

COVID-19 remuneration arrangements

Applicable to Auckland Metro DHBs

When activated – When there is a situation during a surge in Omicron in the community such that critical service delivery cannot be maintained with available staff, as triggered by Chief Executive Officers

“Critical services” is defined as acute inpatient services, P1 or cancer service delivery for a period or as defined by the Chief Executive Officers

These principles and remuneration arrangements are applicable from 4 March to 28 March 6.59am 2022 (updated) to recognise that while service delivery is limited to critical services some staff are working in alternative services supporting the wider hospital response to the Omicron surge

Principles

1. Staff will be requested to deploy to other areas, ahead of being asked to work additional duties
2. Overtime will be requested and agreed by the manager and staff member before the work is done and rates apply
3. There is a mutual responsibility between the line manager and staff member that hours worked are safe. In order to do this it is envisioned that staff will share any hours worked in other services or for other employers
4. Approval will be in accordance with existing delegated authority
5. The Board will approve remuneration arrangements for Executives

To access rates, staff must be requested to work and work should be approved in advance of undertaking the duty (see page 4)

- Applicable to all Nurses and Midwives, Allied Health, Scientific, Technical, Clerical and Support staff:
 - Night duty (shifts that begin 10pm and after or 7pm where existing 12 hour rostered shift patterns occur (ie. for Starship Child Health, AED, DCCM, CVICU &CCU) - Normal MECA rates plus an allowance of \$500 gross for a full shift, pro rate for part shifts
 - Overtime - MECA rates plus an allowance of \$250 gross for a full shift, pro rate for part shifts
- Applicable to all IEA staff
 - Overtime for Omicron related deployment or duties – Your T1 rate plus an allowance of \$250 gross
 - Rostered On call – in accordance with your employment agreement or \$10 per hour, whichever is the greater

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- Applicable to Senior Medical Officers
 - Weekend 0800-2200 \$250 per hour
 - Week day 0800-1800 MECA rates
 - Week day 1800-2200 \$250 per hour
 - Nights 2200 – 0800 \$350 per hour
 - Plus: \$50/hour for working in a different area

- Applicable only to Resident Medical Officer’s
 - Redeployed to a roster which is the same run category or a lower run category you will be paid your normal salary
 - Redeployed to a roster which has a higher run category or hours of work you will get the run category of the roster you are working
 - Any changes to an after hours shift or an additional shift is paid at additional duties rates

MECA Rates per hour					Escalated Rates per hour					
Shift	HO	SHO	Reg	Snr-Reg	Shift	HO	SHO	Reg	Snr-Reg	Comment
Mon-to-Fri-0800-1600	\$60	\$75	\$85	\$120	Mon-to-Fri-0800-1600	\$60	\$75	\$85	\$120	Current-MECA-rate
Mon-to-Thurs-1600-2200	\$60	\$75	\$85	\$120	Mon-to-Thurs-1600-2200	\$75	\$93.75	\$106.25	\$150	T1.25 MECA-rate
Weekend (incl.-Fri-1600-2200-and-Sat/Sun-0800-2200)	\$60	\$75	\$85	\$120	Weekend (incl.-Fri-1600-2200-and-Sat/Sun-0800-2200)	\$85	\$112.50	\$127.50	\$180	Reg.-SHO-&Snr-Reg-at-T1.5-MECA-rate HO-at-current-Registrar-rate
Nights	\$90	\$115	\$130	\$180	Nights	\$130	\$172.50	\$195	\$195	Reg.-SHO-&Snr-Reg-at-T1.5-Reg-MECA-rate HO-at-current-Registrar-rate

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	Standard Rates	Rates from 4 March to 18 March
Applicable to all Nurses and Midwives, Allied Health, Scientific, Technical, Clerical / Admin and Support staff within coverage of an existing MECA (including those on derived IEAs)	Penal rates (generally T1.25/T1.5) for night and weekends	Night duty - Normal MECA rates apply, plus an allowance of \$500 gross for a full shift (8 hours), pro rated for part shifts (shifts that begin 10pm and after or 7pm where existing 12 hour rostered shift patterns occur (ie. for Starship Child Health, AED, DCCM, CVICU &CCU) Note: applies for all night duties whether the employee normally works nights or not
	Overtime rates (generally T1.5 or T2) for hours worked in excess of 8 hours (or rostered shift) per day, or 80 hours per fortnight	Overtime – Normal MECA rates apply plus a maximum allowance of \$250 gross for a full shift, pro rated for part shifts Part-time employees – eligible for the \$250 gross for a full shift (pro rated for part shifts) where they pick up additional hours over and above their ordinary weekly hours (even where they are not eligible for overtime rates) Note: not payable if the night duty payment above is applicable, employees may only claim one or the other
	Rostered on-call – on-call payment applies	On-call payments in accordance with the applicable MECA or \$10 per hour (whichever is the greater) Where the employee is called in – then the night duty or overtime provision above applies
Applicable to all true IEA staff	No additional payments for hours worked over and above contracted hours	Overtime for Omicron related deployment or duties (including nights) – Paid for hours worked over and above contracted hours at T1 rate plus an allowance of \$250 gross for a full shift, pro rated for part shifts
	Rostered on-call – no provision	\$10 per hour Where called in and the work is overtime – the above overtime arrangements apply