



# THE NEW PARTS OF THE NZRDA COLLECTIVE AGREEMENT

JULY 2024

## 1. NO PAY CUT SALARY SCALES

### 8.2 Registrars and House Officers

#### Registrars

Effective 24 June 2024

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	91,911	96,291	100,633	105,001	109,332	129,266	134,294	139,502	144,927	150,582
E	45-49.9	98,984	103,910	108,911	113,731	118,718	129,266	134,294	139,502	144,927	150,582
D	50-54.9	111,972	117,565	123,119	128,842	134,303	141,371	148,329	155,248	162,311	
C	55-59.9	127,338	133,842	140,082	146,572	152,851	160,903	168,726	176,777	184,650	
B	60-64.9	142,813	149,999	157,257	164,324	171,511	180,315	189,355	198,185	207,106	
A	65+	160,955	169,085	177,149	185,260	193,267	203,345	213,303	223,441	233,467	

Effective 7 July 2025

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	91,911	96,291	100,633	105,001	109,332	129,266	134,294	139,502	144,927	150,582
E	45-49.9	101,492	106,384	111,342	116,104	121,057	129,266	134,294	139,883	146,068	150,582
D	50-54.9	114,820	120,354	125,866	131,533	136,949	143,946	150,838	157,699	164,689	
C	55-59.9	130,566	137,020	143,198	149,635	155,853	163,835	171,580	179,560	187,356	
B	60-64.9	146,436	153,561	160,759	167,759	174,883	183,602	192,562	201,307	210,134	
A	65+	165,043	173,095	181,089	189,128	197,061	207,047	216,909	226,955	236,896	

#### House Officers

Effective 24 June 2024

Cat	Hours	House Officer		
		Year 1	Year 2	Year 3
F	40-44.9	76,000	79,981	84,479
E	45-49.9	84,385	89,275	94,300
D	50-54.9	95,391	100,973	106,672
C	55-59.9	108,503	114,913	121,284
B	60-64.9	121,607	128,837	136,014
A	65+	136,909	145,063	153,283

Effective 7 July 2025

Cat	Hours	House Officer		
		Year 1	Year 2	Year 3
F	40-44.9	77,934	82,321	86,785
E	45-49.9	87,029	91,876	96,870
D	50-54.9	98,381	103,916	109,569
C	55-59.9	111,905	118,263	124,579
B	60-64.9	125,422	132,595	139,712
A	65+	141,197	149,288	157,445

## 2. NEW WORDING FOR HIGHER QUALIFICATION INCREMENT ('EXAM STEP')

Where a Registrar passes their Part I examinations or equivalent College-set examination requirements, they shall be entitled to progress to the next step in the salary scale from the first Monday of the month following the date on which the qualification is awarded, provided this shall not occur prior to the Registrar's sixth year of post-graduate medical employment. *Clause 8.6*

## 3. PUBLIC HOLIDAYS FALLING ON WEEKDAY RDOs

The new agreement clarifies that when public holidays (except Waitangi and ANZAC day) fall on a weekday RDO for both schedule 10 as well as shift rosters, an additional day's leave is accrued. *Clause 18.4.4*

## 4. RDOs WHEN WEEKEND DUTY NOT WORKED

Where the reason an RMO did not work their rostered weekend duty (duties) was due to absence on sick, bereavement or medical education leave, then they shall be entitled to observe the RDO(s) arising



from that unworked duty (duties) and there shall be no loss of pay.

Where the reason the RMO did not work their rostered weekend duty (duties) was due to other absence then, if they do not work the RDO(s) arising from that duty (duties) then they will need to take some form of approved leave (paid or unpaid). *Schedule 10*

#### **5. RUN DESCRIPTIONS NEED A ROSTER TEMPLATE**

Every run shall have a run description which sets out the established work patterns, including the roster template. *Clause 10*

#### **6. WEEKEND CLEAR OF DUTIES WHEN MOVING DISTRICTS AT CHANGEOVER**

Employees rotating to a new workplace and required to relocate at changeover (whether or not they are eligible for transfer expenses), shall not be rostered on duty or on call for the last weekend of the run. *Clause 6.9.4*

#### **7. FELLOWSHIP APPLICATION FEES REIMBURSABLE**

The employer will reimburse the fellowship application fee where the individual is employed as an RMO at the date the reimbursement is claimed. *Clause 28.3*

#### **8. ATTENDING YOUR OWN MEDICAL APPOINTMENTS**

Where an RMO requires pre-planned (non-urgent) medical appointment (up to 2 hours absence), which cannot be scheduled in an off-duty period (including RDOs), this can be requested in advance and attended without deduction by agreement with the employer. The parties agree that the intent is to support attendance, preferably at times that minimise impact on service delivery. *Clause 21.8*

#### **9. PART TIME EMPLOYMENT AND THE ANNUAL RECRUITMENT CYCLE**

Each District shall have a process for RMOs to express their preference for part time employment during their annual recruitment cycle and shall make all reasonable efforts to facilitate part time employment applications within available FTE, including through matching RMOs together in job sharing arrangements. *Clause 9.1*

#### **10. PAYMENT FOR SHORT NOTICE LEAVE RELIEF**

Short notice leave relievers shall be paid no less than an A category for weeks on short notice relief, except where Districts are paying short notice leave relievers category D with additional duties for hours outside of ordinary hours, this shall continue for the term of this Agreement or an earlier date where agreed between the parties. *Clause 3.2 (13) of schedule 2.*

#### **11. NO PAY DROP FOR REGISTRARS WORKING HOUSE OFFICER RUNS**

A Registrar in a formal training programme shall retain their salary step where they are required to complete an approved house officer or senior house officer run as part of that training programme. They shall be paid in the Registrar scale on the basis of the category for the house officer or senior house officer run. *Clause 8.5.6*

#### **12. MISCARRIAGE AND STILL BIRTH RECOGNISED FOR BEREAVEMENT LEAVE**

Bereavement shall include miscarriage or still-birth as per s69(2)(c-d) of the Holidays Act 2003. *Clause 22.4*



### 13. 28 DAYS' NOTICE REQUIRED FOR ALTERNATIVE HOLIDAYS ON LONG DAYS

Add "long day" after night in 19.0(b). *Clause 19*

### 14. DISTRICTS MUST ALLOW RMOs TO TAKE ANTICIPATED ANNUAL LEAVE

The employer shall, may permit an employee to anticipate annual leave during the year in which it accrues, in accordance with its policy and practice subject to a refund being made, if necessary, on resignation. *Clause 20.2.3*

### 15. TRANSFERRING LEAVE BALANCES AT CHANGEOVER

Where an employee transfers to another district of Te Whatu Ora, the employer will ensure all leave balances including annual, sick, medical education and alternative holidays are transferred and the employee is able to access a record of the leave balances which have been transferred. *Clause 20.2.5*

### 16. TAKING ANNUAL LEAVE WHEN PROMOTED TO REGISTRAR

Applications for annual leave from RMOs promoted to registrar at changeover for the two weeks immediately before beginning the registrar run shall not be unreasonably withheld. *Clause 20.2.6*

### 17. ICU ROSTER REVIEW

The parties will review current ICU rosters and the rules for ICU rosters operating across Health New Zealand. A terms of reference will be developed and agreed between the parties to the review. This will include timeframes for completion of the review. *Schedule 12*

### 18. PARKING IN THE DARK

During the term of this collective agreement the NZRDA will meet with each District to review their car parking provided to RMOs working in the hours of darkness. The aim of the review is to ensure each District is providing safe, secure car parking close to the main entrance of the hospital for RMOs commencing or finishing work during the hours of darkness, including night shifts, evening shifts, and long days.

The review meeting will include input from RMO unions, RMOs, facilities management and health and safety. *Schedule 12*

### 19. PAY AND LEAVE INFORMATION

The parties acknowledge the requirement for employees to be able to access payslips showing what payments have been made and what each payment is for (i.e. salary, cross-cover, additional duty), and leave balances including annual and sick leave, and alternative holidays.

As part of the function of the RDSS and their collaboration with payroll, work will be undertaken to improve the provision of pay and leave information to RMOs. *Schedule 12*

### 20. BULK PAYMENT EMPLOYMENT RELATED EXPENSES

Options for bulk payment or pre-payment of APCs, College fees and other common expense types will be identified and progressed as part of work of the National RDSS. *Schedule 12*

### 21. ED AND ICU ALLOWANCE

From 1 July 2024, ICU Registrars who have passed their Part I exam, and all ED Registrars shall be eligible for a personal-to-holder salary allowance on the terms described below. The value of this allowance



shall be \$7,000 p.a. (pro-rated for those working less than full-time) paid in fortnightly instalments.

*Terms of Settlement*

## 22. RURAL HOSPITAL ALLOWANCE

An allowance of 5% of base salary shall be paid to RMOs who are employed by Te Whatu Ora under this agreement at one of the following rural hospitals:

<b>Te Tai Tokerau/Northland</b> <ul style="list-style-type: none"><li>• Dargaville</li><li>• Kaitaia</li><li>• Kawakawa (Bay of Islands)</li></ul>	<b>Waikato</b> <ul style="list-style-type: none"><li>• Taumarunui</li><li>• Te Kuiti</li><li>• Thames</li><li>• Tokoroa</li></ul>
<b>Lakes</b> <ul style="list-style-type: none"><li>• Taupo</li></ul>	<b>Taranaki</b> <ul style="list-style-type: none"><li>• Hawera</li></ul>
<b>Midcentral</b> <ul style="list-style-type: none"><li>• Dannevirke</li></ul>	<b>Hawke's Bay</b> <ul style="list-style-type: none"><li>• Wairoa</li></ul>
<b>West Coast</b> <ul style="list-style-type: none"><li>• Greymouth (Grey Base)</li><li>• Westport (Buller Hospital)</li></ul>	<b>Canterbury</b> <ul style="list-style-type: none"><li>• Kaikoura</li><li>• Ashburton</li></ul>
<b>Southern</b> <ul style="list-style-type: none"><li>• Queenstown (Lakes)</li></ul>	

## 23. CROSS COVER ALLOWANCE ONLY DIVIDED BY RMOs

Where an employee provides cross cover, they shall be paid \$165 per day/shift in recognition of the increased workload. If cover is provided by more than one RMO then the payment is shared among those RMOs providing cover. The additional duties provisions (clause 11) do not apply in a cross cover situation. *Clause 17.1*

## 24. GPEP SCHEDULE

HNZ and NZRDA agreed that, if HNZ takes on the RNZCGP role as employer of GPEP1 trainees during the term of this agreement, they will negotiate a variation to the employment agreement to ensure relevant terms and conditions of the RNZCGP CA will be protected and included in full in this schedule. *Schedule 4*

## 25. RMO TO SMO TRANSITION

The parties support the principle that the New Zealand public health system should retain RMOs as SMOs at the completion of vocational training.

The parties support the following mechanisms to affect this principle:

- Encouraging career planning meetings with RMOs nearing completion of their vocational training to assist them to develop a plan to apply for SMO vacancies;
- Service planning processes identify plans to advertise and appoint to current or likely vacant SMO positions, or new SMO positions; and
- Consideration on a best endeavours basis of whether, if there are no SMO vacancies in the RMO's vocational specialty within Health New Zealand | Te Whatu Ora, a limited-term interim position may be created, or the RMO may be engaged on a fixed term to cover for a parental or sabbatical SMO absence. *Preamble*

## 26. CONSECUTIVE LONG DAYS

The parties shall identify all runs where consecutive long day rostering occurs. The parties shall exchange



a list of such runs within two months of settlement of collective agreement, and any additional runs identified as they are identified by the parties. There shall be local engagement on preferences for models of weekend cover and how these might be accommodated in roster design. The engagement shall consider:

- RMO well-being
- RMO Education and training
- Continuity of patient care
- Impact on the medical team
- And any other factors that are considered relevant to a change (such as rostering provisions) *Schedule*

*12*