

Anaesthetic Technician Career framework

Capital & Coast, Hutt Valley, Hawkes Bay, MidCentral, Wairarapa and Whanganui DHBs

What is the Anaesthetic Technician (AT) Career Framework?

Supports the growth and development of the AT workforce through the development of advanced technical and/or leadership positions.

The Framework has a focus on ensuring staff are equipped to meet current and future health care needs of our population in line with innovative and evidence-based practice.

It is designed to be used across the Central Region DHBs so that a consistent approach to career progression based on benchmarked expectations of practice is used for ATs.

The career framework includes the positions as described within this document. Teams will have different numbers and types of designated positions depending on service need and the required skill mix. The Framework provides options for positions and so teams will utilise positions depending on service size / need.

This Framework is presented as a living framework. It may change and develop as models for delivering advanced clinical practice are implemented and reviewed across the 6DHBs. It is recommended that the framework is reviewed and updated to reflect change, effected by the introduction of the Bachelor of Health Science in Perioperative Practice qualification by 2025. The development of this regional career framework is a step towards supporting national consistency. Further longer-term work will be needed, with the transition to Health NZ from July 2021.

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|--------------------------------|---|---|---|-----------------------------------|---|---|---|---|---|---|---|---|---------------------------------|--------------------------|---------------------------------|----|----|----|
| Trainee Anaesthetic Technician | | | | Registered Anaesthetic Technician | | | | | | | | Expanded Practice -MSC Specialist Practice | | Non-Designated Positions | | | | |
| | | | | | | | | | | | | | Advanced | | | | | |
| | | | | | | | | | | | | | | Educator | | | | |
| | | | | | | | | | | | | | | Coordinator | | | | |
| | | | | | | | | | | | | | | | Professional Leader | | | |
| | | | | | | | | | | | | | | | *Anaesthetic Technician Manager | | | |
| | | | | | | | | | | | | | Progression via Technical Merit | | | | | |
| 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |

ALIGNMENT WITH APEX AND PSA MECA SALARY STEPS

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| LEVEL | DESCRIPTION | QUALIFICATION LEVEL | Salary Banding (for full information on salary bandings refer to MECA) |
|---------------------------------------|---|--|---|
| Trainee Anaesthetic Technician | A member of the Anaesthetic Technician team who is undertaking the Diploma in Applied Science (DipAppSc) or the Graduate Certificate in Science, alongside developing a range of core Anaesthetic technician skills in a workplace setting with support from more experienced technicians and leaders. | Can be employed without qualification and complete training on the job. Level 7 <i>*This will change in 2022, with graduates via the new degree-based training programme entering the workforce in 2025. Work will be required to update the framework to reflect this.</i> | Steps 1-4 Automatic progression on the trainee scale up to step 4. |
| Anaesthetic Technician | <p>A qualified practitioner who holds registration with the Medical Sciences Council of New Zealand as an Anaesthetic Technician under the Health Practitioners Competency Assurance Act (2003) and subsequent amendments and has obtained an APC from the Medical Science Council.</p> <p>Anaesthetic technology is the provision of perioperative technical management and patient care for supporting the provision of quality health care and safe anaesthetic services in New Zealand accredited health facilities. Tasks included in this definition, but not limited to, are:</p> <ul style="list-style-type: none"> Anaesthetic related research and development Applied science and anaesthetic technology education Advanced patient monitoring Collection of samples for diagnostic investigation management | <p>Diploma of Applied Science, the anaesthetic technician pathway within the Graduate Certificate in Science, the Bachelor of Health Science in Perioperative Practice or equivalent.</p> <p>Completed three-years full-time equivalent clinical experience as a Trainee Anaesthetic Technician (or 18-months/2-years if you qualified for a shorter training period due to previous health qualifications and did the Graduate Certificate course of study); and</p> <p>Completed the Anaesthetic Technician registration examination; and registered with the Medical Sciences Council of Aotearoa.</p> <p><i>(New Qualification level will be introduced and recognised from 2025 as per new degree-based training)</i></p> | <p>Automatic progression on the Anaesthetic Technician scale up to Step 7.</p> <p>Additional Progression step 8.</p> <p>Merit step 9 and above.</p> |

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| Anaesthetic Technician (Expanded Practice) | <p>An Anaesthetic Technician who has a Medical Sciences Council-endorsed expanded practice specification on their APC and is required by the employer to perform such expanded practice activities as part of their regular duties.</p> | <p>Registered Anaesthetic Technician.</p> <p>Successful completion of a training programme credentialed by the employing hospital/healthcare facility and provided certification of their competence in the particular expanded practice activity.</p> | <p>Steps 9 - 12</p> <p>Progression is through the Technical Merit Progression process.</p> |
| Anaesthetic Technician (Specialist Practice) | <p>An Anaesthetic Technician who is required by the employer to perform specialist anaesthesia-related activities as part of their regular duties. These activities may be in the process for approval to be added to the expanded practice list or be specific to that hospital / health care facility.</p> | <p>Successfully completion of a training programme credentialed by their employing hospital/healthcare facility.</p> | |
| Advanced Anaesthetic Technician | <p>An Advanced Anaesthetic Technician is an experienced practitioner with proven clinical competence within a clinical area and provides an advanced level of anaesthetic assistant practice. This position may also have responsibility for providing clinical leadership within the team or service which assists in developing the clinical capability of others and providing an equitable service.</p> | <p>Registered Anaesthetic Technician.</p> | <p>Steps 10 - 13</p> <p>Progression is through the Technical Merit Progression process.</p> |
| Anaesthetic Technician Educator | <p>To facilitate and coordinate the continuing education, proficiency and professional development of qualified AT's, including introducing Maori Health Strategies, thereby meeting the learning and training needs of the team/service and service users. This includes the training and development of AT trainees / students in accordance with the guidelines from NZATS, the Medical Sciences Council Anaesthetic Technician competencies and the academic training programme. This position may include supporting other professional groups within the perioperative environment.</p> | <p>Registered Anaesthetic Technician.</p> | <p>Steps 10 - 13</p> <p>Progression is through the Technical Merit Progression process.</p> |

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| Anaesthetic Technician Coordinator | <p>Coordinates clinical activities within the team/service on a day to day basis to support the Anaesthetic Technician Manager. This position will also provide direct clinical care as appropriate to the needs of the service, on a rostered and rotating basis. This position may have some delegated staff management tasks, though does not have budgetary responsibility.</p> | <p>Registered Anaesthetic Technician.</p> | <p>Steps 10 - 13</p> <p>Progression is through the Technical Merit Progression process.</p> |
| Professional Lead | <p>Provides professional leadership and expert clinical and professional advice for the profession, with a focus on workforce development, safe and high-quality evidenced based care, and integrated equitable models of care that supports strategic development and organisational priorities. This position is responsible for monitoring staff competency and leading clinical audit and service improvement.</p> | <p>Registered Anaesthetic Technician.</p> <p>Desirable post graduate qualification.</p> | <p>Steps 12-15</p> <p>Progression is through the Technical Merit Progression process.</p> |
| Anaesthetic Technician Manager This is referred to as "Charge" in the APEX MECA. | <p>An Anaesthetic Technician who is appointed to provide clinical, management and professional leadership for the Anaesthetic Technicians and the Anaesthetic Technician team. The position:</p> <ul style="list-style-type: none"> • Provides expert advice on clinical and technical matters as they pertain to anaesthetic technician functions, promoting efficiency, productivity, and patient safety. • Promotes clinical excellence, evidence-based professional practice, and excellence in professional conduct. • Responsible for financial and strategic planning. | <p>Registered Anaesthetic Technician.</p> <p>Desirable Management or post graduate qualification.</p> | <p>Steps 12 -15</p> <p>Progression is through the Technical Merit Progression process.</p> <p>HBDHB - Automatic progression step 12 to 13.</p> |

Guidance Notes: - How does progression through the Anaesthetic Technician Career Framework occur?

Non-designated positions

Trainee Anaesthetic Technician:

The Trainee Anaesthetic Technicians progress through automatic annual salary increments from step one to step four of the trainee scale. These align to the PSA/DHB Allied Health & Public Health MECA (AHPH PSA MECA) clause 5.8.1 and to the APEX Anaesthetic Technician MECA 8.0 (f).

Trainee Technicians are currently appointed to an apprentice training model into DHB's while completing the Diploma in Applied Science (DipAppSc) or the Graduate Certificate in Science (undertaken by trainees who hold a relevant health degree e.g. paramedicine or registered nurse) at Auckland University of Technology.

Trainees may be on temporary or permanent contracts. Once the trainee has successfully completed this qualification, they may be transitioned onto the Anaesthetic Technician scale and position description.

The training program will change to the Bachelor of Health Science in Perioperative Practice qualification in 2022, with students, having completed this qualification, entering the workforce from 2025. This career framework will require review and update to reflect change, effected by the introduction of this qualification by 2025. The trainee scale will become obsolete, and it is recommended new entry to practice is included into the career framework, at this time.

Anaesthetic Technician:

Anaesthetic Technicians progress through automatic annual progression salary increments from step one to step seven.

Movement to the Additional Progression Step (APS), step eight, occurs on successful completion of mutually agreed prospective objectives.

Progression beyond step eight is through the Technical Merit Progression process or expanded practice.

These align to the PSA/DHB Allied Health & Public Health MECA (AHPH PSA MECA) clause 5.8.20 and to the APEX Anaesthetic Technician MECA 8.0 (a, b, c).

For further information refer to the Technical Merit Policy and/or the AHPH PSA MECA appendix B or the APEX Anaesthetic Technician MECA, clause 8.2

Expanded Practice and Specialist Practice

The Medical Sciences Council has approved the following expanded activities for registered anaesthetic technicians:

- Peripherally inserted central catheters – PICC lines
- Post Anaesthesia Patient Care Unit – PACU

Additional expanded practice activities can be approved on request to the Medical Sciences Council, by a hospital / healthcare facility.

Specialist practice includes activities that are anaesthesia-related activities that are performed in addition to the minimum competencies, that have not been approved as expanded practice.

Anaesthetic Technicians with expanded practice or specialist practice are placed on a minimum of step nine. This aligns with the APEX Anaesthetic Technician MECA, clause 8.0 (d).

Progression is through application of the Technical Merit process.

Designated Positions

To move to a designated position, an employee must apply and be appointed, through the usual recruitment process as vacancies arise.

Designated positions on the framework have a salary banding as per AHPH PSA MECA clause 5.8.1 (a) and as per the APEX MECA clause 8.0 e.

Each position has a position description that has agreed regional, consistent levels of expectations of practice, though these can be customized to have specific requirements/expectations, as per the service area requirements specific to the position.

For designated positions there is no automatic progression. Progression to a higher step shall be through the Technical Merit process.

Progression is dependent on the scope, responsibilities, service needs and opportunities available in the DHB or service in which the employee works. The framework informs workforce planning in relation to skill mix, recognising that not all teams will have or require all positions.

Advanced, Coordinator, Educator,

Anaesthetic Technicians in a designated position of Advanced, Coordinator or Educator are placed on a minimum of step ten.

Progression is through application of the Technical Merit process.

Anaesthetic Technician Manager

This position is referred to as Charge in the APEX MECA.

An Anaesthetic Technician Manager is placed on a minimum of step twelve.

Progression beyond step twelve is through application of the Technical Merit process, except for HBDHB where progression is through annual automatic progression from step twelve to thirteen. Progression above step thirteen is by the technical merit process. (clause to be added when updated MECA is available)

Professional Leader

An Anaesthetic Technician Professional Leader is placed on a minimum of step twelve.

Progression beyond step twelve is through application of the Technical Merit process.

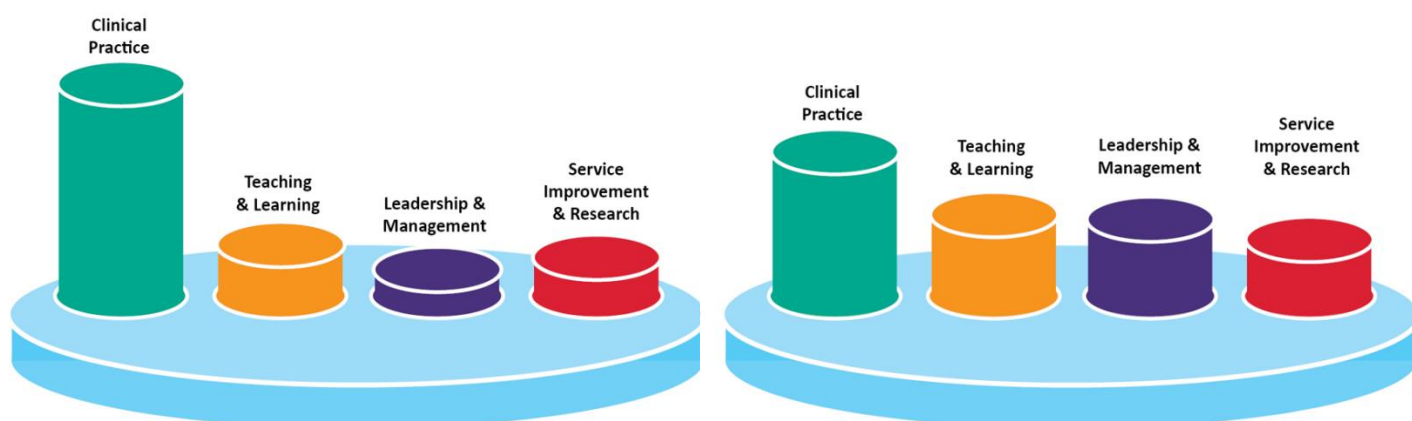
Pillars of Practice

Each position on the career framework is divided into the same four pillars of practice ¹which are consistent across AHST frameworks:

1. Clinical Practice / Te Mahi Hangarau
2. Teaching & Learning / Ako Atu, Ako Mai
3. Leadership & Management / Te Ārahi me te Whakahaere
4. Service Improvement and Research / Te Whakapai Ratonga me te Rangahau

Every position requires all Pillars of Practice. However, at different levels, and for different positions on the framework, different amounts of time and focus are spent on different pillars, e.g. for an Anaesthetic technician, the focus on clinical practice will be greater than any of the other pillars. In comparison a Manager will have a smaller focus on clinical practice with a greater focus of their position on the pillar of leadership & management. An educator will have a greater focus on the pillar of teaching and learning.

Visual representations only



Anaesthetic Technician example

Advanced Anaesthetic Technician example

All positions on the Anaesthetic Technicians Career Framework have regional agreed accountabilities (expectations of practice) that are aligned to the pillars of practice. Anaesthetic Technicians are expected to work to this level while they hold that post. Each position on the career framework builds upon the accountabilities of the position lower on the framework. Therefore, an assumption is that all employees will have also met all the accountabilities for the positions prior to their current one on the career framework.

Salary levels for positions on the framework

The positions on the framework have been reviewed in relation to the Anaesthetic Technician salary scales clause 5.8.20 of the PSA/DHB Allied Health & Public Health MECA and to clause 8.0 (f) of the APEX Anaesthetic Technician MECA.

If there are any changes to salary bandings (as per MECA changes) the framework will align itself as needed to these changes. Once a role has been provided with the appropriate level and salary banding for placement on the framework, recruiting managers can offer positions aligned to that salary banding.

¹Acknowledgement is made to NHS Scotland, for the development of these pillars for allied health practice.

Professional Development

Professional development is an on-going requirement for all employees. The professional development needs of each employee will change over the duration of their career and as they move through the career framework.

Anaesthetic Technicians must provide evidence that at least 40 hours of CPD activities have been undertaken within a two-year period as per Medical Sciences Council.

It is expected all staff will engage in an annual review and set professional development objectives annual

