

RDA and SToNZ

MECA COMPARISON 2021

	RDA MECA 2021-2024	SToNZ MECA																														
Salary	<p>RDA Rates as at 18 April 2022</p> <table border="1"> <thead> <tr> <th>RMO Type</th> <th>House Officer (Cat C)</th> <th>Registrar</th> </tr> </thead> <tbody> <tr> <td>Year 1 Urban Non-Shift</td> <td>\$91,593</td> <td>\$104,045</td> </tr> <tr> <td>Year 1 Non-Urban Shift</td> <td>\$81,663</td> <td>\$105,007</td> </tr> <tr> <td>Year 1 Urban Shift</td> <td>\$88,593</td> <td>\$101,045</td> </tr> <tr> <td>Year 1 Non-Urban Non-Shift</td> <td>\$95,058</td> <td>\$108,007</td> </tr> </tbody> </table> <p>Alignment to current SToNZ rates on 16 January 2023. Salary increases on 18 April 2022, 17 October 2022 and 16 January 2023. The increases in total are \$10,000 for registrars on non-shift work rosters, and \$4000 on shift work rosters; and \$7000 for house officers on non-shift work rosters and \$4000 on shift work rosters.</p>	RMO Type	House Officer (Cat C)	Registrar	Year 1 Urban Non-Shift	\$91,593	\$104,045	Year 1 Non-Urban Shift	\$81,663	\$105,007	Year 1 Urban Shift	\$88,593	\$101,045	Year 1 Non-Urban Non-Shift	\$95,058	\$108,007	<p>SToNZ Rates</p> <table border="1"> <thead> <tr> <th>RMO Type</th> <th>House Officer (Cat C)</th> <th>Registrar</th> </tr> </thead> <tbody> <tr> <td>Year 1 Urban Non-Shift</td> <td>\$92,900</td> <td>\$108,600</td> </tr> <tr> <td>Year 1 Non-Urban Shift</td> <td>\$93,200</td> <td>\$106,200</td> </tr> <tr> <td>Year 1 Urban Shift</td> <td>\$89,700</td> <td>\$102,200</td> </tr> <tr> <td>Year 1 Non-Urban Non-Shift</td> <td>\$102,600</td> <td>\$112,500</td> </tr> </tbody> </table>	RMO Type	House Officer (Cat C)	Registrar	Year 1 Urban Non-Shift	\$92,900	\$108,600	Year 1 Non-Urban Shift	\$93,200	\$106,200	Year 1 Urban Shift	\$89,700	\$102,200	Year 1 Non-Urban Non-Shift	\$102,600	\$112,500
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Limits on Hours (Schedule 10)	No more than 10 consecutive days can be worked. Each time you work a weekend day you will receive rostered days off either in the week leading up to the weekend or the week	12 consecutive days can be worked. There is no requirement that you receive a rostered day off in exchange for working a weekend.																														



	<p>following.</p> <p>Note: In the NZRDA contract these rostered days off are paid as part of your salary but are then subject to a deduction from pay. From 17 January 2022, these deductions will no longer occur and there will instead be a potential adjustment of pay category.</p>	<p>Note: If you do request rostered days off and they are agreed to they will not be paid, therefore your salary category will most likely be dropped.</p>
	<p>You cannot be rostered to work more than 2 long days in 7 days- with a long day being longer than 16 hours</p>	<p>More than 2 long days in 7 can be worked.</p>
<p>Night Shifts (Schedule 10)</p>	<p>No more than 4 consecutive night shifts can be worked, after a period of nights you will receive paid sleep recovery days as follows:</p> <p>1-2 night shifts = 2 sleep recovery days</p> <p>3-4 night shifts = 3 sleep recovery days</p>	<p>7 consecutive night shifts can be worked, after a period of nights you will receive paid sleep recovery days as follows:</p> <p>1-3 night shifts = 2 sleep recovery days</p> <p>3-7 night shifts = 3 sleep recovery days</p> <p>Note: The payment for sleep recovery days was due to end on 9 December 2020 but was extended in the 2020-2021 contract.</p>
	<p>With a few exceptions, house officers cannot be required to work nights in the first 6 months.</p>	<p>All first-year house officers can be required to work night shifts after three months if they have completed a general medicine run.</p>
<p>Protected Teaching time</p>	<p>2 - 4 Hours of protected teaching time (depending on your DHB)</p>	<p>2 hours protected teaching time.</p>
<p>Sick Leave</p>	<p>30 days per year for the first four years, and 9 days per year subsequently. Sick leave accumulates from the fourth year onwards.</p>	<p>10 days per year, you can be granted an additional 10 days sick leave at the discretion of the DHB.</p>
<p>Training Costs</p>	<p>All RMOs are entitled to reimbursement for costs of training incurred on your training pathway.</p>	<p>First-year house officers cannot receive reimbursed for training costs (including attendance at conferences, textbooks or courses).</p>
<p>Medical Education Leave</p>	<p>If you want to go on a course that is part of your training pathway you can in your first year as a house officer.</p>	<p>First-year house officers can only receive leave to attend courses at the discretion of the DHB.</p>
<p>Changes to Run Description</p>	<p>In order to make a change to your run description, the DHB has to obtain the agreement of 2/3rds of the NZRDA RMO members who are affected by the change.</p>	<p>Any change can be made to a run description unless 1/3 of the SToNZ members state that they are not in agreement with the change.</p>



	Voting is anonymous.	Voting is not anonymous.
Using a Day in Lieu	A day in lieu request must be given with 14 days' notice if on a day shift or weekday long day, or 28 days' notice if on a night or weekend duty.	A day in lieu request must be given with 14 days' notice for a normal shift, or 28 days if rostered for any out of hours shift (weekend, long day, and nights).
Recovery Time	Where a service provides rostered on call weekend cover, there shall be agreed recovery time processes in place for where an individual RMO considers they are too fatigued from their weekend call backs to safely undertake their rostered Monday duties.	No specific provision.
RMO Meals	Any changes to RMO meals require a full and genuine consultation process. The parties shall use their best endeavours to reach agreement through the consultation process.	The employer has the right to put reasonable specifications on meal entitlements. These will be developed in consultation with STONZ.
Part-Time Work	Commitment from the DHBs that they each have a process for RMOs to take up part-time opportunities. This includes the DHB and RDA agreeing part-time run descriptions.	Stipulates DHBs shall commit to a positive process of introducing part-time opportunities but does not go into detail of what this looks like.
Scrubs	An RMO is to be provided scrubs where it is required by the context of the RMO's work.	No specific requirement for provision of scrubs to RMOs.
Sexual Harassment	A specific clause setting out the process if a claim of sexual harassment or bullying is raised by an RMOs. This includes avoiding a complainant and the person being complained about working together while an investigation is underway, but an RMO cannot be moved off their run without their agreement.	No specific process or protection if an RMO suffers sexual harassment.
ED and ICU Rosters	Unless otherwise agreed with affected RMOs, you cannot have more than 30% of your rostered shifts as nights.	You can be required to work 10% more nights than an RDA member on the same roster, that being up to 33% of your total rostered shifts.

