Health New Zealand
Te Whatu Ora

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

Title	**Clinical Engineering Technician, Health Technology Operations**			
Reports to	Team Leader – General Campus Services			
Location	Christchurch			
Department	Clinical Engineering			
Direct Reports	Nil		**Total FTE**	Nil
Budget Size	**Opex**	Nil	**Capex**	Nil
Delegated Authority	**HR**	Nil	**Finance**	Nil
Date	17/2/2026			
Job band (indicative)	PSA MECA Step 1 $77,087 to Step 7 $107,600			

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

A Clinical Engineering Technician also known as a Biomedical Equipment Technician (BMET) or Medical Equipment Technician, is a professional responsible for the maintenance, repair, calibration, and safety testing of medical equipment used within a healthcare organisation.

Clinical Engineering is a field that focuses on the management, maintenance, and utilisation of medical equipment and technology used in patient care.

Here are the key responsibilities and tasks that a Clinical Engineering Technician will be involved in.

The primary purpose of the role is to:

- Installation and commissioning new health technology (i.e. medical equipment/systems) as outlined by the regulatory requirements and HTM's protocols.
- Support, verify, calibrate, repair and maintain health technology throughout its life cycle to a level of performance and safety determined by NZ regulations and international standards.
- Apply expertise in mathematics, science, engineering practices and concepts and clinical engineering specialisation to inform and apply engineering procedures, processes, practices, systems and methodologies.
- Provide sound clinical engineering and/or health technology management guidance and advice to clinical and non-clinical staff.
- Provide Compliance and Quality Assurance by developing and following protocols to maintain quality and safety, including regularly scheduled inspections and performance testing as well as establishing and maintaining documentation and record keeping systems and processes.

Key Result Area	Expected Outcomes / Performance Indicators
Equipment Operational Support	• **Installation and Commissioning of Equipment:** Install new equipment and ensure it meets the manufacturer's specifications and regulatory standards. Conduct acceptance testing and calibration to verify that equipment functions correctly before clinical use. • **Equipment Maintenance and Repair:** Ensure routine performance verifications, inspections, maintenance and repair are performed on a wide range of medical equipment, such as, patient monitoring, defibrillators, ventilators, infusion devices. • **Calibration and Testing:** Ensure medical equipment is calibrated to certify accuracy and adherence to manufacturer specifications. Ensure the functional and safety testing on equipment meets the regulatory standards and performs as intended. • **Preventive Maintenance:** Ensure preventive maintenance schedules are developed and implemented for various medical devices. This involves creating maintenance plans, conducting routine checks, and documenting maintenance activities to prevent unexpected equipment failures. • **Corrective Maintenance:** Ensure dental medical equipment is repaired in line with good clinical engineering practice and/or the manufacturer specifications. Ensure any corrective maintenance meets the regulatory standards and the equipment performs as intended. • **Decommissioning and Disposal:** Ensure unserviceable equipment are decommissioned and dispose in a responsible and sustainable manner. • **Documentation:** Ensure detailed records of equipment maintenance, repairs, calibrations, and inspections are maintained. • **Inventory Management:** Keep track of the medical equipment inventory, including procurement, disposal, and inventory control. • **Collaboration:** Collaborate with other healthcare departments, such as nursing, radiology, and information technology, to ensure that medical equipment is integrated into patient care processes and meets the needs of the medical staff. • **Emergency Response:** Provide and emergency response service that reacts to urgent equipment issues that can impact patient care or damage Te Whatu Ora property. Provide an after hour on-call service (where applicable). • **Training:** Provide training to healthcare personnel on the proper usage, handling, and basic troubleshooting of medical equipment. This helps ensure the safe and effective use of equipment by clinical staff • **Mentor and Develop:** Provide training to develop clinical engineering practitioners on the use, performance verification inspections, preventative maintenances and corrective maintenance procedures, processes, systems and sound clinical engineering practices and methodologies. • **Compliance and Regulations:** Ensure the medical equipment and practices comply with the relevant healthcare regulations, standards

	(such as Medsafe and MBIE acts and regulations and relevant local and international standards). • **Safety:** Ensure that all repaired and maintained equipment meets safety standards to protect both patients and medical staff and meet local legislative requirements. Ensure all medical device recalls and product corrections are managed and implemented. • **Equipment Life-cycle planning and management:** Ensure equipment management and support plans are developed and implemented for clinical equipment. • **Onboard New Medical or Clinical Equipment:** Ensure scientific and technical advice is available to develop specifications. Ensure that new equipment is installed, commissioned and acceptance tested (including configuration and interfaces). • **Problem Solving:** Analyse complex technical issues and develop effective solutions to ensure equipment reliability and functionality. Conduct incident investigations. • **Risk Management:** Identify and mitigate risks associated with dental medical equipment, such as potential malfunctions or safety hazards. Develop and implement risk management strategies. • **Quality Assurance:** Implement quality control measures to ensure that dental medical equipment operates accurately and consistently, thus contributing to patient safety and positive health outcomes. • **Technology Evaluation:** Provide evaluations of new dental medical technologies and equipment, considering factors such as usability, compatibility, and cost-effectiveness. • **Product Recall:** Identify and track faulty or non-compliant medical devices or action any formal medical device notice issued by Medsafe. Coordinate with stakeholders to remove, repair, or replace affected equipment and document actions taken. • **Incident Investigation:** Assess equipment involved in malfunctions or patient safety incidents and flow protocols. Assist or conduct root cause analysis investigations to inform incident investigations.
Te Tiriti o Waitangi	• 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-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

Equity	• Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	• Actively participate in developing themselves and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of Māori, Pacific, people with disabilities and others. • Actively participate and maintain People & Culture strategies and processes that support an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goals • Actively participate within the Business Unit culture in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
Innovation & Improvement	• 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	• 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	• 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 to the Team Leader, Clinical Engineering

- Technical and/or operational matters that cannot be resolved by the individual.
- Compliance and Risk
- Health and Safety
- Budgeting Finance and People

Relationships

External	Internal

• Regulatory Bodies
  ○ MOH – Medsafe
  ○ MOH – Office of Radiation Safety
  ○ MBIE – WorkSafe and Energy Safety
• Equipment Suppliers and Distributors
• Pharmac and MBIE
• External to Procurement, Supply Chain and HTM
  ○ Infrastructure and Investment Group
  ○ Data and Digital
  ○ People and Culture
  ○ Finance
  ○ Hospital & Specialist Services
  ○ Regional Clinical Services Networks
  ○ Commissioning
  ○ Regions and District Management and Leadership
  ○ Service Improvement & Innovation
  ○ Clinical Leadership
  ○ Clinical staff
  ○ Support Services
	• Within Procurement, Supply Chain and HTM
	  ○ Procurement
	  ○ ICT Commercial
	  ○ Supply Chain
	  ○ Clinical Product Management
	  ○ HTM Strategy, Investment and Policy
	  ○ HTM Modernisation and Assessment
	  ○ HTM Planning & Administration
	  ○ HTM Deployment & Delivery
	  ○ HTM Operations

About you – to succeed in this role

You will have

Essential:

- Proven basic engineering aptitude and abilities to perform tasks as outlined.
- Relevant tertiary engineering qualification NZQA level 7 or equivalent level of practical experience.
- Registered as an Electrical Appliance Serviceperson - Endorsed Medical Cardiac Protected Areas endorsement on or higher class with the Electrical Workers Registration Board (Must achieve a pass in the EWRB practical assessment and written examination within 12 months and must achieve registration within 24 months of start date).
- Excellent problem-solving abilities and the capacity to work well under pressure.
- Effective communication skills to interact with medical staff, vendors, and other stakeholders.

- Attention to detail and a commitment to upholding patient safety and regulatory standards.
- A professional team player attitude
- Dynamic self-starter, who is outcome/solution focussed.
- English language proficiency
- Current Drivers Licence

Desired:

- Proven Medical Equipment support or Clinical Engineering support experience.
- Tertiary qualification in Clinical Engineering or Biomedical Engineering (NZQA level 7).
- Registered as an Electrical Service Technician- Endorsed Medical Cardiac Protected Areas endorsement or higher class with the Electrical Workers Registration Board (Must achieve a pass in the EWRB practical assessment and written examination within 12 months and must achieve registration within 24 months of start date).
- Current Drivers Licence

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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- 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.
- Demonstrate basic engineering abilities to perform engineering tasks safely and competently.

Desired:

- Demonstrate a strong drive to deliver and take personal responsibility.

- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- 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 advanced engineering abilities to perform engineering tasks relating to medical equipment repairs and maintenance by performing activities safely and competently.

This position description is intended as an insight into 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 jobholder in response to the changing needs of the organisation and the nature of our work environment. Such change may be initiated as necessary by the manager of this job and any changes will be discussed with the employee before being made. The employee acknowledges they may be asked to perform other duties as reasonably required by the employer in accordance with the role. This position description may be reviewed as part of the preparation for performance planning for the annual performance review cycle.

Agreed:

	Employee	***Manager***
Signature		
Date		