

NZRDA is the union which represents the interests of all resident medical officers including:

- Registrars;
- House officers;
- Trainee interns;
- Clinical students;
- GPEP trainees;
- Junior dental officers.

Since 1985, **NZRDA** has protected and advanced the interests of RMOs through collective bargaining, fearless advocacy, and strategic engagement at all levels of the health system.

LET'S IMPROVE THE FUTURE TOGETHER

NZRDA has work underway to:

- Work with Colleges to improve the training pipeline;
- Improve the culture of medicine;
- Make ICU rosters safer;
- Phase out consecutive weekend long days for house officers.

Joining **NZRDA** connects you to a proud history of improving RMO working conditions and a clear strategy to improve the future of medicine.

We believe that every doctor can help ensure they leave their job in a better place than how they found it.

YOUR DELEGATES ARE

NAME _____
CONTACT _____

NAME _____
CONTACT _____

WE'VE GOT YOUR BACK

JOIN US



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NEW ZEALAND RESIDENT DOCTORS' ASSOCIATION



THE UNION FOR ALL RMOs

WHAT DO WE STAND FOR?

SAFER ROSTERS

Our collective agreement contains safer rostering provisions for 140 acute on duty rosters, as well as strong rostering protections for all RMOs including:

- Maximum of 30% nights on ED/ICU rosters;
- Maximum of 2 long days in 7;
- Recovery time for RMOs after fatiguing on call.

FAIR PAY FOR ALL RMOs

We negotiate salary increases for all RMOs in all specialties. In 2024, **NZRDA** negotiated a new collective agreement without pay cuts and which kept the exam step.

NZRDA believes equal work means equal pay and we won't give away extra payment for embedded relief or extra payment for night shifts – (Clause 8.1.2).

TRAINING AND EDUCATION

Our collective agreement requires reimbursement of all costs of training on the pathway to a vocational scope of practice, and all examination attempts.

RMO WELLBEING

Our collective agreement requires a workplace free from bullying & harassment; work to phase out consecutive long days, and safe, accessible car parks for RMOs working after dark.

WHAT HAS NZRDA ACHIEVED FOR RMOs?

- 1985** New limits on hours of no more than 12 days in a row; every second weekend off; and additional duties for overtime.
- 1988** We take legal action to ensure access to meals on duty.
- 1990** Reimbursement of MCNZ APCs.
- 1992** Successful six week strike by Southland RMOs when Southland refused to negotiate a collective agreement.
- 1995** 6 weeks MEL introduced.
- 1999** Reimbursement of all costs of training.
- 2005** 6% super introduced for RMOs.
- 2008** Strike action for pay to 'Keep us here'.
- 2011** National Resident Doctors Engagement Group (NREG) formed.
- 2016** Strike action wins the safer rosters schedule of 10 days and 4 nights max.
- 2019** NZRDA stops the DHBs from removing the requirement for run descriptions to be agreed by a 2/3 RMOs.
- 2024** 5 days of strike action wins an agreement without pay cuts, keeps our sick leave, and keeps our exam step.

WHAT DOES NZRDA MEMBERSHIP MEAN?

- ✓ Coverage by the **NZRDA's** collective agreement;
- ✓ Employment advice & representation on all workplace matters both individual and collective;
- ✓ Indemnity insurance at Te Whatu Ora through the NZMII Group Scheme cover;
- ✓ Free life insurance of \$10,000 to all members;
- ✓ Access to financial support for the furtherance and protection of the education and training of RMOs through the NZRDA Education Trust.

HOW TO JOIN



Joining is easy!

Go to www.nzrda.org.nz/join or use the QR code.

MEMBERSHIP FEE

For **Trainee Interns** and **Clinical Students** membership is **FREE**.

The annual subscription fee for all employed **RMOs** is **\$480.00**. This can be paid annually or in monthly instalments by direct credit or credit card.