



New Zealand
Anaesthetic Technicians'
Society

New Zealand Anaesthetic Technicians' Society
(NZATS)

Strategic Plan
2025 - 2028

To enhance the professional development, recognition, and advocacy for Anaesthetic Technician's in New Zealand, ensuring high standards of patient care, workplace satisfaction, and continuous learning, as well as protecting the wellness and sustainability of our organisation and members.

This updated strategic plan focuses on the Advocacy, Education, Sustainability, and Wellness of Anaesthetic Technicians in New Zealand. The outlined principles ensure that the New Zealand Anaesthetic Technicians Society represents our members in all the above.

The plan balances strategic actions with key outcomes, offering a clear roadmap for the next four years to strengthen the profession going forward.



Vision

To enhance the professional development, recognition, and advocacy of Anaesthetic Technicians in New Zealand, ensuring excellence in patient care, high workplace satisfaction, continuous learning, while safeguarding the wellbeing and longevity of our organisation and its membership.

The three core areas of focus are Kōkiritanga, Mātauranga and Whanaungatanga – with the overarching values of Toitūtanga and Oranga.

1. Kōkiritanga - Advocacy

Objective: Promote and protect the interests of Anaesthetic Technicians across New Zealand.

Key goals:

1. Advocate for the profession: Communicate with key healthcare bodies and stakeholders, including but not limited to; the Medical Sciences Council, Ministry of Health, Health New Zealand, Auckland University of Technology, organisations and professional associations, regarding professional requirements, standards, and opportunities for the growth of the profession.

2. Provide Tautoko (Support): Offer practical advice, resources, and guidance to members through various communication channels, ensuring members are informed and supported.

3. Engage in Policy Development: Monitor health developments and respond proactively to emerging issues in the healthcare landscape that affect Anaesthetic Technicians.

4. Member Engagement: Actively seek feedback from members on key issues through surveys, forums, and other communication channels to ensure their voices are heard.

5. Promote Equity for Māori: Make continued commitment to Māori workforce development within the profession.

Initiatives:

- Remain engaged with workforce on current issues and concerns through various means and platforms to remain informed.
- Establish regular meetings with key healthcare bodies and stakeholders to share information, remain informed and to advocate.
- Prioritise Te Tiriti visibility and make efforts to strongly weave tino rangatiratanga (Māori autonomy), partnership and active protection into our guiding principles.

2. Mātauranga - Education

Objective: To provide continuous professional development (CPD) opportunities and to foster innovation and excellence in education for Anaesthetic Technicians.

Key Goals:

1. Quality CPD Opportunities: Offer high-quality CPD opportunities, both regionally and nationally, to ensure members have access to ongoing professional development that aligns with best practice and industry standards.

2. Innovative CPD Delivery: Create and implement new initiatives for delivering CPD, utilising digital platforms, online workshops, and other innovative educational methods to increase accessibility for members.

3. Promote and Support CPD: Encourage members to engage with and prioritise their professional development. Including research that improves clinical practice and patient safety. Offer support for those who may require assistance in accessing CPD opportunities.

4. Cultural Competency and Te Tiriti o te Waitangi: Ensure the CPD program acknowledges and integrates cultural commitments, including the principles of Te Tiriti o te Waitangi, Te Whare Tapa Wha, and Nga Paerewa Health and Disability Services Standards thus enhancing cultural competency and safety within the workforce.

5. Support for Conferences and Events: Encourage and support Anaesthetic Technicians to attend and present at national and international conferences, promoting the sharing of knowledge and best practices.

6. Educational Prizes and Recognition: Establish and promote educational prizes to recognise outstanding work within the profession, fostering a culture of excellence and achievement.

6. Sustainability in Education: Promote environmental sustainability by encouraging the profession to reduce its carbon footprint through green practices and sustainable educational initiatives.

Initiatives:

- Host/facilitate regular study days, workshops, webinars, and conferences on current trends and best practices.
- Collaborate with universities and training providers to enhance the curriculum for Anaesthetic Technicians.
- Support scholarships and grants for further education and research.

- Consult Māori staff and trusted experts when creating cultural competencies to ensure authentic whanaungatanga (connection). Embed understanding of core mana enhancing initiatives within education.
- Improve understanding of Te Reo Māori across the workforce; include within cultural competencies education on pronunciation of Te Reo to equip members to confidently communicate with patients.

3. Whanaungatanga - Community

Objective: Strengthen the professional community, foster collaboration, and build a sense of unity among anaesthetic technicians across New Zealand.

Key Goals:

1. Build a robust professional network: Facilitate connection among members to share knowledge, experiences, and resources.

2. Promote wellbeing and work-life balance: Address burnout, stress, and mental health issues in the workplace.

3. Encourage social and professional engagement: Support members in both their professional and personal growth.

4. Incorporate Tikanga values into daily practice: Focus on Whanaungatanga, Manaakitanga, Kotahitanga and Rangatiratanga – connection and kinship, kindness and hospitality, solidarity, and self-determination of Māori.

Initiatives:

- Organise annual networking events, conferences, and social gatherings.
- Maintain, facilitate and encourage the use of the digital platform for members to interact, share resources, and stay updated on industry news.
- Develop a wellbeing support network to provide resources for mental health, stress management, and professional growth.

4. Toitūtanga - Sustainability

Objective: Ensure the long-term stability and growth of NZATS through ethical financial management and active member engagement.

Key Goals:

1. Responsive to Members: Ensure members' concerns and feedback are addressed in a timely and transparent manner, fostering a sense of trust and collaboration within the society.

2. Member Engagement: Continuously find ways for members to engage with key issues affecting the profession, through meetings, forums, surveys, and interactive platforms.

3. Financial Stability: Grow and manage the society's financial reserves ethically and sustainably. Reinforce the commitment to reinvest income to support the ongoing stability and development of the organisation.

4. Active Membership Growth: Strive to increase membership and maintain active involvement, ensuring NZATS remains a vibrant and representative voice for Anaesthetic Technicians.

5. Organisational Structure: Strengthen the internal structure of NZATS, ensuring clear communication, leadership, and accountability at all levels.

6. Regular Stakeholder Meetings: Maintain regular meetings with key stakeholders, including professional associations, training institutions, and healthcare bodies, to foster collaboration and mutual support.

5. Wellness – Oranga

Objective: Promote the overall wellbeing of Anaesthetic Technicians in New Zealand by fostering a healthy and supportive community.

Key Goals:

1. Promote holistic healthcare inspired by Te Whare Tapa Whā: The key wellness goals of NZATS are summarised in the Māori healthcare model 'Te Whare Tapa Whā'. The four pillars of this framework are: Taha Tinana (physical health), Taha Hinengaro (mental and emotional health), Taha Whānau (family and social health), and Taha Wairua (spiritual health). NZATS strives to create a community in which each of these aspects are of high importance and are valued equally.

Initiatives:

- **Taha Tinana:** Promote initiatives that support the physical health of Anaesthetic Technicians, and in turn, improve mental wellbeing. This may include stress management, resilience training, and mental health resources. Awards have been designed to encourage participation in such initiatives, such as workplace run clubs etc.

- **Taha Hinengaro:** Provide access to resources, workshops, and wellbeing programs to help Anaesthetic Technicians manage stress, improve their work environment, and maintain their overall wellbeing.
- **Taha Whānau:** Create and maintain networks that facilitate information sharing, peer support, and professional collaboration among Anaesthetic Technicians, particularly for those in isolated or rural areas. NZATS will also strive to organise regular opportunities for members to interact, both professionally and socially, to build collegiality and a strong sense of community within the profession.
- **Taha Wairua:** Encourage personal reflection, and education regarding cultural values and traditions i.e. karakia.