthesia services.
5. Acute Pain Management Service	If rostered: - Provide specialist input to the Acute Pain Management team. - Communicate as appropriate with surgical and other specialists to facilitate patient care. - Contribute to the development of appropriate management protocols, guidelines, and audit procedures.
6. Regional Pain Assessment and Rehabilitation Service	If credentialed to practice in this field, the specialist will: - Provide a specialist pain medicine contribution to the multidisciplinary team. - Receive and prioritise referrals for pain problems. - Conduct clinics as rostered and assess patients to arrange investigation and ongoing care as appropriate. - Undertake procedures as required. - Provide appropriate follow-up. - Prepare reports for outside agencies as required.
7. Quality Improvement, Audit, Review and Research	Health New Zealand Te Whatu Ora – Capital, Coast and Hutt Valley Board is committed to quality improvement. All departments and all staff have responsibilities both at a professional level and at a service level to participate in quality assurance programmes as an integral part of their activities.

	The specialist will: ▪ On a regular and ongoing basis participate in audit activities relevant to his/her practice profile. ▪ Attend and participate in regular clinical audit and clinical review meetings. ▪ Implement the recommendations of the department's quality assurance committee. ▪ Attend proactively to patient complaints and comply with all organisational policy on such matters. ▪ Support the department's research activities.
8. Involvement in Health New Zealand Te Whatu Ora Issues	▪ Participate on request in committee and liaison work in developing initiatives – e.g. Health New Zealand Te Whatu Ora initiatives, electronic patient record.
9. Education and Training / Professional Leadership	▪ Maintain involvement in professional organisations as required to fulfil continuing education and maintenance of standards requirements as laid out in the ANZCA CPD program or a suitable alternative accepted by the New Zealand Medical Council. ▪ Be committed to ongoing personal learning and professional development. ▪ Support and participate as requested in the department's training and continuing education programmes. ▪ Contribute as required to the trainee's in-training assessment processes. ▪ Contribute on request to educational and training activities for other specialties, junior medical staff, nursing, and other clinical staff. ▪ Participate as appropriate in professional, educational, and research activities on a national and international level. Strong encouragement is given to undertaking such work and to publishing reports and papers, organising and contributing actively to conferences, and participating in Society, College, and wider professional affairs.
10. Key Relationships & Authorities	▪ Maintain harmonious and productive relationships with clinical and management colleagues. ▪ Normally attend all departmental meetings relevant to responsibilities. ▪ Work as a member of the department to meet the throughput and budget targets contained in the health service plan. ▪ Prepare reports and proposals as required. ▪ Contribute to the development of relevant protocols and policies. ▪ Represent the department within the hospital committee structures when nominated.
Key Result Area	Expected Outcomes / Performance Indicators
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.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
▪ Clinical Perfusionists ▪ Nursing Staff and Midwives ▪ Physiotherapists ▪ Occupational Therapists ▪ Clinical Psychologists ▪ Other Clinical Staff ▪ Management ▪ Secretarial Staff	▪ Senior Medical Staff ▪ Anaesthetic Technicians ▪ Patients / Whānau

About you – to succeed in this role

You will have

Essential:

A. Knowledge, Skills & Experience:

- Is able to demonstrate a high degree of clinical skill and competence in perioperative anaesthesia care and pain management.

- Has proven ability to participate effectively in a multidisciplinary team environment.
- Has effective written and oral communication skills.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Holds registration from the Medical Council of New Zealand approving a scope of practice in Anaesthesia.

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

- Has an understanding of Maori culture, is sensitive to multicultural practices, and has a commitment to honour bicultural obligations under the Treaty of Waitangi.
- Has a commitment to ongoing professional and personal learning.
- Has a commitment to clinical quality management.

Capability Profile

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

Competency	Behaviours
Clinical Management Personal Work Targets	▪ Obtains informed consent for all procedures in accordance with accepted current standards of practice. ▪ Maintains a high standard of professional care in accordance with the New Zealand Medical Associate Code of Ethics and as laid down in Medical Council of New Zealand Standards, the Australian and New Zealand College of Anaesthetists Code of Conduct, Protocols and Standards documents, statutory and regulatory requirements and Capital and Coast Health policies. ▪ Delivers care on a sessional basis using allocated time efficiently and effectively. ▪ Completes all required documentation clearly, comprehensively, and accurately. ▪ When “on call” is available and responds immediately to support trainees and to attend to patients requiring care. ▪ Handles problems and ▪ Attendance at Health New

	complaints sensitively and effectively.	Zealand Te Whatu Ora Open Disclosure Workshop
Team Role – Relationships	▪ Harmonious and productive working relationships are maintained. ▪ All relevant department meetings are attended. ▪ Reports are completed and dispatched in a timely manner.	
Department Work Responsibilities	▪ Contributes to the development of effective multidisciplinary teams. ▪ Participates in Surgical Safety Checks including pre-list briefing, “time-out” procedures and end of day debriefing. ▪ The department is represented adequately on hospital committees when requested. ▪ Is able to account for use of allocated Departmental Non-Clinical Duties	
Quality Improvement, Review and Research - Process Improvement	▪ Participates in the departmental reviews of drugs, equipment, and methods of clinical management. ▪ Reports anaesthesia related morbidity / mortality and critical incidents. ▪ Participates in departmental programme of clinical audit. ▪ Attends department quality assurance and research meetings. ▪ Obtains appropriate Ethics Committee approval for all research and other relevant activities. ▪ All research undertaken is published or otherwise submitted for peer evaluation	
Improvement in Organisational Issues	▪ Contributes to Service development.	
Educational and Training / Professional Leadership	▪ Continuing Professional Development requirements are complied with. ▪ Support and assistance is given to trainees.	

- Professional / educational / research activities are undertaken.

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.

ⁱ 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.

ⁱⁱ 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.