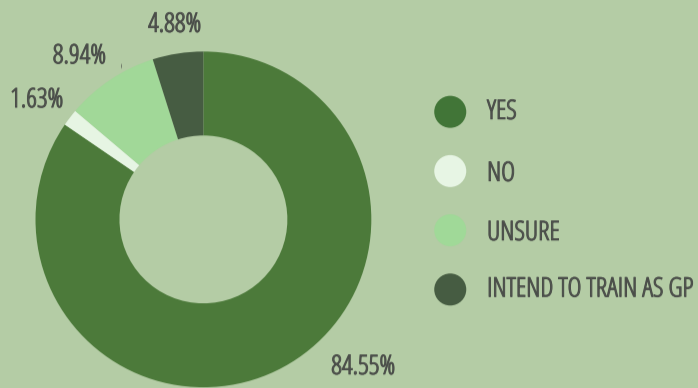


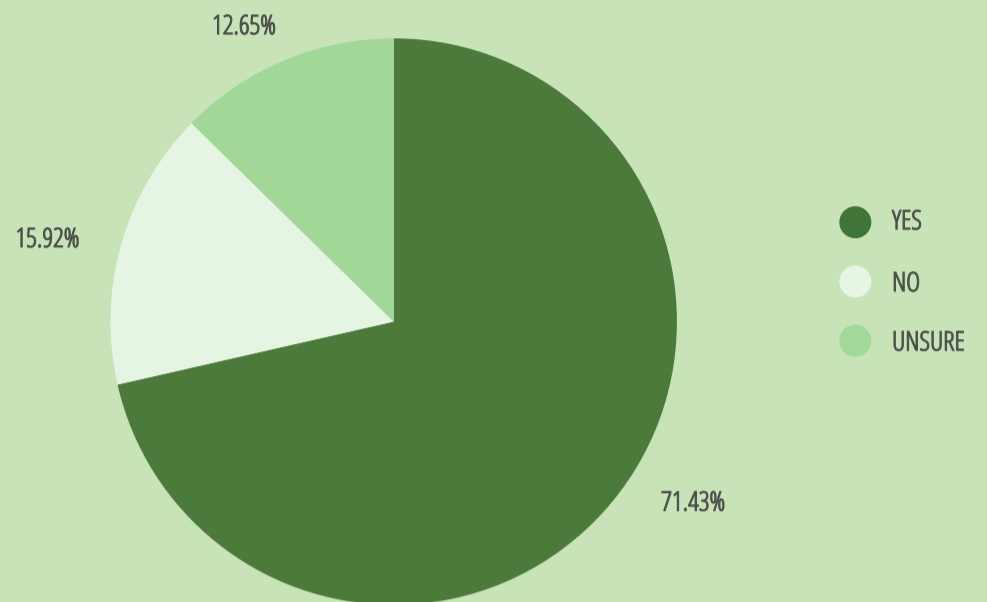


RMO SURVEY - FIXING MEDICAL WORKFORCE SHORTAGES

DO YOU INTEND TO COMPLETE SPECIALIST TRAINING WITH HEALTH NEW ZEALAND?

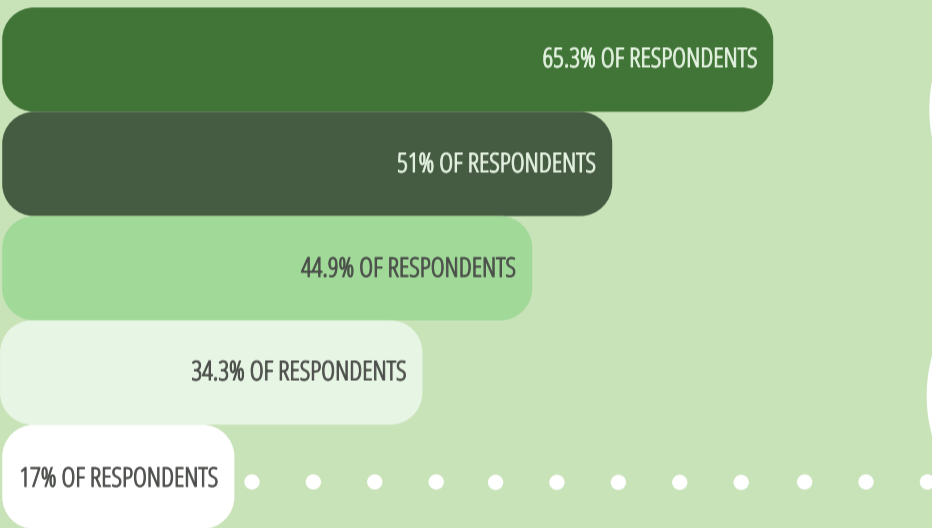


WOULD A GUARANTEE OF SMO EMPLOYMENT BY HEALTH NEW ZEALAND UPON COMPLETION OF VOCATIONAL TRAINING MAKE ANY DIFFERENCE TO YOUR INTENTION TO STAY WORKING AS AN RMO AT HEALTH NEW ZEALAND?



WHAT FACTORS WOULD ENCOURAGE YOU TO COMPLETE VOCATIONAL TRAINING AT HEALTH NEW ZEALAND?

- PAY
- FLEXIBLE WORK/TRAINING
- ISSUES WITH LEAVE
- ROSTERS
- ISSUES WITH TRAINING



WHAT INITIATIVES COULD HEALTH NEW ZEALAND TAKE TO IMPROVE YOUR ABILITY TO EITHER UNDERTAKE OR COMPLETE SPECIALIST TRAINING?

- COMPETITIVE PAY
- FLEXIBLE WORK
- AVAILABILITY OF LEAVE
- FLEXIBLE ROSTERS
- GUARANTEED SMO ROLES
- BETTER SUPPORT FOR ADVANCED TRAINING POSITIONS, AND BETTER ALLOCATIONS OF PLACEMENTS TO SUPPORT TRAINING REQUIREMENTS
- GENDER BIAS IN SOME TRAINING PROGRAMME SELECTIONS
- SMO AVAILABILITY
- INCREASE TRAINING POSITIONS
- LONGER ALLOCATIONS TO ALLOW FOR BETTER LIFE PLANNING
- IMPROVED ACCESS AND LONGER STUDY LEAVE FOR EXAMS, DIGITAL DEVICES, NOT HAVING TO DO NIGHT SHIFTS DURING EXAMS
- BETTER ROSTERS (FREQUENCY OF NIGHTS AND WEEKENDS), AND PAY
- LESS MOVING AROUND TO COMPLETE TRAINING, AND BEING ABLE TO COMPLETE TRAINING IN NEW ZEALAND
- BETTER ACCESS TO TRAINING OPPORTUNITIES SUCH AS THEATRE LISTS, CLINICS, MENTORING AND SUPERVISION