

Guide to the New: NZRDA COLLECTIVE AGREEMENT



Salary increases

All steps on the salary scale received a **2.5% + \$1000 increase** on August 3 2026, and **further 2.5% and \$1000** increase on August 2 2027.

Registrars

Effective from 3 August 2026:

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	95,209	99,698	104,149	108,626	113,065	133,498	138,651	143,990	149,550	155,347
E	45-49.9	105,029	110,044	115,126	120,007	125,083	133,498	138,651	144,380	150,720	155,347
D	50-54.9	118,691	124,363	130,013	135,821	141,373	148,545	155,609	162,641	169,806	
C	55-59.9	134,830	141,446	147,778	154,376	160,749	168,931	176,870	185,049	193,040	
B	60-64.9	151,097	158,400	165,778	172,953	180,255	189,192	198,376	207,340	216,387	
A	65+	170,169	178,422	186,616	194,856	202,988	213,223	223,332	233,629	243,818	

Effective from 2 August 2027:

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	98,589	103,191	107,753	112,342	116,892	137,835	143,118	148,589	154,289	160,230
E	45-49.9	108,655	113,795	119,004	124,007	129,211	137,835	143,118	148,990	155,488	160,230
D	50-54.9	122,658	128,472	134,263	140,217	145,907	153,258	160,499	167,708	175,051	
C	55-59.9	139,201	145,982	152,472	159,235	165,768	174,154	182,291	190,675	198,866	
B	60-64.9	155,874	163,360	170,922	178,277	185,761	194,922	204,335	213,523	222,797	
A	65+	175,423	183,883	192,282	200,728	209,062	219,554	229,915	240,470	250,914	

House Officers

Effective from 3 August 2026:

Cat	Hours	Year 1	Year 2	Year 3
F	40-44.9	80,882	85,379	89,955
E	45-49.9	90,205	95,173	100,292
D	50-54.9	101,841	107,514	113,308
C	55-59.9	115,703	122,220	128,693
B	60-64.9	129,558	136,910	144,205
A	65+	145,727	154,020	162,381

Effective from 2 August 2027:

Cat	Hours	Year 1	Year 2	Year 3
F	40-44.9	83,904	88,514	93,203
E	45-49.9	93,460	98,552	103,799
D	50-54.9	105,387	111,202	117,141
C	55-59.9	119,595	126,275	132,911
B	60-64.9	133,796	141,333	148,810
A	65+	150,370	158,871	167,441

GPEP Registrars

Completed year of post-graduate experience as a qualified medical practitioner	Effective from:	
	3-Aug-26	2-Aug-27
less than 5 years	124,904	129,027
5/6 years	132,517	136,830
7+ years	139,545	144,034

Pre-exam leave

The entitlement of 2 weeks of medical education leave immediately prior to RMOs sitting compulsory college examinations.



- Where an RMO has exhausted their MEL entitlement, and still needs to sit (or resit) a significant exam, an additional 2 weeks of MEL will be provided (this is limited to 2 exams so a total of four additional weeks).
- If not taking leave in the week before, RMOs will not be rostered to nights, weekends or long days.
- Rostering to nights, weekends and long days will be minimised for the month prior to the exam.

Protected teaching time

All HOs are entitled to a minimum 3 hours of protected teaching time per week and all other RMOs are entitled to a minimum of 4 hours of protected teaching time per week. Districts are now required to ensure:



- The SMO responsible for teaching must be identified to RMOs and NZRDA
- Teaching time must be rostered within ordinary hours
- All those working with RMOs must be aware of the timing of PTT, and must take steps to minimise calls during the teaching period
- An appropriately qualified medical practitioner will be responsible to take and act on calls to RMOs during teaching to minimise both interruptions and work left for RMOs after teaching.
- An annual audit of the provision of teaching will be carried out
- Work through NREG to provide a more coordinated and structured approach to teaching programmes including the development of a library of teaching resources including recorded sessions.

Rural hospital rotations

Facilitation of RMOs taking up runs in rural and hard to staff hospitals for limited periods. RMOs who take up these runs are guaranteed the option to return to their base hospital or to elect to remain in the rural hospital at the completion of the run.



RMOs are entitled to moving costs, and provision of either accommodation, or an accommodation allowance of up to \$200 per week for up to 6 months.

Rural hospital allowance

Balclutha, Dunstan and Gore were added to the list of hospitals at which RMOs are entitled to the rural hospital allowance.

Conferences

Conference leave has been increased to \$8000 for senior registrars.



Senior registrar relief rates

Registrar relievers at the top of the scale are entitled to an additional allowance of \$10,000 for those on Step 8 category A, or Step 9 category B, or \$15,000 per year for those on Step 9 category A, while working on relief.

Senior registrar additional duty rates

Senior registrars are no longer required to be specifically enrolled in an advanced training programme to access senior registrar additional duty rates, and these will now be accessible by registrars enrolled in vocational training. The rest of the criteria are unchanged, being that registrars must have passed their part one exam, and be step 4 or higher on the registrar pay scale.

RMO to SMO transition

RMOs will have a clear pathway to ongoing employment in their last 12 months of training.

RMOs completing training in New Zealand are entitled to an offer of permanent appointment to an SMO role in their vocational speciality (subject to an SMO vacancy being available).



Schedule 10

A mechanism to review rosters for incorporation into Schedule 10 has been agreed. Where introduction of a schedule 10 compliant roster requires additional FTE, the implementation of the new roster is contingent on a successful business case which equally weighs health and safety with cost. The following rosters were agreed to be reviewed in the first instance:

- Canterbury Psychiatry HOs
- Auckland region medical subspeciality registrars
- Bay of Plenty Psychiatry registrars
- Lakes General Surgery registrars

Returning from parental leave

RMOs who have been on parental leave as a primary carer are entitled to the option of part time work for the first 12 months after their return.

GPEP1

A dedicated GPEP schedule for terms and conditions not included in the body of the collective agreement, including details on the place and hours of work, the provision of administrative time, salary and relocation costs. All other terms not included in the schedule will be as per the body of the contract (e.g. annual leave, sick leave, costs of training etc.)

KiwiSaver

Clarification that the 6% matched employer contribution could either be put in full into one superannuation fund (including KiwiSaver) or split.



Orientation

- RMOs stepping up to registrar positions must be given a comprehensive orientation, and assigned a buddy for their first 3 night shifts.
- If new to a district, RMOs must be provided with a comprehensive orientation, including to IT/clinical systems, and must be given an IT login before starting work.

Training run allocations

A NREG sponsored project to work with colleges and NZRDA to develop multi-year allocations of accredited rotations permitting ease of trainee transfer and longer notice periods, and to increase the overall number of registrar rotations that are accredited for training.

Weekend double long days

NREG will identify rosters that still use double long day weekends and address barriers to ending this practice, starting with those that can move to alternating long/normal day configuration within existing FTE.

Transfer and Moving Costs

- Development of an RMO passport to allow seamless transfer of employee information (e.g. immunisation status, police vetting, leave balances etc.) between districts when transferring.
- The transfer grant when relocating for training was increased from \$750 to \$1000, and the meals and incidentals allowances to \$80 gross for the first 2 weeks, and \$65 gross for the 3rd and 4th weeks after relocating.

