

RESIDENT MEDICAL OFFICERS – Fact Sheet 1

FACT SHEET # 1 : RMO WORKFORCE

NOV 2018

Content

This Fact Sheet provides background information around the current RMO pay negotiations.

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Authorised by

This information has been authorised by the Director of the Employment Relations Team (Services Unit, TAS) on behalf of the 20 DHBs.

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Our RMO workforce

The term Resident Medical Officers (RMOs) – or “junior doctors” as they are also colloquially known – includes doctors in their first year after graduating medical schools through to doctors who are in the final stages of completing their advanced training to become medical specialists.

There are two broad categories of RMOs:

- House Officers – RMOs in their first few years of general training following graduations
- Registrars – RMOs who have completed their general training and are participating in a specialist vocational training programme.

Snapshot at December 2017:

20 DHBs employed around 4,000 full-time equivalent (FTE) RMOs at an estimated cost of more than \$500 million per annum (p.a.).

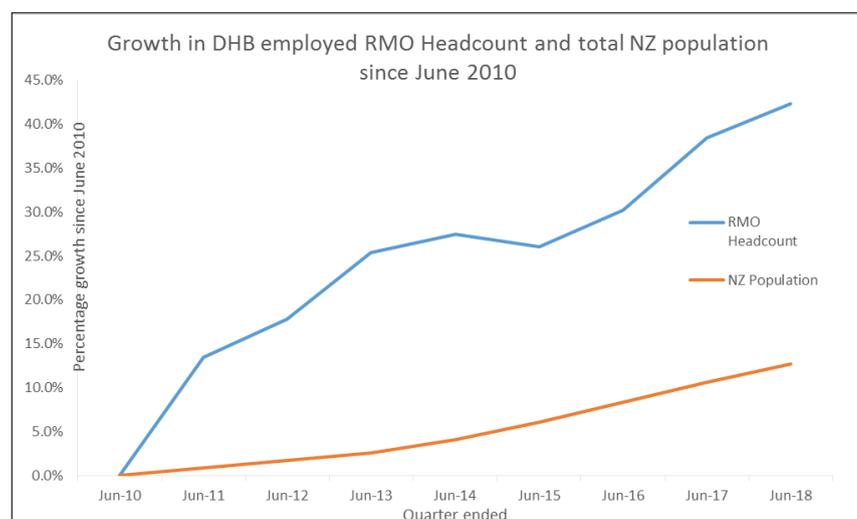
Given the nature of their roles, RMOs are a young workforce – the average age of DHB-employed RMOs is just over 30 years old.

The average hours worked by our RMOs are amongst the best in the world – House Officers report an average of 53.2 hours per week, Registrars 50.6 hours per week.

Just over half of all RMOs are female, with women making up a notably higher proportion of House Officers (56%) and a slightly lower proportion of Registrars (49%).

DHB Employed RMOs and Total NZ Population - June 2018

According to data from the Health Workforce Information Programme (HWIP) the RMO Headcount grew 42.3% from June 2010 to June 2018; while New Zealand population grew 12.7% over the same time period (stats.govt.nz).



All data presented here are sourced from HWIP database on 6 November 2018. All data excludes casual staff, those on parental leave, those on leave without pay and contractors. All FTE figures are Contracted FTE (2086 hours per annum).

While care has been used in the processing, analysing and extraction of information to ensure accuracy, TAS gives no warranty that the information supplied is free from error.

RMOs are typically employed on three or six-month 'runs' in one service or department and frequently move between DHBs as part of their training pathway.

RMO Terms and Conditions of Employment:

There are a number of allowances and expenses that make up an RMO's pay.

Base salaries for RMOs vary dependent on:

- the stage of their training;
- their experience;
- the size of the rostered run they are employed on, and
- whether they are employed in an "urban" or "non-urban" DHB.

In addition to base salary, RMOs receive additional payments for on-call, call back, additional (overtime) duties, penalty payments, etc., plus employer contributions to their superannuation schemes.

Other Entitlements:

Meal allowances – Collectively, RMOs receive around \$9m per annum of free meals while on duty. This equates to \$2,600 per RMO. They are the only workforce that receives this entitlement in the Health Sector.

Leave – RMOs also receive 30 days (6 weeks) of annual leave per year, and up to six weeks' education leave per year to study, attend courses and conferences, sit examinations, etc.

Reimbursements – DHBs provide reimbursements for annual practising certificates, training and conference expenses, relocation costs, professional membership fees, indemnity insurance, etc. (an average of \$6,900 per RMO)

High median income – Ministry of Education data show that graduates with bachelor degrees in medicine consistently earn the most of any group after studying, with a median income of more than three times the New Zealand average at 5 years after graduation.

Careers in medicine provide satisfying work and very competitive remuneration.

Collective Agreement negotiations

DHBs support meaningful training in a safe environment, while providing high quality patient care.

All 20 District Health Boards (DHBs) are currently negotiating national Multi-Employer Collective Agreements (MECAs), setting the terms and conditions for DHB-employed RMOs, with the two unions representing RMOs:

- New Zealand Resident Doctors' Association (NZRDA) www.nzrda.org.nz
- Specialty Trainees of NZ (SToNZ) www.stonz.co.nz