

NZRDA & DHBs MECA BARGAINING 2021



WHAT DOES THE FUTURE OF MEDICINE LOOK LIKE?

FAIR PAY | RMO WELLBEING | CLINICAL LEADERSHIP
CLIMATE CHANGE | ARTIFICIAL INTELLIGENCE
IMPROVING SYSTEM CAPACITY | RESEARCH | DIGITAL TECHNOLOGY
THE MEDICAL PIPELINE | INTEGRATION WITH PRIMARY CARE
CLINICAL GOVERNANCE | TRAINING AND EDUCATION



WHAT IS THE PAY GAP?

Non ED ICU Rosters Cat C

URBAN	HO 1	92,900	86593	NZRDA	DIFFERENCE
REG 1	108,600	99045	9555	120236	9564
REG 5	129,800	120236	9564		
NON-URBAN	HO 1	102,600	90058	NZRDA	DIFFERENCE
REG 1	112,500	103007	9493	125044	9456
REG 5	134,500	125044	9456		

ED ICU Rosters Cat C

URBAN	HO 1	89700	86593	NZRDA	DIFFERENCE
REG 1	102,200	99045	3155	120236	3164
REG 5	123,400	120236	3164		
NON-URBAN	HO 1	93,200	90058	NZRDA	DIFFERENCE
REG 1	106,200	103007	3193	125044	3196
REG 5	128,200	125044	3196		

The following is a list of provisions that continue to apply to NZRDA members through our MECA but have been lost or diminished under the STONZ MECA

- Maximum of two long days in seven days.
- Maximum of ten days in a row on acute on duty rosters (sch 10).
- Maximum of four nights in a row on acute on duty rosters (sch 10).
- Maximum of 16 hours worked.
- Maximum of 72 hours worked in any consecutive 7 days.
- 80 days of sick leave per PGY1-4s.
- Prohibition on cross cover outside ordinary hours.
- Requirement that allocations be part of an RMOs training programme.
- Requirement to have every second weekend free from duties.
- Three hours of protected teaching time per week for house surgeons at Waikato, Taranaki, Hawkes Bay, MidCentral.
- Four hours of protected teaching time per week for house surgeons at Tauranga, Lakes, Whanganui, Wairarapa, Hutt Valley, Capital and Coast, Nelson Marlborough.
- 12 weeks of medical education leave for dual trainees.
- Run descriptions change only with 2/3rds agreement of RMOs.
- Payment at additional duties if less than 28 days' notice of roster.
- Lump sum parental leave payment for non-primary caregiver (often fathers).
- 12 months of unpaid parental leave for non-primary caregiver (often fathers).
- Payment at 2 categories above for embedded relievers.
- Payment for sleep recovery days.
- 30% limit on night duties for ED/ICU rosters.
- Additional duty rates for public holidays at Bay of Plenty, Whanganui, MidCentral and Tairāwhiti DHBs.
- Reimbursement for College exam fees after third attempt.
- Relievers cannot be used to supplement staffing levels and cannot be reassigned without their agreement.
- Ability to have a run review every season.
- Right to no more than one weekend in three at Tairāwhiti.
- Having abutting weekends free of duties when taking medical education/conference leave.
- Additional duties when covering an absent colleague between 0700 and 0800 and between 1700 and 1730.
- An additional days' leave when public holidays fall on sleep recovery days and weekend RDOs.
- Teaching time and medical education leave for locums.
- Reimbursement of indemnity insurance for locums.
- Safety and supervision requirements for PGY1s working in EDs and ICUs.
- Night shift protections for PGY1s at Northland, Waikato, MidCentral, Whanganui, Tairāwhiti, Lakes, West Coast and South Canterbury DHBs, as well as Nelson and Invercargill hospitals.
- Protections on rotating RMOs to DHBs outside city limits.
- Requirement that on runs outside the DHB setting, RMOs remain DHB employees.
- Requirements to reimburse part time employees APC, indemnity and costs of training.
- Minimum break provisions after a call back duty less than 8 hours.
- A minimum two sleep recovery days after three consecutive night shifts.
- Payments for emergency backup rosters.
- Meals not being changed without agreement.
- Cross cover paid per shift.
- Higher rates of cross-cover at Nelson Marlborough, Bay of Plenty and Northland DHBs.
- Case by case assessments of any salary reduction for pregnant employees.
- Ability to take two weeks leave to complete the diploma of O+G or paediatrics without the clinical leads approval.
- Additional conference leave for registrars with more than ten years' service.
- Requirement for Waikato and Lakes ED RMOs to have 3 weekends in 5 off duty.

WHAT DO YOU THINK THE FUTURE OF MEDICINE SHOULD LOOK LIKE?

WHAT DO YOU WANT TO SEE ACHIEVED IN THE NZRDA AND 20 DHBs COLLECTIVE BARGAINING IN 2021?

WHAT SHOULD GO INTO OR BE CHANGED IN THE MECA TO FUTURE PROOF THE WORKFORCE?

ANY OTHER COMMENTS/IDEAS/SUGGESTIONS FOR THE RDA OR MECA BARGAINING?



ask@nzrda.org.nz



THE FUTURE OF MEDICINE

NZRDA & DHBs COLLECTIVE BARGAINING 2021

