



**MEDICAL SCIENCES COUNCIL  
OF NEW ZEALAND**

TE KAUNIHERA PŪTAIAO HAUORA O AOTEAROA

## **Policy**

---

# Anaesthetic Technician New Graduate Recertification (Supervision) Policy

Recertification (Supervision) programme for new graduate Anaesthetic Technicians entering practice in Aotearoa New Zealand

**Effective 21 January 2025**

## Policy title

**Reference No.** 2025-MSC-AT-NG Recert (Supervision)

**Scope** This policy applies to all new graduate Anaesthetic Technician practitioners entering practice in Aotearoa New Zealand

## Associated policy documents

[Registration Policy](#)

## Revision schedule

Version number	Version date	Approved by	Next review
One	4 December 2024	Medical Sciences Council	Jan 2027

# Contents

	Page
Policy overview .....	3
<b>Recertification Programme for New Graduate Anaesthetic Technicians entering practice in Aotearoa New Zealand .....</b>	<b>3</b>
<b>Definitions.....</b>	<b>3</b>
<b>Background.....</b>	<b>3</b>
<b>Purpose .....</b>	<b>3</b>
<b>Practitioners who will be required to complete this recertification programme..</b>	<b>4</b>
<b>Recertification programme requirements – new graduate entry into practice in Aotearoa New Zealand.....</b>	<b>4</b>
<b>Practitioners who work part-time.....</b>	<b>4</b>
<b>The supervisor.....</b>	<b>5</b>
<b>End of the recertification programme.....</b>	<b>5</b>
<b>Unsatisfactory results of the recertification programme .....</b>	<b>5</b>
<b>Failure to submit evidence of completion .....</b>	<b>6</b>
<b>Support.....</b>	<b>6</b>

## Policy overview

### Recertification Programme for New Graduate Anaesthetic Technicians entering practice in Aotearoa New Zealand

1. The recertification programme for new graduates is applicable to registrants who are entering practice after completion of a programme of education that leads to registration in Aotearoa New Zealand.

### Definitions

2. **New graduate** – a person who has successfully completed a programme of study in Aotearoa New Zealand, allowing registration as an Anaesthetic Technician (AT). The programme being accredited by Te Kaunihera Pūtaiao Hauora O Aotearoa | The Medical Sciences Council (the Council).
3. **Supervision** - is a formal process of professional support and teaching to enable the practitioner to build on their knowledge, skills, and professional attributes, and to progressively assume responsibility for their own practice. For the purposes of this policy supervision can be described as:
  - 3.1. Working alongside the practitioner in the clinical setting
  - 3.2. Working in close proximity to the practitioner in the clinician setting
  - 3.3. Meeting to develop goals and to discuss and reflect on practice.

**Full time** is defined as working more than 0.8 FTE, ie 32 hours per week.

### Background

4. The principal purpose of the Health Practitioners Competence Assurance Act 2003 (the Act) is to protect the health and safety of the public by ensuring health practitioners are competent and fit to practise. Under section 118 of the Act, the Council is responsible for ensuring those new or returning to practice in Aotearoa New Zealand are competent and fit to practise. The Council can set programmes to ensure the ongoing competence of health practitioners (section 118(e)).
5. Practitioners new to practice receive support from a number of different practitioners as part of their orientation and introduction to practice. These employer-based roles may include preceptors, clinical coaches, buddies and others.

### Purpose

6. Section 41 of the Act authorises the Council to set recertification programmes for registered anaesthetic technicians for the purpose of ensuring they are competent to practise.
7. The recertification programme for new graduates is intended to:
  - 7.1. ensure these practitioners commence work with sufficient support, not only for the practitioners' benefit, but also for the protection of the public
  - 7.2. orientate the practitioner to practice as a registered health professional in Aotearoa New Zealand

- 7.3. provide assurance to the Council around a practitioner's introduction into the workforce.

## **Practitioners who will be required to complete this recertification programme**

8. This recertification programme will apply to all new graduate anaesthetic technology practitioners. This means Aotearoa New Zealand graduates registering for the first time.

## **Recertification programme requirements – new graduate entry into practice in Aotearoa New Zealand**

9. All Aotearoa New Zealand graduates are required to complete the recertification programme.
10. All Aotearoa New Zealand graduates are required to have a period of supervision as they begin practice. This supervision is to be for a minimum of six months from the date they commence practice. This timeframe can be extended if necessary.
11. New graduates and their supervisors are required to develop a plan for initial entry to the workforce. The plan is to outline any learning goals and development opportunities.
12. Graduates and their supervisors are required to provide the Council with reports about the practitioner's entry into practice on the appropriate template.
13. While supervision takes many forms, new graduates and their supervisors are required to meet outside of the direct clinical practice environment for a minimum of two hours each week. These meetings are to be recorded in a logbook.
14. The requirement for supervision is separate but complementary to any workplace orientation or induction programmes that may be in place.
15. In addition to supervision, all new graduate anaesthetic technician practitioners are required to engage in ongoing professional development.
16. After six months of practice, the supervisor may have sufficient confidence in the practitioner's ability to practise without supervision and recommend completion of the recertification programme.
17. This requirement is distinct from any personalised supervision conditions put into place by the Council as a response to specific competence, conduct or fitness concerns.

## **Practitioners who work part-time**

18. Practitioners who work part-time, or who, during supervision, reduce their hours to part-time and/or take a break in employment of more than four weeks, must notify the Council. They must also advise the Council of when full time equivalence (based on hours of practice completed) will be achieved. The Council will update its records and the due date for expected completion accordingly.

## The supervisor

19. The supervisor must be an Aotearoa New Zealand registered anaesthetic technician with a current practising certificate, in good standing, have no conditions on their own scope of practice and not be taking part in the recertification programme. Supervisors must be approved by the Council.
20. Supervisors must have sufficient experience of practice in Aotearoa New Zealand to be able to act in the role of supervisor and meet the Council's requirements of supervisors, including completion of appropriate education.
21. The Supervisor must notify the Council if there are concerns raised that the new graduate practitioner's competence or fitness may pose a risk of harm to the public.
22. Supervisors and those being supervised must review the resources provided by the Council for more information about the expectations for supervision.

## End of the recertification programme

23. After a minimum of six months, and if both parties agree, the practitioner and supervisor will submit the following documentation to confirm successful completion of the recertification programme:
  - 23.1. completion of final supervision report with recommendation that supervision ceases.
  - 23.2. record of supervision sessions ('supervision log').
24. The documents will be reviewed by the Council, and the practitioner will be advised of the outcome within 20 working days. Supervision must continue until the application is approved by the Council.

## Unsatisfactory results of the recertification programme

25. Unsatisfactory results of the recertification programme may include, but are not limited to:
  - 25.1. non-compliance with supervision requirements
  - 25.2. failure to maintain a supervision meeting log
  - 25.3. identification, by the supervisor, of concerns related to the practitioner's practice that, in the supervisor's opinion, cannot be addressed through the supervision process
  - 25.4. failure to submit the appropriate completion of recertification form and supporting documents within the specified timeframe.
26. Under section 43 of the [Health Practitioners Competence Assurance Act](#), if a practitioner does not satisfy the requirements of a recertification programme, the Council may make either of the following orders :
  - 26.1. That the practitioner's scope of practice be altered by –
    - 26.1.1. changing any health services that the practitioner is permitted to perform or
    - 26.1.2. including any condition or conditions that the Council considers appropriate.
  - 26.2. That the practitioner's registration be suspended.

27. If the Council proposes to make an order under 43(1), the Council will provide the practitioner with a notice stating:
  - 27.1. why the Council proposes to make the order, and
  - 27.2. that the practitioner has a reasonable opportunity to make written submissions, and to be heard on the matter, either personally or by a representative.
28. Orders made under 43(1) remain in effect until the practitioner has satisfied all the requirements. The Council may, on the application of the practitioner, extend the period within which the practitioner is required to satisfy those requirements.

## **Failure to submit evidence of completion**

29. Practitioners must submit the appropriate form and accompanying documents within two months, following the expected completion date of their recertification programme, or contact the Council to request an extension. Failure to do so will automatically result in the Council considering its options under section 43 of the Act.

## **Support**

30. The Council will provide resources to support practitioners and supervisors in completing the recertification programme. Practitioners are welcome to contact the Council staff should they require more information.