

02 May 2022

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Re: Official Information Request for RMO and SMO Information and Data

I refer to your official information request dated 14 March 2022 for the following information

Hospital has many doctors at different pay scales and responsibilities. Many of which are demanding for the team. Paediatrics and General Medicine have been two of the demand rotation.

With regards to general medicine and pediatrics departments.

- 1) what is the list if senior medical officers designated to be clinical supervisors for medical students from the university if Auckland (i.e. who are the SMOs who can sign CSRs)**
- 2) from above, what is the FTE of each SMO, and number of hours expected on site.**
 - 2a) if applicable, what is their salary as per Association of Salaries Medical Specialist contact**
 - 2ai) what has this been for the last 10 years**
 - 2b) if unavailable, what is their generic SMO payscale**
- 3) to prevent burn often doctors get rostered time off**
 - 3a) how many days in a row can an SMO work as per contact**
 - 3b) what is the policy around SMO rostered days off**
 - 3c) what compensation is given when SMO do work beyond their day off? e.g. come in on a RDO**
- 4) With regards to house Officer**
 - 4a) what are the run categories for house officers on paediatrics and general Medicine attachments, ergo number of expected hours**
 - 4b) what is their pay as per pgy# and run category from above**
 - 4bi) what has this been for the last 10 years?**
 - 4c) what is the maximum number of days house officers in the attachments above have to work in a row**
 - 4d) what is the rostered day off policy for house officers in the rotations mentioned above?**

- 5) With regards to trainee interns**

- 5) how many hours per week are trainee interns expected to be on placement in runs above?**
- 5a) as they are not paid, what protections are ensured trainee interns have proper rest and food breaks?**
- 5b) how many days in a row are trainee interns expected to be on placement**
- 5c) what is the dhb policy for rostered days off for trainee interns**
- 5d) how does dhb manage the expectations for trainee interns to be present with their health and wellbeing in a demanding field**

I request all information in a tabulated excel document.

Response

As advised 11 April 2022, questions 1, 5, 5a), 5b) and 5d) were transferred to the University of Auckland in the belief that that organisation held the information you seek.

We have provided the information under each of your remaining questions below.

- 2) from above, what is the FTE of each SMO, and number of hours expected on site.**
 - 2a) if applicable, what is their salary as per Association of Salaries Medical Specialist contact**
 - 2ai) what has this been for the last 10 years**
 - 2b) if unavailable, what is their generic SMO payscale**

As question 1 was transferred to the University of Auckland and we awaiting details of the list of SMOs that this relates to, we are unable to answer this question. We will provide further details when we have access to the relevant information.

- 3) to prevent burn often doctors get rostered time off**
 - 3a) how many days in a row can an SMO work as per contact**

The standard maximum duration is five continuous days, noting that SMOs can have additional after-hours on-call and weekend roster cover arrangements. Where these periods impact on off-duty time all services have arrangements where further time off can be taken.
 - 3b) what is the policy around SMO rostered days off**

Auckland DHB has no policy covering SMO rostered days off. The expectation is that rostered days off are taken to provide adequate rest and recovery.
 - 3c) what compensation is given when SMO do work beyond their day off? e.g. come in on a RDO**

There are entitlements within the SMO Collective Agreement to provide additional remuneration. The agreement can be found here:

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

Any request to work on a rostered day-off would be by agreement between the service and the SMO and remuneration and adequate recovery time would be agreed.

- 4) With regards to house officers (HOs):**
 - 4a) what are the run categories for house officers on paediatrics and general Medicine attachments, ergo number of expected hours**

- 4b) what is their pay as per pgy# and run category from above
- 4bi) what has this been for the last 10 years?
- 4c) what is the maximum number of days house officers in the attachments above have to work in a row
- 4d) what is the rostered day off policy for house officers in the rotations mentioned above?

In response to your request seeking information on House Officer run categories and salary information based on the category and post graduate year (PGY) please note the following:

Note 1) General Note

The OIA request seeks information on HO run categories and salary information based on the category and post graduate year (PGY).

Note 2) Selection of clinical attachments covered by the OIA

When identifying the HO clinical attachments (runs) covered by the OIA we have:

- included runs that are covered by general medicine run descriptions which includes relief
- excluded medical sub-specialty runs and those in acute assessment / medical assessment units where these runs are not covered by the general medicine run description
- included runs that are covered by general paediatric medicine run descriptions which includes relief
- excluded paediatric sub-specialty or surgical runs.

Note 3) Two Resident Medical Officers (RMOs) MECAs

There are two RMO collective agreements (Multi Employer Collective Agreement - MECAs) that govern terms and conditions of employment for RMOs they are:

- 20 DHB and NZ Resident Doctors' Association MEDA dated 17 May 2021 – 31 March 2024 (NZRDA MECA)
<https://nzrda.org.nz/rmos/meca/>
- 20 DHB and Specialty Trainees of New Zealand MECA dated 14 December 2021 – 13 December 2023 (STONZ MECA).
<https://www.stonz.co.nz/meca/>

As of the date of this response, the salary scales, method for calculating run categories and the limits on consecutive days of work are different in each MECA. When providing responses to the OIA this has been split to identify NZRDA MECA and STONZ MECA. See Attachment 1.

Note 4) Run Categories

Run categories are based on a band of hours as set out in the table below. This band of hours represents the weekly hours averaged over the 13 week run rotation (clinical attachment) and does not reflect the actual hours worked from week-to-week as this will fluctuate dependent on the roster pattern.

Category	Hours
F	40-44.9
E	45-49.9
D	50-54.9
C	55-59.9
B	60-64.9
A	65+

Any reference in this response to an A+ or A++ run category relates to how relievers are paid (see section below on 'Reliever salaries'). The band of hours where this is referenced is 65+ hours. Some of the runs covered in this response operate different summer and winter rosters through the HO training year. Where summer and winter rosters are in place the run category for summer and winter has been provided.

Note 5) Salary scale and Post Graduate Year (PGY#)

RMOs are paid as salaried workers with salaries based on their salary scale year and run category for the run rotation. The salary scale year is based on post-graduate experience (expressed as PGY#). At a House Officer (HO) level the salary scale starts at Year 1 and the maximum is Year 4.

PGY1 is the equivalent of HO salary scale Year 1 and the HO will move to the next year of the salary scale at the beginning of their next PGY year (subject to continuous service) until they reach Year 4 of the scale.

Note 6) Relievers salaries

RMOs employed as "relievers" are paid a salary two categories above the category of the majority of runs on which they are employed to provide cover.

Where the provision for an additional two steps would place the RMO above the top of the HO scale an RMO who is on year 3 Category A or year 4 category B is paid Category A year 4 plus the amount set out at Allowance 1 gross per annum. An RMO who is on year 4 Category A is paid the additional amount set out at Allowance 2 gross per annum. Additional allowance amount based on each MECA:

- Allowance 1 – NZRDA MECA \$5,000
- Allowance 1 - STONZ \$5,300
- Allowance 2 – NZRDA MECA \$10,000
- Allowance 2 - STONZ \$10,600.

The reference to A+ and A++ in this response to your Official Information Act questions regarding relief run categories is used to identify where the two steps above is higher than an A category run for payment purposes.

4a) What are the run categories for house officers on paediatrics and general medicine attachments, ergo number of expected hours?

Please see Sheet 2 "Question 4a" in the attached Attachment 1.

4b) what is their pay as per pgy# and run category from above

Please see Sheet 3 "Question 4b" in the attached Attachment 1.

4bi) what has this been for the last 10 years?

Please see Sheet 4 Question 4bi NZRDA in the attached Attachment 1.

The first STONZ MECA came into effect on 10 December 2018 and when responding to Question 4bi the data for STONZ MECA commences from this date. Prior to this date the only MECA in force was the NZRDA MECA.

Please see Sheet 5 Question 4bi STONZ in the attached Attachment 1.

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 at 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 week day (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 HOs in the attachments (detailed at our response to question 4a) 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.

4d) what is the rostered day off policy for house officers in the rotations mentioned above?

This depends on the individual RMOs 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 week day rostered days off on their roster. House Officers who are on STONZ terms and conditions of employment do not have week day rostered days off on their roster, there is no MECA contractual provision to provide this.

With regards to trainee interns:

5c. what is the DHB policy for rostered days off for trainee interns?

Auckland DHB does not have a policy regarding rostered days off for trainee interns. We are, therefore, refusing this aspect of your request under section 18(e) of the Official Information Act as the document alleged to contain the information requested does not exist.

I trust this information answers your questions.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Auckland DHB website.

Yours sincerely,



Ailsa Claire, OBE
Chief Executive

Encl.

Attachment 1. OIA 1195 RMO and SMO Information and Data