

# All District Health Boards

## Comparison between SToNZ and RDA MECA

	RDA MECA	SToNZ MECA																											
<b>Salary / Allowances</b>																													
Clause 8.1.2	0800 – 1700 Monday to Friday always included when calculating run category irrespective of what hours they are working. Corresponding Rostered Day Off (RDO) deduction based on year of the salary scale for week day RDOs under Schedule 10.	Not paid for week day RDOs. These hours are discounted when calculating run category. Significantly higher salaries compared to RDA scale to ensure no individual impacted as part of transition and differences in remuneration model.																											
Salary Scales	See comparison of salary scales	See comparison of salary scales. <ul style="list-style-type: none"> <li>• 2.5% salary increase 10 December 2018</li> <li>• 3% salary increase 25 November 2019 for House Officers and 9 December 2019 for Registrars</li> </ul>																											
Non Service Increment	<p><u>Training Programme with Part 1 Exam only</u> Registrars receive a non service increment for passing Part 1 exam or equivalent, the first day of the month, 3 years following the date on which the qualification is granted.</p> <p><u>Training Programme with Part 1&amp;2 Exam</u> Registrars receive a non service increment for passing Part 2 exam or equivalent, the first day of the month immediately following the date on which the qualification is granted.</p> <p><u>Dual Trainees</u> Are entitled to the non service increment for each vocational training programme. Dual trainees that are on Year 10 of the Registrar scale eligible for a non service allowance of \$5,000.</p>	<p><u>All Registrars on Training Programmes</u> Registrars who are PGY5 or above receive a non service increment once per vocational training programme for passing Part 1 exam or equivalent, the first day of the month, immediately following the date on which the qualification is granted provided they are PGY5 or higher.</p> <p><u>Dual Trainees</u> Are entitled to the non service increment for each vocational training programme. Dual trainees that are on Year 10 of the Registrar scale eligible for a non service allowance of \$5,300.</p>																											
Relief Allowance	For relievers where additional two steps on the salary scale place the reliever above the top of the House Officer scale an additional allowance of: <ul style="list-style-type: none"> <li>• \$5,000 (Year 3 category A or Year 4 category B)</li> <li>• \$10,000 (Year 4 category A)</li> </ul>	For relievers where additional two steps on the salary scale place the reliever above the top of the House Officer scale an additional allowance of: <ul style="list-style-type: none"> <li>• \$5,300 (Year 3 category A or Year 4 category B)</li> <li>• \$10,300 (Year 4 category A)</li> </ul>																											
Additional Duties	<table border="1"> <thead> <tr> <th>Grade</th> <th>0800</th> <th>2200</th> </tr> </thead> <tbody> <tr> <td>HO</td> <td>\$55</td> <td>\$90</td> </tr> <tr> <td>SHO / Registrar</td> <td>\$70</td> <td>\$115</td> </tr> <tr> <td>Senior Registrar</td> <td>\$90</td> <td>\$140</td> </tr> </tbody> </table>	Grade	0800	2200	HO	\$55	\$90	SHO / Registrar	\$70	\$115	Senior Registrar	\$90	\$140	<table border="1"> <thead> <tr> <th>Grade</th> <th>0800</th> <th>2200</th> </tr> </thead> <tbody> <tr> <td>HO</td> <td>\$60</td> <td>\$90</td> </tr> <tr> <td>SHO</td> <td>\$75</td> <td>\$115</td> </tr> <tr> <td>Registrar</td> <td>\$85</td> <td>\$130</td> </tr> <tr> <td>Senior Registrar</td> <td>\$120</td> <td>\$180</td> </tr> </tbody> </table>	Grade	0800	2200	HO	\$60	\$90	SHO	\$75	\$115	Registrar	\$85	\$130	Senior Registrar	\$120	\$180
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On Call / Call Backs	\$4 per hour on call allowance. Minimum call back of 4 hours up to a maximum of 8 hours in any 8 hour period.	\$8 per hour on call allowance. Minimum call back of 3 hours. If there are multiple call backs during an on-call period that overlap, RMO paid for 3 hours																											

	When called back after 2200 applicable night rate paid for the hours worked and the balance of the minimum call back of 4 hours paid at the day rate.	minimum for the 1st call and the balance of the hours worked over and above that for subsequent call-backs. When called back after 2200 applicable night rate paid for the minimum 3 hours not just the hours worked.
Cross Cover	\$150	\$165
Penalty payment if 8 hour break not provided	\$146	\$160 Includes period of time worked beyond the rostered shift end, additional duty and call-back duties of 8 continuous hours.
<b>Hours of work provisions</b>		
Changes to Run Descriptions	Will occur where 2/3rds agreement of the affected RMO's is received.	Will occur unless more than 1/3rd of the affected RMO's disagree.
Long Days	Greater than 10 hours up to a maximum of 16 hours. A maximum of 2 long days in 7 days. Limitation of no more than 72 hours in a 7 day period applies.	Greater than 10 hours up to a maximum of 16 hours. More than 2 long days in 7 can be worked where agreed as part of the run description but the additional long days must not be more than 12 hours in duration. Limitation of no more than 72 hours in a 7 day period applies.
Consecutive days	A maximum of 12 consecutive days (non Schedule 10 rosters). A maximum of 10 consecutive days for Schedule 10 rosters	A maximum of 12 consecutive days
Consecutive night shifts	A maximum of 4 nights. Exception of up to 5 nights where operating at date of ratification of MECA for Schedule 10 rosters. Night shift length no more than 10 hours. Any nights rostered in excess of 10 hours are deemed to be long days and the limitation of no more than 2 long days in 7 days applies.	A maximum of 4 nights, except up to 7 consecutive nights if agreed and opportunity for rest/sleep. Where 7 consecutive nights in a row these cannot be more than 10 hours. Night shifts of 12 hours can be rostered but the long day must be reduced accordingly. Limitation of no more than 4 in a row where night shifts are 12 hours.
<b>Leave Provisions</b>		
Conference Leave	Registrars Year 5 or higher of the pay scale get 8 days of conference leave plus capped expenses of \$6,500. Earlier access to the provision is granted to Registrars who are 12 months post completion of part 1 exam. Additional days granted: <ul style="list-style-type: none"> <li>• Eighth Year 1 day</li> <li>• Ninth Year 2 days</li> <li>• Tenth Year 2 days</li> </ul>	Training Registrars who have passed Part 1 or equivalent get 10 days of conference leave plus actual and reasonable expenses (no \$ cap).
Medical Education Leave	Total of 12 weeks per vocational training programme which includes MEL accessed as a House Officer and Non Training Registrar. House Officers PGY2 and above 5 days per year. 2 Weeks per year if undertaking a diploma (inclusive of the 5 days). Training Registrars 12 weeks per vocational training programme. Includes any MEL accessed as a House Officer or Non Training Registrar. <u>Example:</u>	House Officers PGY2 and up and Non Training Registrars get 5 days per year of MEL and can also access a one off 3 week entitlement (inclusive of the 5 days). In addition to this, for the purposes of undertaking a diploma entitlement to a further 2 weeks of MEL. The maximum MEL that can be taken in one year is 4 weeks. Training Registrars an additional 12 weeks of MEL, non inclusive of MEL accessed at HO and Non Training Registrar.

	Accessed 6 weeks as a House Officer / Non Training Registrar remaining balance as a Training Registrar 6 weeks.	
Parental Leave	<p>Unpaid Parental leave of 6 months (less than 12 months service) or up to 12 months (12 months service) for both the primary / non primary care giver.</p> <p>Unpaid partners leave of 1 week (6 months service) or 2 weeks (12 months service).</p> <p>6 week lump sum payment:</p> <ul style="list-style-type: none"> <li>• Can be taken as partial salary top up by primary care giver spread over 14 weeks</li> <li>• For non primary care giver must work 6 months following return from parental leave before receiving payment</li> </ul>	<p>Total of 26 weeks parental leave (6 months service) or 52 weeks (12 months service). Extended unpaid leave can be shared between primary and non primary care giver.</p> <p>Paid parental leave representing full salary top up for primary care giver for 14 weeks.</p> <p>Paid partners leave for 2 weeks for non primary care giver.</p>
Sick Leave	<p>30 days per annum up to Year 4 of service. From Year 5 of service 9 days and can accumulate.</p> <p>Can deduct sick leave for off duty weekend days where sick leave crosses a Friday to a Monday (4 days deducted from sick leave balance).</p>	<p>10 days per annum with ability to accumulate sick leave. Discretionary sick leave once entitlement exhausted. Can transfer up to 20 days between employers.</p> <p>**When rotating across the three Auckland metro DHBs a new entitlement granted each time RMO moves between these DHBs, the greater the frequency of movement the more advantageous.</p> <p>Cannot deduct sick leave for off duty weekend days where sick leave crosses a Friday to a Monday (2 days deducted from sick leave balance).</p>
Leave abutting weekends	Applies to all leave except STIL days (alternate holidays).	Will only apply to annual leave unless agreed by DHB.
<b>Training Time and Expenses</b>		
Protected Training Time	2-4 hours for House Officers, dependent on DHB. 4 hours for Registrars.	2 hours for House Officers 4 hours for Registrars
Costs of Training	DHB reimburses actual and reasonable costs of the training undertaken in the pathway to obtain vocational scope of practice.	DHB will reimburse to Training Registrars actual and reasonable costs of the training undertaken to obtain vocational scope of practice. Non Training Registrars and House Officers (PGY2 and above) will be reimbursed costs pertaining to facilitating their acceptance onto a vocational training programme.
	The DHB reimburses all attempts to sit College exams.	The DHB will reimburse up to three attempts to sit College exams.
	Costs include, course, examination, modules and clinical assessments and other fees (including travel and accommodation) where they are incurred as a direct result of training required for achieving vocational scope of practice.	Costs include, course, examination, modules and clinical assessments and other fees (including travel and accommodation) where they are incurred as a direct result of training required for achieving vocational scope of practice.
CME	None	For each full year of service Registrars receive a CME allowance of \$2,000 to aid in training. Can accrue up to a maximum of \$6,000. Portable provision between DHBs.
<b>Relievers</b>		

Relievers notice	<p>Unless using Schedule 2 relievers must get 28 days' notice of roster with at least 3 months of duties. Where Schedule 2 is used notice period is two weeks. Short notice relief requires 6 weeks' notice.</p>	<p>28 days' notice for weekend duties and two weeks' notice for all other duties.</p>
Reliever duties	<p>Relievers rosters must have 3 months of duties where Schedule 2 – Leave Management System is not being used. For reliever rosters under Schedule 2 there is no minimum period of duties that need to be provided but 2 week notice period must be observed when advising duties. All duties as a reliever paid at 2 categories above or 2 categories above category for the majority of the runs they are providing relief to where relief is pooled. Short notice relievers paid a D category for all ordinary hours and additional duty rates for hours outside ordinary hours.</p>	<p>There is no minimum period of duties that need to be provided for reliever rosters but the 2 week notice period for week day duties and 28 day notice period for weekend duties applies. Ability to redeploy relievers on the day of duty within their run allocation. Relievers are required to report for duty at 0800 where they have not been rostered to specific duties. All duties as a reliever (including short notice relief) are paid at 2 categories above or 2 categories above category for the majority of the runs they are providing relief to where relief if pooled.</p>

## Table from SToNZ Implementation Plan showing differences in Hours of Work Provisions

Provision	SToNZ MECA Clause	NZRDA MECA Clause	Provision in Schedule 10 of NZRDA MECA	Difference
Workload assessment not greater than 60 hours per week averaged over 4 weeks	17.1.1	13.1	Yes	Roster collaboration Average of 60 rostered hours over 4 week period.
Not rostered more than 72 hours in a week	17.1.2	13.1	Yes	16 hrs limit moved to new clause 17.2.1
Penalty if rostered more than 72 hours in a week	17.1.3	13.4.1	Yes	144 hour limit moved to new clause 17.1.4
Penalty if worked more than 144 hours in a fortnight	17.1.4	13.4.1	Yes	144 hours includes rostered & unrostered time (i.e. call backs)
Duty not to exceed 16 hours	17.2.1	13.1 & 13.4.2	Yes	No change
No more than 2 long days in 7	17.2.2	13.4.8	Yes	Run Description may allow a greater number of long days worked provided they meet all other limitations
Long day is more than 10 hours	17.2.2	13.4.8	Yes	No change
Night shift of 12 hours but long day reduced accordingly	17.2.3	Silent	Silent	New clause allowing an earlier handover (shorter long day)
No more than 12 consecutive days on duty and/or on call	17.3.1	13.5.1	No - No more than 10 consecutive days worked	Must provide uninterrupted rest (this includes no calls) following 12 consecutive days
No more than 4 consecutive nights	17.3.2	Silent	Yes	New clause
Except up to 7 consecutive nights if agreed and opportunity for rest/sleep	17.3.3	Silent	Exception of up to 5 nights where operating at date of ratification of MECA	New clause
7 nights cannot be 12 hours in length	17.3.4	Silent	Yes	New clause
Every second weekend free of duty	17.3.5	13.5.1 in a "Note"	Yes	No change
Exceptions to every second weekend free of duty, where RMOs shall not be required to work more than one weekend in three.	17.3.5	13.5.1 in a "Note" Schedule One: DHB Specific Provisions	Yes – Where DHB has 1:3 weekend provision in Sch. 1, 2 consecutive weekends in 9 weeks (8 by agreement)	No change applies to: Bay of Plenty, Nelson-Marlborough, Southern (in respect of Invercargill Hospital), Whanganui, Taranaki, and Mid Central
Not required to work more than one weekend in three, except that: (a) On the general medical or surgical registrar roster, no RMO shall be rostered to work more than two weekends in five. (b) On the O&G/Paediatric roster, no RMO shall be rostered to work more than three weekends in eight.	17.3.6 Lakes DHB only	Schedule One: DHB Specific Provisions Lakes DHB only	Yes – Where DHB has 1:3 weekend provision in Sch. 1, 2 consecutive weekends in 9 weeks (8 by agreement)	No change applies to Lakes DHB only
Exceptions to 2 consecutive weekends in 5 or 6 or 7 weekends depending on roster	17.3.7	Exceptions in Schedule 1	Exception of 2 consecutive weekends in 6 weeks and exception for 1 in 3 weekend provisions	New clause allowing for consecutive weekend flexibility
Aspiration of 1 in 3 weekends	17.3.8	Silent	Silent	New clause
Aim for minimum break between duties of 12 hours	17.4.1	Silent	Silent	New clause

Minimum 8 hour break between duties required	17.4.2	13.4.6 & 13.7.1	Yes	Includes period of time worked beyond the rostered shift end, additional duty and call-back duties of 8 continuous hours. One way to minimise impact of this is for DHBs to increase the length of the night shift and decrease the length of long days.
Fatigue management principles	19.1 & 19.2	Schedule 5 & Schedule 7 Guidelines	Yes	Acknowledges the key drivers when determining how work is organised within the service. Also acknowledges the role of the Colleges and regulatory bodies in issuing advice / guidelines on expectations regarding safer hours of work as part of accreditation requirements.
Provision of taxi in certain circumstance	19.3	In Terms of settlement	In Terms of Settlement	No change
Penalty payment if 8 hour break not provided	17.4.2	13.7.3	Yes	Increase of penalty payment from \$146 to \$160 Includes period of time worked beyond the rostered shift end, additional duty and call-back duties of 8 continuous hours
Rostered days off for weekend work	No	No	Yes	No provision for rostered days off for weekend work in SToNZ MECA
Deduction for Rostered days off	Not applicable	Not applicable	Yes	Week days completely free of duty (Monday – Friday) are discounted from the ordinary hours calculation as part of the run category. This does not include sleep days (Monday – Friday) following rostered night duties
Variations/alternative arrangements	Determined at DHB level with affected RMOs 17.2.2 / 17.2.4 / 17.2.6 / 17.3.3 / 17.4.5	NZRDA agreement 13.4.3 / 13.4.4 / 13.4.5 / 13.6.1	NZRDA agreement	Variations / alternative arrangements determined at DHB level with affected RMOs