



# New Zealand **Anaesthetic Technicians'** Society

## **NZATS Training and Workforce Sustainability Action Plan 2014/2015**

### **Objective:**


To present MSCNZ with a submission on behalf of the membership outlining an alternative training programme that ensures the workforce requirements for Anaesthetic Assistants is met nationally whilst maintaining high standards of clinical practice and patient safety.

Note: This project began in January 2014 with a submission being made by NZATS to MSCNZ to shorten the clinical hours required in the current diploma down to 2 years and the graduate certificate down to 12 months to make the current training programme more attractive for hospitals to train ATs and therefore increase numbers training and qualifying. The submission outlined the concerns NZATS had with the current training scheme being unable to meet workforce requirements.

MSCNZ requested NZATS to provide a wider proposal including meeting with HWNZ, surveying the membership ensuring a high participation and completion rate, consulting with DHB's especially those currently undergoing expansion and formerly invite NZSA and ANZCA into the discussion.



NZATS has begun discussions with ANZCA with Dr Geoff Long providing feedback at our Executive meetings.

NZATS has met with HWNZ accompanied by NZSA on 31<sup>st</sup> July 2014. This action plan documents the work left to fulfil MSCNZ's request for wider consultation resulting in a proposal to modify the training programme.

<u><b>Action required</b></u>	<u><b>Person responsible</b></u>	<u><b>Completed by</b></u>
 <u><b>Phase one:</b></u> <ul style="list-style-type: none"><li>▪ Discuss with AUT options for the theoretical component of the programme</li><li>▪ <i>Phone conversation with Wendy Emson 11/08/14</i> <i>Discussion synopsis:</i><ul style="list-style-type: none"><li>➤ <i>AUT agreed to participate in working party- this will be the forum to debate and agree upon the finer details e.g. theoretical content, structure of programme, agreed clinical placement hours. AUT is also happy to assist us with writing questions to the DHB's</i></li></ul></li></ul>	Kylie  Kylie	11/08/14 Completed – discussions with AUT will be ongoing throughout this project

<ul style="list-style-type: none"> <li>➤ <i>Questions to DHB's – suggestion – stay away from funding issues, very political and NZATS could potentially muddy the waters if asking funding questions – focus on topics e.g. what do you see the Anaesthetic Technician scope of practice looking like in the future, what works well in current training, what doesn't, what papers/theoretical content is required in the training programme</i></li> <li>➤ <i>Consider what the scope of practice will end up looking like in the future and incorporate papers to reach end goal</i></li> <li>➤ <i>Consider looking at other models and picking the best – ODP, Radiation therapy</i></li> <li>➤ <i>Consider how current Technicians will transition</i></li> <li>➤ <i>Consider making year one common core papers to link in with HWNZ vision</i></li> <li>➤ <i>Post graduate options for qualified Anaesthetic Technicians</i></li> <li>➤ <i>NZATS to advise AUT of the minimum number of clinical placement hours?</i></li>   <li>➤ <i>There is flexibility between Schools at AUT when looking at which papers to incorporate into the degree</i></li>   <li>▪ <b>Degree vs Shortened diploma vs Status quo</b> <i>Consider the diploma as the starting point and degree for extended scope of practice?</i></li> </ul>		
<ul style="list-style-type: none"> <li>✚ <b><u>Phase two:</u></b></li> <li>▪ <b>Write an agreed set of questions to clarify perceived options to meet the needs of maintaining the current workforce and future workforce requirements</b></li> </ul>	<p>Executive members – <i>The questions will be agreed upon, each Executive member will be given a list of hospitals to contact within their region and will ask the agreed generic questions writing answers below. All completed questionnaires to be sent to Kylie to collate for working party</i></p> <p>Executive team</p>	<p>31/08/14</p>

<ul style="list-style-type: none"> <li>• The Executive members will each have a list of hospitals to contact - Contact Charge technicians, Educators and Heads of Department – questionnaire</li> <li>▪ Responses collated</li> <li>▪ Start discussions with wider membership via newsletter report – outline why this project has started and outline the plan of action</li> <li>▪ Email members to announce planned discussions – outline plan for Regional meetings – encourage participation via email (info@nzats) if unable to attend meetings</li> <li>▪ Meet with HWNZ to discuss training programme options , funding and continue discussions from previous meeting on possible role diversification</li> </ul>	<p>Kylie</p> <p>Kylie/Peter</p> <p>Kylie</p>	<p>Completed 1 Sept</p> <p>Completed 12 August</p> <p>First meeting completed Sept 2014 Follow up meeting scheduled April 2015</p>
<ul style="list-style-type: none"> <li>▪ <u>Phase two A</u></li> <li>▪ Create a power-point presentation of findings arising from questions for all to use at regional meetings – Executive members to proof</li> <li>▪ Presentations at Regional meetings</li> <li>▪ <i>Present current issues (both DHB &amp; HWNZ) - Service delivery issues</i></li> <li>▪ <i>Present AUT options for theoretical component of training</i></li> <li>▪ <i>Present clinical hours requirement</i></li> <li>▪ <i>Discuss different roles Technicians currently participate in within different hospitals</i></li> <li>▪ <i>Discuss the potential to broaden the scope of practice in the future</i></li> <li>▪ After questions and answers perform a survey - who is in favour of which option (also take a attendance list so</li> </ul>	<p>Kylie</p> <p>6 Sept – Kylie Upper north - <i>Completed</i></p> <p>6 Oct – Kylie - Teleconference Lower South <i>Completed</i></p> <p>20 Sept Kylie Lower North - <i>completed</i></p> <p>16 Oct Kylie Central north <i>completed</i></p> <p>Nov 22 Janelle &amp; Nicky Upper South <i>Completed</i></p>	<p>November 22</p>

<p>we can calculate percentages) and document - send to Kylie (<i>an indication of what the general membership wants as survey compliance is historically low</i>)</p> <ul style="list-style-type: none"> <li>Ask for volunteers for a working party starting in Nov – send names to Kylie/Cathie</li> </ul>	<p>Presented at Conference in November</p> <p>Kylie/Cathie</p>	
<p> <u>Phase three</u></p> <ul style="list-style-type: none"> <li>Working party email circle</li> <li>Discuss details of how the training programme will work</li> <li>Write the first discussion document – send to membership via email and on website, set up survey monkey for feedback</li> </ul>	<p>NZATS Exec, NZSA, ANZCA, AUT and working party (Technicians from around the country)</p> <p>Angela</p>	<p>Initial discussion document circulated mid-May</p> <p>Finalise discussion document mid-late June</p> <p>Set up and run survey monkey - July</p>
<p> <u>Phase four</u></p> <ul style="list-style-type: none"> <li>Collate information from survey to write final submission</li> <li>Circulate final submission to membership, NZSA, ANZCA, AUT, HWNZ and DHB's for consultation</li> <li>Meet with HWNZ to discuss funding options</li> <li>Meet with the MSCNZ to present submission</li> </ul>	<p>Angela/Cathie</p> <p>Angela/Cathie</p> <p>Angela/Cathie</p>	<p>August/September</p> <p>October/November</p> <p>November/December</p>