
All District Health Boards

5 April 2019

Update for Chief Medical Officers and Senior Medical Officers on negotiations with the Resident Doctors' Association

Dear colleagues

The RDA's withdrawal of strike notice for four days in the week before Easter was welcome news yesterday.

However, the union has said it will re-ballot for a five-day strike towards the end of April.

Today at mediation we made an offer of settlement to the RDA which is now considering whether to put it to members for ratification. While they've indicated that its "unlikely to be acceptable", we hope they put it to members so they have all relevant information when voting on the strike.

Although we don't have any dates for further talks, we remain ready to meet again, irrespective of any action.

The DHB offer to RMOs

We know the concerns of our RMOs about rosters and we have always engaged respectfully and in good faith with their representatives to find solutions that meet everyone's needs.

A number of the bargaining team have dealt with the RDA over many years and have a deep understanding of the current MECA and the clauses that create many of the operational and system pressures we currently face.

DHBs are committed to safe rosters backed by evidence-based practice. We've invested significant resource to examine ideas and options to balance the needs of patient and RMO training. A dedicated ombudsman-type role within each DHB to address roster issues was discussed with the RDA at mediation today.

DHBs believe it is essential for local clinicians working with their RMOs to decide rosters without the RDA vetoing what's been agreed at DHB level. No other health union has that power.

A summary and details of the DHB offer can be found [here](#). Key elements include:

- Several amendments to better define how rosters are agreed and implemented
- Lump sum payments if they don't strike
- A 3-year term with pay rises totalling 7.5% per cent

We hope RDA members have an opportunity to consider the offer given they're being asked to vote on a five-day strike that will put huge pressure on our clinical teams and impact patients across the country. This endless cycle of action by the RDA that uses threats to patient safety as an alternative to meaningful engagement, continues to be ineffective.

We're currently waiting for the Employment Relations Authority to decide if urgent facilitation is needed and we'll continue working in good faith towards a negotiated solution.

Hopefully the union and its members will pause and consider not only their proposed strike, but also the offer for settlement.

Thank you again for the work to plan for and provide care during strike periods. We continue to be hopeful that we find a resolution that sees no further strikes but also gives the ability to shape rosters for better care and training.

I will keep you up to date as the discussions continue.

Regards

Peter Bramley
CE Lead
RMO Bargaining