



New Zealand Resident
Doctors' Association

TIs during Omicron

February 2022

This document has been drafted specifically for the Omicron surge expected to affect the NZ healthcare system in March/April 2022. It provides guidance on issues specific to the RMO workforce and utilization of Trainee Interns (TIs) as part of the RMO workforce if the need arises.

1. The team to whom the TI is attached are best placed to identify when the TI has moved from being a student to working with the team to assist with workload due to Omicron.
2. On transition to work, a member of the Team shall notify Human Resources and NZRDA (if the Trainee Intern wishes) to process the employment related issues that will subsequently arise (see 7. below).
3. The Trainee Intern shall usually be attached to the house officer of their team and work in close association and at the direction of that house officer unless the team determines another registered medical practitioner within the team should take this role. Trainee Interns shall not work unless the house officer (or other team member who is a registered medical practitioner as determined by the team) is immediately available to provide supervision. Teams should be mindful that if an alternative team member to the House Officer is the Trainee Intern's supervisor, they must be sufficiently present to be able to provide immediate supervision.
4. The Trainee Intern shall work the same roster as the House Officer.
5. The Trainee Intern is not a registered medical practitioner and therefore is not able to prescribe, unless MCNZ alters relevant scopes of practice.
6. Whilst the Trainee Intern is not a registered medical practitioner it is anticipated they will be able to provide some medical tasks to support the team, at the direction of the House Officer. In doing so the team shall identify appropriate work that is clinically safe for both patient and workers, as well as being appropriate for the House Officer to provide supervision for. Ultimately the direction of work lies with the medical practitioner who is supervising the Trainee Intern as they are clinically responsible for the Trainee Interns actions.
7. All health and safety requirements shall be the responsibility of the employing DHB (including with respect to fatigue) and should be in place already given the Trainee Intern will be on site in their capacity as a student ahead of potentially being redeployed into work.
8. Terms and conditions of employment for the Trainee Intern shall be provided under the NZRDA MECA as a final year student except that they shall be paid the equivalent rate to an HCA (NZNO MECA 1 August 2020 – 31 October 2022) with applicable overtime and penal rates

applying. All other generic terms of employment as provided for under the NZRDA MECA shall apply (e.g. superannuation).

9. NZRDA shall arrange for indemnity insurance to be provided to all Trainee Interns who do work through NZ Medical Indemnity Insurance.