

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Registered Anaesthetic Technician OR RNAA		
Reports to	Charge Anaesthetic Technician		
Location	Health New Zealand – Waitaha Canterbury		
Department	Anaesthetic Technician/RNAA Department		
Direct Reports	Nil	Total FTE	N/A
Budget Size	Opex	Capex	N/A
Delegated Authority	HR	Finance	N/A
Date (the PD is finalised)	May 2026		
Salary band (indicative)*	PSA/Apex Step 1-10 NZNO Nursing and Midwifery RN Step 1 - 7		

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.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to: The Anaesthetic Technician plays a vital role in supporting the safe and effective delivery of anaesthesia care by working within established professional standards, frameworks, and departmental guidelines. This role provides high-quality clinical assistance to anaesthetists, ensuring patient safety and comfort throughout the perioperative journey.

The Anaesthetic Technician provides clinical leadership by supervising and guiding developing workforces including the RNAA training pathway and Perioperative Practice BHSc students, as well as support staff, promoting best practice standards and accountability in care delivery. Working collaboratively within the multidisciplinary operating theatre team, the role contributes to effective teamwork, communication, and coordination of resources to ensure efficient and responsive service delivery.

Collaborating closely with the multidisciplinary perioperative team, the Anaesthetic Technician contributes to optimising patient outcomes through effective communication, teamwork, and coordination of care. The role includes readiness to respond to emergency situations, maintaining a safe and secure environment by adhering to relevant policies, procedures, and protocols.

The Anaesthetic Technician supports the efficient operation of the department through responsible resource management and active participation in quality improvement and innovation initiatives. Commitment to ongoing professional development is essential, alongside upholding the principles of Te Tiriti o Waitangi, promoting equity in healthcare, and demonstrating accountability in health and safety, compliance, and risk management practices.

Key Result Area	Expected Outcomes / Performance Indicators
<p>The Anaesthetic Technician will behave in a professional manner, adhering to the standards and guidelines of the department</p>	<ul style="list-style-type: none"> • Has a knowledge of the level 1, 2, and 3 anaesthetic machine check protocol recommended by the college of anaesthetists. • Is familiar with the minimum facilities for safe anaesthetic practice in operating suites as recommended by the college of anaesthetists.
<p>The Anaesthetic Technician will use the professional framework to deliver quality care of the patient undergoing anaesthesia</p>	<ul style="list-style-type: none"> • Assesses and responds to the patients needs: physical, social, spiritual, emotional and cultural. • Establishes priorities for individual patient care. • Utilises colleagues to assist with problems. • Accurately documents care given and information required for the patient management system i.e. fluids given, anaesthetic start time etc.
<p>The Anaesthetic Technician will use the professional framework to deliver quality anaesthetic assistance</p>	<ul style="list-style-type: none"> • Demonstrates a knowledge of the use, care, servicing, and maintenance of anaesthetic equipment • Demonstrates a practical and theoretical understanding of anaesthetic techniques and requirements. • Has a working knowledge of anaesthetic invasive techniques and the ongoing management. • Demonstrates a knowledge of drugs used in anaesthesia. • Works in accordance with Health New Zealand's Anaesthetic Technicians policy regarding the administration of intravenous drugs and fluids
<p>The Anaesthetic Technician will liaise with members of the Perioperative team to optimise patient outcomes</p>	<ul style="list-style-type: none"> • Knows the role of the Perioperative team and functions as a team member. • Preserves patient confidentiality • Timely involvement with appropriate professionals • Communicates effectively through the correct channels • Acts as an advocate for the patient
<p>The Anaesthetic Technician is able to implement emergency procedures and maintain a safe and secure work environment by following relevant policies, protocols and standards</p>	<ul style="list-style-type: none"> • Demonstrates theoretical competency in emergency procedures <ul style="list-style-type: none"> ○ Airway Management ○ Cardiac and Respiratory Arrest ○ Malignant Hypothermia ○ Drug Reaction ○ Fire • Monitor the patient's environment and intervene to provide safe and effective care. • Acknowledge own limitations in complex situations and seek assistance.

	<ul style="list-style-type: none"> • Has Health New Zealand Anaesthetic Technicians I.V. certificate, annual advanced CPR course, attended relevant fire lectures, completed annual machine check competency and POCT competency. • Adheres to standards for: <ul style="list-style-type: none"> ○ Safety ○ Hygiene ○ Infection control ○ Ethical ○ Medico Legal
<p>The Anaesthetic Technician will contribute to the effective management of the department and utilise resources efficiently.</p>	<ul style="list-style-type: none"> • Demonstrates responsible and cost-effective use of stock • Participates in department meetings and decision making processes. • Works effectively within a team. • Deputise for the Team Leader Anaesthetic Technicians within the department as required. • Is able to work autonomously within policy and protocol guidelines. • Mentor and support Newly graduated staff members, MSC supervision staff members and RNAA training program team members.
<p>The Anaesthetic Technician will accept ongoing responsibility for professional development in conjunction with the Charge Anaesthetic and the Clinical Director – Anaesthesia.</p>	<ul style="list-style-type: none"> • Updates clinical knowledge and skills through: • Participation in the teaching and assessing of others. • Acting as a role model. • Identifying professional goals annually in conjunction with line manager. <ul style="list-style-type: none"> ○ Preparation for annual performance appraisal. ○ Assisting in the induction/orientation of new staff. ○ Assist in compiling resource material for educational purposes at unit level. ○ Continue to advance clinical knowledge and skills through self-learning, department teaching/presentations, in-service education, external programs as approved. • The Anaesthetic Technician may
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-

	<p>determination in the design, delivery and monitoring of health care.</p> <ul style="list-style-type: none"> Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> Commits to helping all people achieve equitable health outcomes. Shows a willingness to personally take a stand for equity. Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. Models an agile approach – tries new approaches, learns quickly, adapts fast. Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 to the Charge Anaesthetic Technician

- Operational issues
- Performance or competence concerns
- Situations that place patients, staff or yourself at significant risk without support
- Professional issues
- Clinical standards failure
- Competence concerns
- Workforce issues
- Fitness to practice issues
- Health & Safety concern

Relationships

External	Internal
<ul style="list-style-type: none"> • Technical Services - Electronics, Engineers • Other Departments 	<ul style="list-style-type: none"> • Charge Anaesthetic Technician, Team Leaders and Anaesthetic Technicians • Anaesthetists • Periop Nurse Manager/ Theatre Nursing Coordinator • Theatre Team members – Surgeons, PACU, Operating Dept Assistants, Nursing staff • Other multi-disciplinary team members involved with the care and management of patients in the peri-operative service • Clinical Engineering Dept • Service manager for Anaesthesia • Clerical and Administrative Staff

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Anaesthetic Technician/RNAA or relevant international qualification
- New Zealand registered or eligible for NZ registration with the Medical Sciences Council
- Current APC
- Wide experience and knowledge of Anaesthetic practices

Desired:

- Minimum 2 years post qualification experience (essential if overseas qualified)
- Experience in all anaesthetic practices for all surgical specialties

You will be able to Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*