

STONZ FIFTH



ANNIVERSARY

WHAT WE'VE ACHIEVED

2018 TO
2023

STONZ was formed in 2018 by a small group of RMOs who were looking for alternative representation with a strong focus on training.

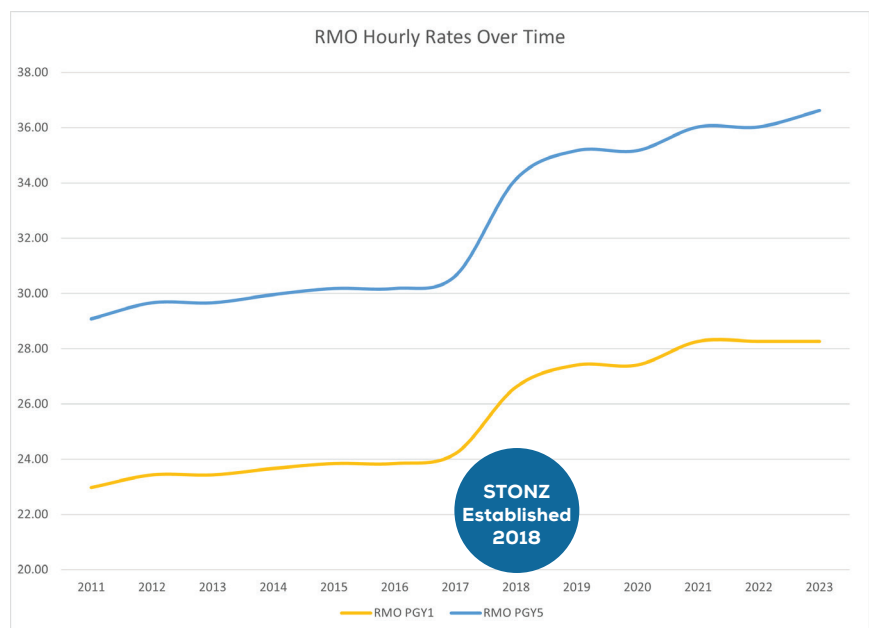
Since then, we have grown to represent almost 2000 RMOs across all specialties and levels of training. Yes, it's true that STONZ is still a relatively 'new' union, however, as we approach our 5th Anniversary in December it's important to reflect on how much our team has been able to achieve in a short time.

We know there is still a lot of work to be done; this is just the beginning as far as we're concerned!

Pay increase

In 2018 STONZ negotiated the largest RMO **salary increase** that had been achieved in the past 10 years, an 11% increase on rates previously in place for RMOs.

Whilst we celebrate our previous success, we acknowledge that there is still a lot to be done to achieve pay parity with other workforces. This is the **#1** priority for our current team.



Increased Additional Duty rates

For the 14 years prior to 2016, these rates were \$45ph for House Officers and \$60ph for SHOs/Registrars, in 2017 they moved to \$55 and \$70. In 2018, STONZ negotiated an increase in rates to \$60 for House Officers and \$75 for SHOs/Registrars.

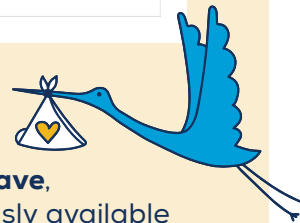


Increased Cross Cover rate

For 15+ years this remained at \$150, in 2018 STONZ negotiated an increase to \$165.

The **decrease in the maximum hours** worked from 144 to 140 hours. The first time it had been reduced in 15+ years. STONZ aligned the SECA with RACS position statement on safe working hours.

The STONZ provision for **RMO Parental Leave**, taking the previously available payment from the 6-weeks that it had been for 15+ years, to a 14-week top-up for the main caregiver. Along with 2-weeks of paid leave for the non-primary caregiver. In addition, there has been ongoing work to improve the provisions for RMOs who take parental leave and upon their return.



Clause 10.8.2 \$2000 per Registrar, per year to support 'Aids to Training'.

Clause 10.9 \$500 per House Officer (PGY2+), per year to support progression towards Training.

Medical Education leave (MEL)

STONZ increased the provision of MEL from 12 weeks (in place for 15+ years) for an RMOs entire career (unless dual training) to 1 week per year as a House Officer and non-training Registrar with an additional one-off 3-week entitlement and then an additional 12 weeks once an RMO commences training.

There is also now flexibility in the use of MEL for House Officers and non-training Registrars, allowing them to observe / try out specialties before deciding on their preferred specialty.

Addition of the **Best Practice Parental Leave Guidelines** to the STONZ SECA. These guidelines include reimbursement of breast pump, where appropriate facilities cannot be provided; the ability to request no afterhours duties be rostered in the first month returning from PL.

National Manual

An agreed interpretation of SECA clauses, complete with examples between STONZ and Te Whatu Ora.

Best Practice Guidelines developed for **Psychiatry Trainees & CBAs** where they work in the community after-hours.

Teaching outside regular hours

Clarification of what should happen, i.e., compensation.

Roster Review

A full roster review was undertaken for any

rosters that had more than 72 hours rostered in a consecutive 7-day period, combined shifts of on-call and on-duty exceeding 16 hours, insufficient recovery time following night shifts and more than 4 consecutive night shifts.

53 rosters across 13 Districts were identified for review in 2021 due to one or more of the four roster components present within their roster model. Since then, the Roster Review Framework has become the process for reviewing rosters and has been used across Aotearoa to ensure ongoing compliance and are monitored and reviewed through SNEF (STONZ National Engagement Forum).



Transfer expenses

Increased flexibility for access to transfer expenses. In the 2021 round of negotiations, we negotiated for RMOs who step up from House Officer to Registrar but don't move DHBs, to have the transfer expenses of their first move to another District following stepping up to Registrar to be reimbursed.

Meals Pilot

Currently undertaking a project to look at whether providing an allowance instead of a meal would suit some RMOs.

Weekend Ward Rounds

must now be included in run descriptions and therefore RMOs must be remunerated for this additional work.



Continuous service, within 3 months

Rural medicine up to 12 months. Allowing Rural Medicine trainees to work outside Te Whatu Ora and maintain continuous service (relevant for T&Cs / benefits).



Rosters published late now have an agreed escalation pathway.

Payment for RMO's who write rosters

Clause 4.7



Conference leave

10 days with no \$ cap on actual and reasonable expenses.



Discretionary leave

Sick and bereavement. Including the addition of miscarriage/still-birth under bereavement.

Admin time

Specified sufficient admin time must be given to Registrars, guidance of 4 hours per week.



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