

APPENDIX ONE

List of considerations

The following is contained in the terms of settlement as part of the considerations to be applied when formulating a proposal for change.

General (applicable to all proposed changes):

- Impact on health and safety
- Impact on work/life balance
- Ordinary hours vs after hours changes
- Training (including):
 - Opportunities arising from the change
 - Team structures and integration
 - Supervision, formal teaching and assessment
 - Access to clinical material and cases (e.g. MDT, MDM, workplace teaching)
 - Workload allowing for training
 - Exam, conference and course support
- Career pathway progression
- Potential impact on remuneration
- Potential for unforeseen consequences
- The need for monitoring and review process to assess impact of change, including escalation and proactive intervention mechanisms

Rotations:

- Security of ongoing employment upon completion of rotation
- Adequate notice of proposed rotation
- Flexibility around timing of rotation for individual RMO
- Physical facilities/appropriate accommodation
- Length and frequency of rotations
- Distance from existing location
- Social and emotional support for RMO, including return to home base provisions
- No negative impact on access to leave
- Crisis intervention protocols

Training:

- College / Medical Council approval
- Maintenance of training as a result of change(s) to or cessation of service(s)
- Flow on impacts to other factors, e.g. increase to roster numbers or level of cover
- Opportunities and barriers to career progression

Rosters (including shift work rosters):

- Nature of work
- Continuity of patient care
- Team structure
- Impact of change to roster on supervision and direct SMO contact time
- Maintenance of the RMO complement during the ordinary hours of the day

- Frequency and quantity of work outside of ordinary hours both in regard to health and safety and work/life balance
- Length of shifts
- Impact on pay
- Fatigue management and recuperative time, including breaks between shifts, changing shift types etc.
- Training both formal and informal including Schedule Eight
- Strict adherence to contractual limits on hours and the intent behind those limits

Consideration in respect of Clause 13.4.3:

- Minimum uninterrupted hours of sleep
- Frequency of call back per period of on call
- Frequency of proposed period of on duty/on call
- Hours worked that day prior to leaving the workplace (going on call)

The NZRDA's view is that the considerations have increased significance as a factor deteriorates (e.g. as the minimum hours of uninterrupted sleep decreases) and the considerations are not mutually exclusive. This means the overall significance of the considerations increase as the number of considerations impacted by a proposed change increases and deterioration of each consideration impacted by the proposed change increases.