

17 May 2023

James Thompson

Email: [fyi-request-22563-cbfc5916@requests.fyi.org.nz](mailto:fyi-request-22563-cbfc5916@requests.fyi.org.nz)

Dear James

I refer to the Official Information Act request received via the FYI website on 26 April 2023 where you state that you have been informed that the RMO (Resident Medical Officer) Office at Palmerston North Hospital have been directly contacting certain House Officers to offer them night shifts, rather than advertising these opportunities openly to all eligible candidates. You are requesting information regarding the process and criteria used to allocate night shifts for House Officers at MidCentral, and respond as follows:

1. *Is there a specific policy or guideline in place for the allocation of night shifts for House Officers at Palmerston North Hospital?*

MidCentral is obliged, under Clause 6.5 of the NZRDA Collective Agreement, to not roster House Officers to night shifts in the first six months of their PGY1 year. Further, in shift rosters (ED and ICU) under clause 13.2.4, House Officers shall not be rostered more than 30 per cent of their duties across a run allocation, as night duty. All rosters have templates, and night duties are evenly allocated between House Officers across the roster. When a House Officer is on leave during a period of rostered night shifts, a reliever will be allocated into these duties. Where a House Officer calls in sick, all other House Officers will be advised and asked if they would like to pick the night duties up.

2. *If so, could you please provide a copy of this policy or guideline?*

Please refer to the NZRDA Collective Agreement.

3. *How are House Officers made aware of the available night shifts and the process for applying or expressing interest?*

When there are night shifts available due to sick leave, all House Officers who are eligible to pick up night duties in that area of work ( eg they have experience working in the area) will be contacted by text or page.

4. *What factors or criteria are considered when selecting House Officers for night shifts?*

Whether they are able to undertake night shifts in that area of work (eg if a House Officer has not worked in O & G, they would not be able to pick up night shifts in O & G), what other duties the House Officer is rostered for that week and the impact on the rest of the roster if they picked up night shifts (eg if they were rostered for weekend days, consideration needs to be given as to how easily cover could be found for the weekend if they pick up night shifts), fatigue issues eg if they have been on for a long period of day shifts, will they be too fatigued if they do night shifts, whether they have picked up other night shifts recently – we work to be equitable to share night duties that become available across the House Officers who are eligible and interested in picking up the night shifts.

5. *Is there a process in place to ensure that night shift opportunities are equitably distributed among House Officers, in accordance with the NZRDA (New Zealand Resident Doctors' Association) MECA (Multi-Employer Collective Agreement) and New Zealand employment laws?*

Covered in the response above.

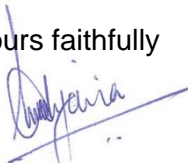
6. *Could you also provide information on the general process for allocating night shifts to House Officers at other hospitals in New Zealand, if available?*

No, this would need responding to by the various Districts.

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Te Whatu Ora may proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release. The released response will be made available on our website.

Yours faithfully



**Keyur Anjaria**  
**General Manager**  
**People & Culture**