

12 April 2022

Amber Saxton

Via email fyi-request-18896-f3cbecec@requests.fyi.org.nz

Dear Amber

Official Information Act

I am responding on behalf of Taranaki District Health Board (DHB) to your OIA request of 16 March 2022. You have requested the following information:

- 1) *What is the list of Senior Medical Officers designated to be clinical supervisors for medical students from the University of Auckland (i.e. who are the SMOs who can sign CSRs)?*

Due to the small numbers of Senior Medical Officers (SMO) involved, we will not provide the specific details however can confirm we have the following headcount engaged in this activity:

- three Paediatricians
- two Physicians

- 2) *From above, what is the FTE of each SMO and number of hours expected onsite?*

Again, as per the small numbers of SMOs involved and the ability to identify them, we are unable to provide this information.

- 2a) *If applicable, what is their salary as per the Association of Salaries Medical Specialist (ASMS) contract?*
2a-i) *What has this been for the last 10 years?*
2b) *If unavailable, what is their generic SMO pay scale?*

SMOs are remunerated as per the ASMS contract; due to the small numbers involved we cannot provide salary details as it is identifiable. A link to this agreement is provided below:

<https://tas.health.nz/assets/ER/ASMS-Senior-Medical-Dental-Officers-MECA-1-April-2020-31-March-2021-1.29Mb.pdf>

To prevent burn often doctors get rostered time off:

- 3a) *How many days in a row can a SMO work as per contract?*

SMOs usually work a maximum duration of five continuous days noting however that some SMOs have additional after hours on-call and weekend roster arrangements.

- 3b) *What is the policy around SMO rostered days off?*

Taranaki DHB has no policy regarding SMO rostered days off.

3c) *What compensation is given when SMOs do work beyond their day off e.g. come in on an RDO?*

There are entitlements within the SMO collective agreement to provide additional remuneration. A link to this agreement is provided below:

<https://tas.health.nz/assets/ER/ASMS-Senior-Medical-Dental-Officers-MECA-1-April-2020-31-March-2021-1.29Mb.pdf>

With regards to House Officers:

4a) *What are the run categories for House Officers on Paediatrics and General Medicine attachments, ergo number of expected hours?*

- Paediatric House Officers expected hours are between 60 and 64.9 hours
- General Medicine House Officers expected hours are between 55 and 59.9 hours

4b) *What is their pay as per PGY# and run category from above?*

There are two collective agreements that cover the RMO workforce, these are provided below:

- RDA RMO MECA
<https://tas.health.nz/assets/ER/RDA-Resident-Medical-Officers-Collective-Agreement-17-May-2021-31-Mar-2024-5Mb.pdf>
- SToNZ MECA
<https://tas.health.nz/assets/ER/Employment-Agreements/2022-02-15-STONZ-MECA-2021-2023.pdf>

4b-i) *What has this been for the last 10 years?*

Information provided back to 2013 can be found on the following link:

[Employment agreements - TAS | Harnessing smart thinking on health for New Zealand](#)

4c) *What is the maximum number of days House Officers in the attachments above have to work in a row?*

The limits on consecutive days of work for non-shift rosters in each RMO MECA differ.

In the NZRDA MECA, non-shift rosters detailed in Schedule 10 of the MECA limit the number of consecutive days worked in a row to 10. For any weekend duty worked in these rosters, the RMO is granted a weekday (Monday–Friday) rostered completely free from duties (RDO) in compensation for the weekend duty worked.

In the SToNZ MECA, the limit on the number of consecutive days worked in a row is up to a maximum of 12 days.

The maximum number of days House Officers have to work depends on their terms and conditions of employment. If they are covered by NZRDA MECA terms and conditions, their maximum number of days worked in a row will be 10. If they are covered by SToNZ MECA terms and conditions, their maximum number of days worked in a row will be 12.

4) *What is the rostered day off policy for House Officers in the rotations mentioned above?*

This depends on the individual RMO's terms and conditions of employment. All of the runs listed at question 4a) are Schedule 10 rosters in the NZRDA MECA and as such House Officers on NZRDA MECA terms and conditions have weekday rostered days off on their roster. House Officers who are on SToNZ terms and conditions of employment do not have weekday rostered days off on their roster. There is no MECA contractual provision to provide this.

With regards to trainee interns:

5) *How many hours per week are Trainee Interns expected to be on placement in runs above?*

They are assigned to a team so that would be doing similar hours as a PGY1 (above).

5a) *As they are not paid, what protections are ensured Trainee Interns have proper rest and food breaks?*

As they are a part of the RMO team, they would have breaks and go to lunch with the PGY1s.

5b) *How many days in a row are Trainee Interns expected to be on placement?*

Five days per week.

5c) *What is the DHB policy for rostered days off for Trainee Interns?*

There is no policy however they are on assignment Monday to Friday so would have two days per week rostered off. They may participate in the odd weekend when assigned to certain departments.

5d) *How does the DHB manage the expectations for Trainee Interns to be present with their health and wellbeing in a demanding field.*

Taranaki DHB provides support to all employees/contractors/students who work within the DHB. Support includes access to our Employee Assistance Programme which includes three free sessions of counselling.

We have additional SMOs employed as Prevocational Education Supervisors that provide support with people entering the professional.

We have Organisational Development support in place that works with individuals to provide wellbeing support and plans tailored directly with the individual to support the transition into the workforce.

I trust the above information answers your OIA request.

Kind regards



Joanie Sims

General Manager – People & Capability