

**Practitioner under supervision to complete:**

Applicant's name: \_\_\_\_\_ Registration No: 33-0 \_\_\_\_\_

Report covers work for the period: \_\_\_\_\_ to \_\_\_\_\_

Has more than one supervisor been allocated to this applicant (circle one) Yes No

I would like the council to consider the following comments

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The supervisor has discussed this report with me.

Date: \_\_\_\_\_ Signature \_\_\_\_\_

**Supervisor to complete:**

Name of supervisor: \_\_\_\_\_ Registration No: 33-0 \_\_\_\_\_

Position of supervisor: \_\_\_\_\_

Workplace: \_\_\_\_\_ Phone: \_\_\_\_\_

Please comment on the practitioner's strengths and areas for improvement/advancement (include plan to address any areas of concern if applicable):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

As supervisor of the above applicant, I hereby certify that they have completed a minimum of \_\_\_ months fulltime equivalent work experience since registration as an anaesthetic technician and can perform the skills as listed below to the standard of an anaesthetic technician. **Please note:** when there has been more than one supervisor, each supervisor is to complete a supervisor report. A copy of this report must be forwarded to the employing hospitals charge technician.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

# Supervisor report

## Anaesthetic technician

### Domain 1: Professional practise

Ref	Competency	Ref	Behaviours	Supervisor's comment
1.1	Practise ethically, equitably, and professionally, within relevant legislation and regulatory requirements.	1.1.1	Operate within the current legislation and requirements applicable to practice, including applying knowledge of the Medical Sciences Council Te Kaunihera Pūtaiao Hauora O Aotearoa, Code of Ethical Conduct, to their practice.	
		1.1.2	Manage personal, mental, and physical health to ensure fitness to practise.	
		1.1.3	Follow mandatory and other reporting obligations.	
		1.1.4	Effectively communicate relevant information to patients, in a way they can understand. Use appropriate methods to obtain valid, voluntary, and informed consent, with due regard for patient decision-making capacity	
		1.1.5	Practise within the framework of Aotearoa New Zealand's healthcare systems, its standards, and requirements.	
		1.1.6	Adhere to ethical principles to ensure compassionate and just healthcare practise as described in the Medical Sciences Council Te Kaunihera Pūtaiao Hauora O Aotearoa, Code of Ethical Conduct.	

Ref	Competency	Ref	Behaviours	Supervisor's comment
1.2	Provide each person with empathy, dignity, care, and respect, in partnership with whānau   family, and other relevant people.	1.2.1	Enable and practise patient-centred care, acknowledging the impact of sociocultural factors.	
		1.2.2	Maintain high standards of personal and professional conduct in all interactions.	
		1.2.3	Manage professional boundaries with patients, ensuring interactions are conducted with dignity and sensitivity.	
		1.2.4	Understand and respect the significance of tikanga in healthcare, ie respecting tapu and noa.	
		1.2.5	Integrate Māori models of health into perioperative care to promote a holistic approach that considers the physical, emotional, social, and spiritual well-being of Māori patients.	
		1.2.6	Recognise the impact of social, economic, and environmental factors (wider determinants of health) on a person's health and wellbeing.	
Ref	Competency	Ref	Behaviours	Supervisor's comment
1.3	Practise as an autonomous professional, exercising professional judgement.	1.3.1	Recognise and respond appropriately to unsafe or unprofessional practice.	
		1.3.2	Apply relevant quality frameworks and processes to practise.	
		1.3.3	Acknowledge responsibility for decisions and actions, providing sound justification.	
		1.3.4	Exercise appropriate levels of autonomy and professional judgment in a variety of practice settings.	
		1.3.5	Make reasoned decisions to start, continue, modify, or cease treatment - or the use of techniques or procedures - and record the decisions and reasoning appropriately.	
		1.3.6	Facilitate timely and relevant referrals, delegations, and handovers to other healthcare team members where necessary.	

Ref	Competency	Ref	Behaviours	Supervisor's comment
1.4	Advocate for the patient, their whānau   family, ensuring cultural safety, within the context of practice.	1.4.1	Exercise the principles of patient advocacy and a professional duty of care.	
		1.4.2	Recognise and respond appropriately when it may be necessary to intervene on behalf of the patient and/or whānau   family.	
		1.4.3	Consult effectively with other members of the health care team, and/or other relevant people, to facilitate care that is in the patient's best interest.	
		1.4.4	Acknowledge and reflect on the effect of systemic racism when providing perioperative care for Māori, and its impact on practise and health outcomes for Māori.	
		1.4.5	Support tikanga when providing care, ensuring Māori patients and their whānau   family, are aware of their rights - including but not limited to whānau   family support, karakia, return of tissue.	
		1.4.6	Acknowledge and reflect on historical, structural, and systemic barriers that have contributed to inequitable health outcomes for Māori and apply this knowledge to practice.	
Ref	Competency	Ref	Behaviours	Supervisor's comment
1.5	Always practices cultural safety.	1.5.1	Demonstrate a commitment to ongoing cultural safety and professional development.	
		1.5.2	Understand te Tiriti o Waitangi (goals and principles) and its relevance to equity and health of Māori in Aotearoa New Zealand and apply this to practise.	
		1.5.3	Promote cultural inclusivity among patients, their whānau   family, and colleagues.	
		1.5.4	Practice cultural competence to deliver care that is free of bias, discrimination, and racism.	
		1.5.5	Recognise that equality, diversity and inclusion need to be embedded in the application of all competencies, across all areas of practise.	
		1.5.6	Promote cultural safety in the work environment.	

## Domain 2: Professional relationships

Ref	Competency	Ref	Behaviours	Supervisor's comments
2.1	Always communicate effectively.	2.1.1	Establish a rapport with patients and their whānau   family and/or support person(s) to gain understanding of their issues and perspectives, encourage their active participation and partnership in care and/or treatment.	
		2.1.2	Maintain confidentiality, privacy, and dignity.	
		2.1.3	Convey knowledge and procedural information in ways that create trust and confidence, ensuring appropriate and responsive interactions.	
		2.1.4	Communicate clearly, sensitively, and effectively in all professional interactions, accommodating the needs and preference of the recipient.	
		2.1.5	Enhance understanding and use of te reo Māori.	
		2.1.6	Ensure informed consent discussions are culturally safe, with appropriate adjustment to accommodate the patient's level of health literacy.	
		2.1.7	Collaborate and facilitate patient care with Māori healthcare liaisons when required.	
		2.1.8	Communicate effectively with patients and their whānau   family for respectful handling of tissue and/or tūpāpaku (deceased person), including liaising with Māori advisory services, chaplaincy services, bereavement services, or other relevant services	
		2.1.9	Identify and effectively manage communication barriers, including anxiety, stress, confusion, and confrontation.	
		2.1.10	Communicate in English to the required standard for the profession.	
		2.1.11	Adapt communication styles to the needs of patients, such as through the use of an interpreter.	

Ref	Competency	Ref	Behaviours	Supervisor's comments
2.2	Work effectively with others.	2.2.1	Establish and maintain effective and respectful collaborative working relationships as a member of the healthcare team.	
		2.2.2	Understand professional roles and responsibilities of healthcare team members and other service providers, and how they interact with the role of the anaesthetic technician.	
		2.2.3	Understand and follow appropriate protocols, procedures, and guidelines, to provide relevant, accurate, timely, verbal, and written communication.	
		2.2.4	Recognise the strength of health teams in shared and negotiated decision-making, including shared delivery of tasks. Respect all colleagues' experience, beliefs, cultures, and preferences.	
		2.2.5	Effectively supervise tasks delegated to other healthcare team members, including students.	
		2.2.6	Consult effectively with healthcare team members and other relevant people to facilitate continuity of care	
		2.2.7	Actively identify and address barriers to effective collaboration.	
		2.2.8	Comprehend the concept of viewing health practise through inter-professional lens and recognise its value in enabling practitioners to engage more broadly with the healthcare system as contemporary health professionals.	
		2.2.9	Understand the qualities, behaviours, and benefits of leadership, identify their own qualities, and integrate this knowledge appropriately to their practise.	

Ref	Competency	Ref	Behaviours	Supervisor's comments
2.3	Provide positive, inclusive, and unbiased support to others in the workplace.	2.3.1	Recognise and respect other's culture, identity, values, and beliefs, creating inclusive spaces that uphold everyone's rights in all aspects of health practice and interactions.	
		2.3.2	Provide guidance and support to students, beginning practitioners, and those who are transferring to a new clinical area.	
		2.3.3	Promote positive workplace culture and practise by employing strategic thinking, advocating for change, engaging in critical reflection, offering innovative problem-solving, and demonstrating initiative.	
		2.3.4	Inspire, support, and empower others to practise ethically, effectively, and efficiently within the practise context.	

## Domain 3: Safe practise and risk management

Ref	Competency	Ref	Behaviours	Supervisor's comments
3.1	Practise safely within their area of practise and expertise.	3.1.1	Comply with Aotearoa New Zealand legislation and local evidence based current operational procedures, policies, and guidelines.	
		3.1.2	Ensure safe work practices, including application of appropriate hazard control and risk management techniques are carried out in accordance with health and safety legislation.	
		3.1.3	Identify the limits of your practise and seek advice or refer to another professional or service	

		3.1.4	Recognise the importance in managing workload, resources, and wellbeing safely and effectively. This includes addressing the emotional challenges that arise from working in a high-pressure environment, such as anxiety and stress.	
Ref	Competency	Ref	Behaviours	Supervisor's comments
3.2	Protect and promote the patient and their whānau   family's safety.	3.2.1	Follow patient identification procedures to confirm the correct match of patient with the intended procedure, care and/or treatment.	
		3.2.2	Use recognised patient handover procedures to accurately transfer patient information, to ensure safe continuity of care and mitigate risks.	
		3.2.3	Recognise and effectively manage the risk of infection, including during aseptic procedures	
		3.2.4	Recognise and effectively manage any known, perceived, or potential risk to patients, including patient-specific risk factors that may impact care.	
		3.2.5	Recognise and effectively manage patients who are vulnerable, and/or at risk of abuse or neglect.	
		3.2.6	Recognise and effectively manage risks related to patient transfers, including patient positioning, ensuring safe moving, and handling techniques are practised.	
		3.2.7	Understand the importance of patient capacity within the context of active participation in decision-making, delivering care, and treatment.	

Ref	Competency	Ref	Behaviours	Supervisor's comments
3.3	Establish safe environments for practise that effectively manages risk.	3.3.1	Recognise and effectively manage safety hazards and incidents. Act responsibly to notify and report these.	
		3.3.2	Follow personal and legal responsibilities for health and safety of self and others.	
		3.3.3	Select appropriate personal protective equipment and use it correctly.	
		3.3.4	Recognise the significance of human factors within relevant settings and understand the implications for patient safety.	
		3.3.5	Understand and apply the principles of using a safe medical device in the context of perioperative care.	
		3.3.6	Undertake the responsibility of establishing and maintaining sterile fields.	
		3.3.7	Promote and comply with measures designed to control infection.	
Ref	Competency	Ref	Behaviours	Supervisor's comments
3.4	Adhere to all legal requirements and safe practises concerning data collection, use sharing and maintenance.	3.4.1	Review, communicate, record, and manage patient information and accurately, ensuring compliance with relevant legislation, protocols, and guidelines.	
		3.4.2	Demonstrate literacy and digital skills necessary to safely manage electronic patient information essential for the delivery of care.	
		3.4.3	Adhere to the professional duty of confidentiality and understand when disclosure may be required.	

Ref	Competency	Ref	Behaviours	Supervisor's comments
3.5	Quality management.	3.5.1	Understand the principles of quality management, including quality control, quality assurance, clinical governance, and the use of appropriate outcome measures.	
		3.5.2	Participate in quality assurance programmes where appropriate or required.	
		3.5.3	Assess and appraise the quality of practise. Recognise the significance of actively contributing to generating data for quality assurance programmes.	

## Domain 4: Practice (knowledge, skills, and values)

Ref	Competency	Ref	Behaviours	Supervisor's comments
4.1	Understand and apply the key concepts of the bodies of knowledge, specifically relevant to practice.	4.1.1	Demonstrate understanding of anatomy, physiology, pathophysiology, and trauma processes in assessing, evaluating, and responding to body system changes within the scope of anaesthetic technology and across the perioperative continuum.	
		4.1.2	Understand the principles and application of scientific enquiry, including the evaluation of treatment efficacy and the research process.	
		4.1.3	Understand the structure and function of health and social care in Aotearoa New Zealand.	
		4.1.4	Perform safe patient transportation, including effective management of associated risks, and adapt care accordingly.	
		4.2.5	Understand and comply with safe medication management, including legislation, policies, and guidelines.	

		4.2.6	Understand the pharmacokinetic and pharmacodynamic effects and contraindications of medicines used in practice.	
		4.2.7	Understand the theoretical basis of, and the variety of approaches to assessment and intervention.	
		4.2.8	Understand the principles of practice and their application to the operating department and other healthcare settings.	
		4.2.9	Understand relevant physiological parameters and interpret changes from the norm.	
		4.2.10	Complete medicine administration and when required infusion rate calculations.	
		4.2.11	Implement safe and current practise in a range of medical devices used for diagnostic, monitoring, or other interventional purposes in accordance with national and local guidelines.	
Ref	Competency	Ref	Behaviours	Supervisor's comments
4.2	Conduct safe, appropriate, and accurate assessment or monitoring procedures, treatment, intervention, or other actions.	4.2.1	Use evidence-based, effective interventions and treatments based on the principles of best practice.	
		4.2.2	Undertake appropriate role specific anaesthetic, surgical and post-anaesthesia care interventions, such as managing the patient airway, respiration, circulation, and providing assisted ventilation as necessary.	
		4.2.3	Demonstrate applied knowledge of surgical and interventional procedures sufficient to perform actions within their scope of practise.	
		4.2.4	Understand patient elimination needs and ensure these are met.	
		4.2.5	Understand safe use of blood and blood products, including safe management of biohazards.	
		4.2.6	Monitor and document fluid balance and administer prescribed fluids in alignment with applicable guidelines.	

		4.2.7	Prepare and administer prescribed medicines, fluids and blood products to patients using various routes in alignment with applicable policies and guidelines.	
		4.2.8	Monitor the effects of administered medicines, fluids and blood products and promptly respond to any significant change or adverse reaction.	
		4.2.9	Understand abnormal blood physiology, including blood gas analysis and take steps to address this when required.	
		4.2.10	Demonstrate understanding in a range of safe venepuncture techniques including peripheral intravenous cannulation and peripherally inserted central catheters and perform techniques with appropriate skill and expertise.	
		4.2.11	Assess and monitor the patients pain status and administer prescribed pain relief in alignment with applicable policies and guidelines.	
		4.2.12	Select and use appropriate intervention, techniques, and equipment.	
		4.2.13	Recognise and effectively manage the risk of infection and cross-contamination, including during aseptic Competence standards for Anaesthetic Technicians 2025 18 procedures, and when handling biohazard specimens in clean areas.	
Ref	Competency	Ref	Behaviours	Supervisor's comments
4.3	Undertake safe, appropriate, and accurate patient assessment in a variety of settings.	4.3.1	Undertake organised and systematic assessments and respond appropriately.	
		4.3.2	Conduct comprehensive assessments, considering cultural and health factors.	
		4.3.3	Select and use appropriate assessment tools and methods to facilitate accurate data collection, adapted to the patient's presentation and practise setting.	

Ref	Competency	Ref	Behaviours	Supervisor's comments
4.4	Adjust practise to emergency situations and perform resuscitative care.	4.4.1	Identify, respond to, and provide effective management of the deteriorating patient in a variety of emergencies.	
		4.4.2	Understand the principles of resuscitation and life support, including the clinical reasoning that supports intervention in a variety of emergencies.	
		4.4.3	Maintain currency with organisational directives, policies, procedures, and guidelines related to emergency and resuscitative care.	
		4.4.4	Recognise and effectively manage time critical treatment, as appropriate to their level of practise.	
		4.4.5	Adapt practise and apply problem-solving skills to emergency situations.	
		4.4.6	Where appropriate, manage the patient in cardiac arrest and actively participate with the management of ongoing resuscitation.	
Ref	Competency	Ref	Behaviours	Supervisor's comments
4.5	Make informed and reasonable decisions and act appropriately.	4.5.1	Retrieve, understand, and use appropriate health information (health literacy) to make informed decisions, including with patients where appropriate.	
		4.5.2	Analyse and critically evaluate the information available, and use skills, knowledge, and experience, to make informed decisions and to take necessary actions.	
		4.5.3	Operate within a framework of informed, and evidence-based decision-making. Act in the best interests of patients and their whānau   family.	
		4.5.4	Combine evidence-based practice, critical and reflective thinking to address clinical challenges.	
		4.5.5	Adapt practise as needed to take account of new developments, technologies and changing contexts.	

Ref	Competency	Ref	Behaviours	Supervisor's comments
4.6	Profession values.	4.6.1	Recognise the role of the profession in health promotion, health education, and preventing ill-health.	
		4.6.2	Proactively integrate practises that honour the environment, reduce climate change impact, and safeguard resources.	
		4.6.3	Model the behaviours and qualities expected of others.	
		4.6.4	Support and lead the profession, where appropriate, to meet changing and future developments in health and wellbeing.	
Ref	Competency	Ref	Behaviours	Supervisor's comments
4.7	Research, reflect, and continuously improve.	4.7.1	Access, critically assess and evaluate research and other credible evidence, including but not limited to Kaupapa Māori methodologies, to inform practise.	
		4.7.2	Maintain contemporary and relevant skills and knowledge, recognising the importance and obligations of continuing professional development.	
		4.7.3	Recognise the importance of reflective practice and document the outcomes of reflection to facilitate continuous improvement.	