

What RMOs should be able to expect from their HNZ employer?

- Money
 - competitive to overseas
 - pay parity
- Training
 - value space, time, and access
 - To coordinate the colleges
 - Planning
 - Pathway to leadership outside clinical route; QI project supported. CG also
- Single contact in RMOU - skilled people
- Appropriate staffing
- To be trusted as a health practitioner
- RMOs treated as a whole person
- Future job opportunities
- Workforce planning
- Control/input into RMO's mobility
- Accredited runs
- Transparent interviews/recruitment
- Confidential references
- Voice in decision making / vacancies
- Health and safety culture – able to raise issues in a safe way
- Transparency in Terms and Conditions / leave etc.
- Accountability against bullying and sexual harassment from SMOs
- Wellbeing (meaningful/tangible)

What HNZ should be able to expect of their RMO employees?

- Exit interview for every hospital as we move
- Expect RMOs to look after their own health
- Active participants in QI and service
- Maintain accreditation
- Competency and professionalism
- Cultural safety in our personal practice and equity
- Team players
- To take leave
- To participate in our training
- Service delivery nationally but with our voice and input
- To lead with the heart
- Meaningful engagement
- To speak up
- To measure KPI's to make sure we are performing