

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

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| Title | Critical Care Technician | | | |
| Reports to | Charge Nurse Manager Critical Care | | | |
| Location | Nelson | | | |
| Department | Critical Care | | | |
| Direct Reports | Nil | | Total FTE | |
| Budget Size | Opex | Nil | Capex | Nil |
| Delegated Authority | HR | Nil | Finance | Nil |
| Date | May 2026 | | | |
| Salary band (indicative)* | Allied Health MECA PSA Group B Step 3 to Step 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:

- Organise the efficient and effective supply, procurement, maintenance of equipment.
- Ensure appropriate stock control management systems and process are in place
- Order equipment supplies appropriate to role and delegations.
- Liaise with key services, multi-disciplinary team (MDT) and stakeholders to meet the equipment and supply requirements for the service.

| Key Result Area | Expected Outcomes / Performance Indicators |
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| Service and Equipment Management | <ul style="list-style-type: none"> • To support the service in the management of equipment, supplies and consumables and levels are matched to service need. • The equipment and resources required by the service are readily assessable and comply with department policies, including infection control. • Maintains equipment database as required by the service, including the impress system. • To ensure relevant information and data is entered, retrieved accurately and completed in a timely manner according to the health systems policies and procedures. • Ensure equipment audits, health and safety and maintenance records and service are current, partnering with the biomedical team as required. • Support the CAPEX process for new equipment, in partnership with stakeholders. |

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| | <ul style="list-style-type: none"> • Enter equipment and supply requests through the Finance, Procurement, and Information System (FPIM). • Utilises resources (time, equipment,) efficiently and effectively. • Maintain timely and accurate statistics as required by department. • Evidence of effective provision and retrieval of equipment. • Equipment audits, health and safety and maintenance checks are current. • Develops and maintain desk file for service. |
| Teamwork | <ul style="list-style-type: none"> • Contributes to positive communication and sharing of information among the MDT. • Collaborate with the multi-disciplinary team to ensure the set-up and training in the use of equipment is effective and delivered in a timely manner. • Contributes positively as an effective team member. • Participation in appropriate service meetings, staff development programmes and quality initiatives. • Provides a friendly and courteous response to enquiries promptly and efficiently. • Administrative and duties are undertaken in a confidential, professional and efficient manner, according to standard practice and appropriate policies, procedures, contractual requirements. |
| Service and Quality Improvement | <ul style="list-style-type: none"> • Contributes to appropriate service planning • Works in a way that utilises resources in the most sustainable and cost-effective manner. • Establishes working partnerships with external organisations to promote integrated working. • A quality, customer-focused service is always provided, which follows best practice. • Participation in quality improvement processes in your area of work. |
| Other Duties | <ul style="list-style-type: none"> • Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with HNZ TWO processes and reflects best practice. • Live and support the Organisational values in everything you do. |
| Professional Development – Self | <ul style="list-style-type: none"> • Identifying areas for personal and professional development. • Participates in the organisation performance development process. |

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| | <ul style="list-style-type: none"> • Training and development goals are identified/agreed with the line manager • Performance objectives reviewed annually with the line manager. • You actively seek feedback and accept constructive criticism. |
| Te Tiriti o Waitangi | <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-determination in the design, delivery and monitoring of health care. • 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 NURSE MANAGER CRITICAL CARE

- Any event causing harm to patients, staff, members of the public or the organisation.
- Any matter where there is potential or actual risk of harm identified.
- Any complaint or significant negative feedback.
- Any significant quality or staff performance issue that may impact on service delivery or safety.

Relationships

| External | Internal |
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| <ul style="list-style-type: none"> • Equipment Companies | <ul style="list-style-type: none"> • Multi-disciplinary team • Biomedical team • Procurement and Supply Team • Stores Team |

About you – to succeed in this role

You will have

Essential:

- Year 11-NCEA Level 1 English (or equivalent).
- Year 11-NCEA Level 1 Maths (or equivalent).
- Experience as Technician / Physiologist, preferably in Healthcare or New Zealand Certificate in Health and Wellbeing (MZQA Level 3).

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Knowledge of health services.
- Certificate in Health and Wellbeing (NZQA Level 3).
Relevant Level of certificate to be completed within two years of commencement or to be commenced within one year of employment (if technician experience already acquired).

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.
- 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.
- Be a strong team player, supportive of colleagues and open to new ideas.
- Have well-developed interpersonal skills.
- Co-operate and liaise with others in a multi-disciplinary setting.
- Express information effectively, verbally, written including electronic skills (such as email).
- Have an awareness of own skills and limitations, know where and when to seek assistance, and willing to contribute to team meetings.
- Must be able to accept instructions and feedback.
- Motivated and willing to learn on the job.
- Accept and carry responsibility, use initiative and be self-motivated.
- Have sound judgment and maturity.
- Be physically able to carry out key tasks.
- Ability to work under direction essential.
- Keeps up to date with available information technology relevant to position.
- Acts with discretion, sensitivity and integrity at all times.
- Is adaptable and flexible – open to change (positive or negative).
- Maintains an exceptionally high level of confidentiality.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance

Desired:

- Previous Health Assistant experience

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.*