



RDA & STONZ

SECA COMPARISON 2022

RDA SECA

STONZ SECA

SALARY

Salary

First year house officer salaries range from \$62,945- \$120,303 as of 17 October 2022. This will increase on 16 January 2023 to \$63,949 - \$121,303.

First year house officer salaries range from \$65,100- \$126,800.

HOURS OF WORK PROVISIONS (NON ED-ICU ROSTERS)

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 following.

12 consecutive days can be worked. There is no requirement that you receive a rostered day off in exchange for working a weekend.

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.

Long Days

You cannot be rostered to work more than 2 long days in 7 days-with a long day being longer than 10 hours.

More than 2 long days in 7 can be worked.

Night Shifts (Schedule 10)

No more than 4 consecutive night shifts can be worked, after a period of nights you will receive paid sleep recovery days as follows:

1-2 night shifts = 2 sleep recovery days

3-4 night shifts = 3 sleep recovery days

7 consecutive night shifts can be worked, after a period of nights you will receive paid sleep recovery days as follows:

1-3 night shifts = 2 sleep recovery days

4-7 night shifts = 3 sleep recovery days

Note: The payment for sleep recovery days was due to end on 9 December 2020 but was extended in the current contract.



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HOURS OF WORK PROVISIONS (ED-ICU ROSTERS)

Night Shifts	Unless agreed, can be rostered up to no more than 30% of shifts onto nights.	Can be rostered up to 33% of shifts onto nights.
Night Shifts for House Officers	With a few exceptions, house officers cannot be required to work nights in the first 6 months.	All first-year house officers can be required to work night shifts after three months if they have completed a general medicine run.

RECOVERY TIME

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.
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LEAVE ENTITLEMENTS

Sick Leave	30 days per year for the first four years, and 9 days per year subsequently. Sick leave accumulates from the fourth year onwards.	10 days per year, you can be granted an additional 10 days sick leave at the discretion of the employer.
Medical Education Leave	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.	First-year house officers can only receive leave to attend courses at the discretion of the employer.
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).

TEACHING AND TRAINING

Protected Teaching Time	2 - 4 Hours of protected teaching time (depending on your employer).	2 hours protected teaching time.
Training Costs	All RMOs including first-year house officers are entitled to reimbursement for costs of training incurred on your training pathway (whether before or after acceptance onto the programme).	First-year house officers cannot receive reimbursed for training costs (including attendance at conferences, textbooks or courses).



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Maximum Exam Attempts Reimbursed

Unlimited.

The employer will only reimburse up to 3 attempts to sit College exams.

RELIEVERS

Relievers Notice

Unless using Schedule 2, relievers must get 28 days' notice of roster with at least 3 months of duties. Where Schedule 2 is used, notice period is 2 weeks.

28 days' notice for weekend duties and 2 weeks' notice for all other duties.

Short notice relief requires 6 weeks' notice.

Reliever Duties

In specific locations, relievers can be required to report for duty on the day of duty within the services they cover.

There is no minimum period of duties that need to be provided for reliever rosters, but the 2-week notice period for weekday duties and 28-day notice period for weekend duty applies.

Ability to re-deploy relievers on the day of duty within their run allocation.

Relievers are required to report for duty at 0800 where they have not been rostered to specific duties.

CHANGE MANAGEMENT PROVISIONS

Changes to Run Description

In order to make a change to your run description, the employer has to obtain the agreement of 2/3rds of the NZRDA RMO members who are affected by the change.

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.

Voting is anonymous.

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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.

OTHER PROVISIONS

Part-Time Work

Commitment from the employers that they each have a process for RMOs to take up part-time opportunities. This includes the employer and RDA agreeing part-time run descriptions.

Stipulates employers shall commit to a positive process of introducing part-time opportunities but does not go into detail of what this looks like.



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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 RMO. 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.

If you would like to join **NZRDA**, please head to <https://nZRda.org.nz/join/> to complete our membership form. For more information, please contact us at:



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