

# TRAINEE INTERNS' NEWSLETTER

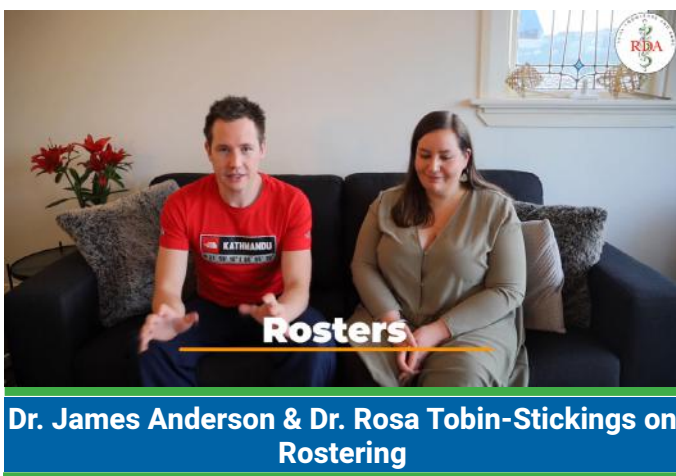


August 2020

Dear colleagues,

We hope you are well, with this year moving so fast your employment as an RMO is getting closer and closer. This newsletter focuses on rostering and will highlight the important things to look out for as you look forward to receiving your first roster as an RMO. Please read on to find out about rosters, limits on hours and Schedule 10 rosters.

We also have a video on the topic, made by Dr James Anderson and Dr Rosa Tobin-Stickings, experienced members of the National Executive team. You can watch this video below.



You can also view this video and other informative videos on what your day to day life will be like as an RMO [here](#). You can also access other helpful “soon to be practicing doctors” resources [here](#).

## Rosters

There are a number of important things to remember when you receive your roster such as what duties you have allocated and the hours you have been rostered.

### 1. How much notice have you had of your roster before you work it?

Notice period is important so that you can plan your life; given you will be working long days, weekend and in the due course of time nights, this becomes really important for RMOs to manage their home, social and personal lives. The following rules support your work life balance:

- A roster must be provided to you no less than 28 days prior to the commencement of that roster; and
- you are entitled to have a roster that covers duties for a minimum of 3 months.

If you receive a roster with less than 28 days' notice of duties, let us know as that is not OK (for the work life balance reasons). If you do find yourself in this place however you are entitled to claim additional duties for the duties that fall outside of ordinary hours – compensation if you like for the incursion into your personal time.

### 2. The roster must be provided to you. Posting it on an intranet and assuming

you have seen it or worse still, a noticeboard... is not OK. The roster must be (usually) emailed to you.

### 3. A published roster cannot be changed once published without your consent.

Unfortunately, DHBs do this far too frequently so if you have received your roster on time but then subsequently either get told it is changed or sent a new one that is different, please contact us. By the way, rosters marked "draft" aren't (a draft). The employer cannot subvert your rights under MECA in this manner.

## Limits on Hours

There are many clauses within the MECA that past RDA members have bargained for to ensure that you have a healthy work life balance and safe rostering conditions. Limits on hours are one of the fundamental conditions of your employment that are not only important for your safety but also the safety of your patients.

- You cannot be rostered to work more than 72 hours in a 7 day period (that's any seven days not just Monday through Sunday!), or more than 144 hours in a 14 day period.
- You cannot be rostered to work more than 16 hours a day.
- You should be provided with a minimum break between duties of 8 hours.
- You cannot be rostered to work more than 2 long days (a period of work that exceeds 10 hours in length) in any 7 day period of work. NB this is a period of work whether rostered or not! This distinction (between rostered hours and hours worked is important as it affects penalty payments – see below)
- The maximum number of consecutive

days that you can be rostered to work is 12. Once you have worked 12 days in a row the DHB must give you a rostered period off work of at least 48 hours.

- You must also be given every second weekend completely free of duties – that includes free of being on call or Saturday morning words rounds!!

There are different limits on hours if you are working in the Emergency department: Once you get to one of these runs, check out the MECAs specific ED provisions.

You should contact the RMO unit as soon as you realise you have been rostered over the maximum hours and let them know. Do this via email so that you have a written record. It is also a good idea to Cc the RDA into the email so that we are aware of the situation. The RMO unit will then look for an RMO that can cover a part of your rostered work so that your rostered hours fall below the maximum hours allowed.

## Penalty Payments

We don't want to breach the limits on hours – they are a protection for our own wellbeing but also through us that of our patients, from the impact of fatigue. So the first thing to do when you become aware you might... Is tell your RMO Unit so they can take steps to relieve you. However if it does happen (and sadly sometimes it does) and you find yourself rostered to work over the maximum number of hours you are entitled to a penalty payment.

- For working greater than 72 rostered hours in 7 days you receive \$550 and
- For greater than 144 hours in 14 days \$1000.

**But remember! You are not entitled to a penalty payment from the DHB if you have not informed them of the problem and given them an opportunity to find somebody else to do the work.**

- If the DHB is unable to provide you with a break of 8 hours between your rostered shifts you are entitled to a penalty payment of \$146. This is complicated for those who are on a call back roster over the weekend as this is considered to be one continuous period of duty. Therefore as long as you get 1 period of 8 hours off work between your call back period commencing and going in to work on Monday morning you are not eligible for this penalty payment.

## Contact Us



The next NZRDA trainee interns' newsletter will be published in September.

If you have any specific issues you would like us to cover in our upcoming newsletters or have some interesting information you would like us to include please [email us](#) to let us know! We love feedback and will do our best to accommodate your wishes.

## What if you are on a Schedule 10 Roster?

Schedule 10 is found on page 76 of your MECA and includes the new rostering rules which apply to those rosters listed in the table. Not all rosters are covered by Schedule 10, so we suggest taking a look at the rosters listed to check if it is.

RMOs took strike action to achieve schedule 10, so its provisions are precious. These rosters have a maximum of 10 days in a row (not 12!) and 4 consecutive nights (not 7!). There are provisions for flexibility around rostering under schedule ten so check out your rostering you are on one of these runs, and if in doubt, chat to your local delegate or [email us](#). On these rosters you will get rostered days off during the week to ensure you don't work 12 days straight, and there is a salary deduction because you are not working on those days. Be aware of this as your salary will be less in one of these fortnights than usual. The amount of the deduction is contained in schedule 10.



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