



Escalated Rates Information Guide

This document has been created by the STONZ team to provide clarification on the escalated rates and their application.

The current escalated rates have been confirmed to extend **beyond 31 March 2024** with no confirmed end date at this time.

These rates are outlined below:

Shift	HO	SHO	REG	SNR REG
Mon – Thurs 1600-2200	\$95/hour	\$170/hour	\$170/hour	\$190/hour
Weekend (incl. Friday 1600 – 2200 & Sat/Sun 0800 – 2200)	\$140/hour	\$170/hour	\$170/hour	\$200/hour
Night Shift	\$170/hour	\$220/hour	\$220/hour	\$220/hour

Weekend Shifts

Escalated rates apply to all weekend shifts picked up due to a vacancy in the roster.

Night Shifts

Monday to Friday night shifts picked up due to a vacancy in the roster are included. In most cases night shifts start at 2200 and finish at 0800. However, there are a few night shifts that commence 2130 or 2230 and will finish at 0730 or 0830. These are also considered 'night shifts' and shall be paid at the escalated rates.

Long Days

Monday to Friday long day shifts picked up due to a vacancy in the roster will be paid at the weekday escalated rates. These rates apply to any hours worked 1600- 2200.

Day Shifts

Day shifts during the week (Monday to Friday) 0800 to 1600 picked up as additional duties will be paid at the standard additional duty rates outlined in clause 15 of the STONZ agreement.

On Call

If a on call shift is picked up as an extra duty due to a vacancy in the roster, any call backs will be paid at the escalated rates.

Telephone Calls

Telephone calls during a period of on call, picked up due to a vacancy in the roster will be paid at the escalated rates.

Public Holidays

If an RMO agrees to pick up an extra shift on a Public Holiday, the 'weekend' escalated rates should be applied. This includes any 'ordinary' and 'long day' shifts for Public Holidays that fall on or are observed on a weekday.

If an RMO agrees to pick up an extra shift on a Public Holiday the 50% premium (T1.5) should be paid on the escalated rates. The RMO will also receive a lieu day for working on a public holiday. If the RMO had already worked the actual day of the public holiday and then picked up an extra duty on the observed day, only 1 lieu day will be allocated for the public holiday.

Cross Cover

For the same period (until 31 March 2024) the cross-cover rate per day/shift is **\$300** gross. This rate is not applicable on weekends or outside of ordinary working hours.

External Locum Agencies & Casuals

These rates do not apply to external locum agencies or RMOs on a Casual contract. Rates apply to RMOs who have permanent employment with Te Whatu Ora, including both full-time and part-time.

Escalated Rates FAQs

If I have already agreed to an additional duty in December will this be paid at the new rates?

Yes – these rates apply regardless of when additional shifts were booked as they apply for that specific period.

Do the new additional duties rates also apply to Call-backs for those working on call rosters? i.e., where a Roster has an RMO 'On Call' over a night or weekend and calls in sick, someone must fill that vacancy.

Yes. If you are covering to fill an additional vacancy on the roster, the rates apply. BUT if you are working a normal on call period that was always part of your roster (and not because of a vacancy) then no.

A duty swap (per clause 18.6 STONZ MECA) as initiated by the RMO would also not attract the higher rates. (But if the employer initiated the swap, then the higher rates would apply).

Telephone calls during a period of on call, picked up due to a vacancy will be paid at the escalated rates.

I am permanently employed by one District, but I pick up a vacant shift at another District as additional duties. Will this be paid at the escalated rates?

*Yes, if you are **permanently** employed by Te Whatu Ora and you pick up a vacant shift at another hospital or District, you will be paid the applicable additional duty rates.*

*If you are employed as a Locum only by Te Whatu Ora (i.e., you have no permanent employment with Te Whatu Ora) and agree to complete a shift due to a vacancy in the roster, you will **NOT** be paid the escalated additional duty rates unless agreed in writing with the district prior to picking up the shift.*

Note: If a shift cannot be filled by any permanent full time or part time RMO, the RMO unit has the delegation to contact a RMO who is employed on a casual contract with Te Whatu Ora and may offer up to the escalated rates.

Cross-Cover FAQs

As an RMO I have provided cross-cover and placed in my claim. The RMO Unit now want me to get sign off from the department to confirm I did cross cover. Do I have to do this?

No, the RMO Unit should be removing barriers to claim cross-cover. Should further sign off be required, the RMO Unit should chase this up directly or implement a new process to avoid double handling.

My RMO colleague has called in sick, the SMO has been asked to cross cover, and after rounding the SMO has asked me to do all the tasks my colleague and I would normally share. Am I entitled to anything?

Yes, if you are doing the work of your absent RMO colleague you should be paid cross-cover for this.

The RMO Unit has now declined cross-cover for you covering a non-RMO vacancy. Is this correct?

The collective agreement states that a RMO should not be asked and should not agree to provide cover for a non-RMO position e.g., Clinical Nurse Specialist. If you have been asked, and agreed to do this, then although not stated in the collective we believe cross-cover should be offered. As it is not specifically outlined in the collective, if you are asked and agree - then it is important to get confirmation in writing that you will be paid.