



# STONZ MECA COMPARISON

## STONZ v NZRDA Collective Agreement Comparison

*Will be next updated following negotiations in 2023*

### MECA TERM

**STONZ MECA:** A two-year agreement from 14th December 2021 – 13th December 2023

**NZRDA:** A three-year agreement from 17 May 2021 to 31 March 2024

If you are a member of the NZRDA, your terms and conditions are locked in until March 2024. If you want to change your terms and conditions as an NZRDA member you are now only able to do this if you move DHB (between now and 30th June 2022) or 60 days before the NZRDA MECA expiry (February 2024). You cannot currently under New Zealand employment law change unions when moving from House Officer to Registrar at the same DHB.

### SALARIES

STONZ and the NZRDA have negotiated pay increases over the term of each MECA. Despite the pay increases in the new NZRDA MECA, we believe STONZ members will still receive greater remuneration over the term of our MECA.

We have a calculator on our website [here](#) that will show the what the salary increase might mean in real terms from 20.12.2021 until 14.12.2023 comparing the salary rates for each MECA.

An example for a House Officer and Registrar is below

- A House Officer at a Non-Urban DHB on Category C, Step 1 would be approximately \$12,000\* better off under STONZ for the life of the STONZ contract.
- A Registrar at an Urban DHB on Category C, Step 3 would be approximately \$10,000\* better off under STONZ for the life of the STONZ contract.

\*This does not take into account that NZRDA will either have salary deductions for working RDOs or have their salaries recalculated and categories potentially dropped for working RDOs.

## DIFFERENCES BETWEEN THE STONZ & NZRDA MECA

Clause	STONZ	NZRDA
<b>10.8.2</b>	For each full year of service Registrars receive a CME allowance of \$2,000 to aid in training. Can accrue up to a maximum of \$6,000. Portable provision between DHBs.	None
<b>10.9</b>	House Officers can receive a grant of \$500 to aid in acceptance on to a training program. Can accrue up to \$1000.	None
<b>Ward Rounds</b>	Weekend ward rounds are included in the run description.	Not specifically included
<b>Admin Time for Registrars</b>	Registrars must have sufficient time in their working week to complete the administrative work associated with their clinical duties.	Not specifically included
<b>Payment for RMOs writing rosters</b>	A Registrar who is responsible for writing, managing, and publishing the roster shall be paid an allowance in recognition.	None
<b>Transition to Health New Zealand</b>	STONZ and DHBs committed to review the operation of a number of clauses under Health New Zealand during this agreement term.	None
<b>Agreed Escalation Pathways</b>	If a roster is published with less than the required notice period STONZ and the DHBs have committed to an agreed escalation pathway.	None
<b>Cross Covering non-RMOs</b>	No RMO should be expected to provide cross cover for non-RMO work unless specified in the run description.	None
<b>Best Practice Psychiatry Home Visit Guidelines</b>	Best Practice Guidelines for Psychiatry Trainees working in the community have been developed as part of the Psychiatry National Project, and aims to better protect our RMOs who are working out in the community	None
<b>Best Practice Parental Leave Guidelines</b>	Appendix 6 of the STONZ MECA provides Best Practice Parental Leave guidelines. This includes what DHBs and RMOs should do before, during and returning from Parental Leave.  RMOs returning from parental leave can now request not to be rostered on any out of hours	None

	<p>shifts for the first month after they return from parental leave.</p> <p>DHBS are also responsible for ensuring RMOs that wish to continue their breast-feeding journey can do so. This means they must:</p> <ul style="list-style-type: none"> <li>- Ensure appropriate breaks can be taken</li> <li>- Ensure appropriate facilities are accessible and with within a reasonable distance.</li> </ul> <p>If this can't be done, then the DHB will agree with an RMO what other support could be provided such as reimbursement of portable/wearable breast pumps.</p>	
<b>COVID-19 Special leave</b>	The new STONZ MECA will acknowledge the COVID-19 Special leave chart which clearly shows when DHB employees can access special leave rather than using up Sick Leave. We've also negotiated that any changes to this have to be agreed	Not included in the MECA
<b>Clause</b>	<b>STONZ</b>	<b>NZRDA</b>
<b>Medical Education Leave</b>	<p>Training Registrars an additional <b>12 weeks</b> of MEL, <b>non-inclusive of MEL accessed at HO and Non-Training Registrar.</b></p> <p>House Officers PGY2 and up and Non-Training Registrars get 5 days per year of MEL and can also access a one off 3-week entitlement.</p> <p>Individual applications for Medical Education Leave should be considered and responded to within 14 days</p> <p>Non-Training RMOs may also use 2x MEL days per year for exposure to difference vocational pathways by observing in another service or non-DHB setting.</p> <p>In addition to this, for the purposes of undertaking a diploma entitlement to a further 2 weeks of MEL. The maximum MEL that can be taken in one year is 4 weeks.</p>	<p>Total of <b>12 weeks per vocational training programme</b> which includes MEL accessed as a House Officer and Non-Training Registrar.</p> <p>House Officers PGY2 and above 5 days per year. 2 Weeks per year if undertaking a diploma (inclusive of the 5 days).</p> <p>No specific response time for MEL applications</p> <p>No specific entitlement to use MEL days for exposure to difference vocational pathways.</p> <p>Example: Accessed 6 weeks as a House Officer / Non-Training Registrar remaining balance as a Training Registrar 6 weeks.</p>

### Diagram of STONZ Entitlements



Clause	STONZ	NZRDA
<b>Conference Leave</b>	<p>Training Registrars who have passed Part 1 or equivalent get <b>10 days</b> of conference leave plus actual and reasonable expenses</p> <p><b>No \$ Monetary cap.</b></p>	<p>Registrars Year 5 or higher of the pay scale get <b>8 days</b> of conference leave.</p> <p><b>Capped at \$6,500.</b></p> <p>Earlier access to the provision is granted to Registrars who are 12 months post completion of part 1 exam.</p> <p>Additional days granted:</p> <ul style="list-style-type: none"> <li>• Eighth Year 1 day</li> <li>• Ninth Year 2 days</li> <li>• Tenth Year 2 days</li> </ul>
<b>Transfer Costs</b>	<p>STONZ in the latest round of negotiations has added the ability 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 DHB following stepping up to Registrar to be reimbursed.</p> <p>All other \$ figures and entitlements mirror each other.</p>	<p>RDA only provides reimbursement for House Officers stepping up to Registrar for the first time at a new DHB.</p> <p>All other \$ figures and entitlements mirror each other.</p>
<b>Continuous Service</b>	<p>Continuous service recognised when an employee leave's one DHB and commences at another within <b>3 months</b></p> <p>This means you can take a longer break between jobs if you want and still maintain your entitlements.</p> <p><b>Rural Health Medicine Trainees</b> covered by STONZ can extend their break in service for <b>up to 12 months</b> (as long as they are employed by</p>	<p>Continuous service recognised when an employee leave's one DHB and commences at another within <b>1 month</b></p> <p>No provision for Rural Health Medicine Trainees.</p>

	a non-DHB provider as a part of the RHM training programme for this time).	
<b>Non-Service Increment/ Definition of “Higher Qualification”</b>	From April 2022, Higher Qualification will mean part 1 or equivalent. Registrars will be able to access a non-service increment after passing their part 1 <b>as an RMO</b> provided they are also PGY5+	From April 2022, Higher Qualification will mean part 1 or equivalent. RMOs will be able to access a non-service increment after passing their part 1 <b>as a Registrar</b> provided, they are also PGY5+
<b>STONZ Clause 12.3</b> <b>NZRDA Clause 8.5.1</b>	(This means if a training program allows an RMO to gain a higher qualification as a House Officer then once they are appointed to Registrar and meet the other prerequisites, they are still entitled to the non-service increment)	
<b>Sick leave</b>	10 days per annum with ability to accumulate sick leave.  Sick leave deducted for working days only.  10 discretionary sick leave once entitlement exhausted. The first 5 discretionary sick days are approved the same way as regular sick leave.  Can transfer up to 20 days between employers.	Up to 30 days per annum in the first 3 years 30-day entitlement in Year 4 of service. Additional 9 days in year 5 and year 6 and over.  Sick leave deducted in consecutive days, including off duty days (e.g., weekends)  No provision to transfer sick leave.
<b>Reliever Notice Periods</b>	28 days’ notice for weekend duties and two weeks’ notice for all other duties.	Unless using Schedule 2 relievers must get 28 days’ notice of roster with at least 3 months of duties.  Where Schedule 2 is used, notice period is two weeks.
<b>Changes to Run Description</b>	In order to make a change to a run description the DHB must run a consultation process and if 1/3 of the STONZ members effected by the change state that they disagree with the change this will not proceed.  Voting is anonymous.	In order to make a change to a run description the DHB must run a consultation process and has to obtain the agreement of 2/3rds agreement of those effected by the change for the change to proceed.  Voting is anonymous.
<b>Bereavement Leave</b>	DHBs will grant bereavement leave on pay for an employee who has suffered a bereavement of a person with whom the employee has had a close association and being mindful of cultural requirements.  An RMO who has suffered a bereavement and finds they need <b>further support</b> can raise this with the DHB. This support may include further	DHBs will grant bereavement leave on pay for an employee who has suffered a bereavement of a person with whom the employee has had a close association and being mindful of cultural requirements.  No MECA provision for additional support.

	paid or unpaid leave and/or counselling support.	
<b>Schedule 10 Rosters</b>	<p>PGY1's House Officers in Quarter 1 and 2, can observe Rostered Days Off on Schedule 10 rosters.</p> <p>During this time the salaries of the PGY1 House Officers will be recalculated and may drop due to the reduced hours worked.</p>	<p>All RMOs on schedule 10 rosters must observe RDOs following a weekend.</p> <p>From April 2022 Salaries will be recalculated and categories may drop when observing RDOs.</p>
<b>Lieu Day notice periods</b>	The employee must give 14 days' notice of taking the alternative paid holiday, except that if the lieu day is proposed to be taken on a day where the RMO is rostered on a long day, a night duty, or a weekend duty, 28 days' notice must be provided.	The employee must give 14 days' notice of taking the alternative paid holiday, except that if the alternative paid holiday is proposed to be taken on a day where the RMO is rostered on a night or weekend duty, 28 days' notice must be provided.
<b>Protected Training Time</b>	This will be a minimum of: 2 hours per week for House Officers 4 hours per week for Registrars	Minimum of: 2-4 hours for House Officers, dependent on DHB (Schedule Three). 4 hours for Registrars.
<b>Senior Registrar Additional Duty Rate Entitlement</b>	<p>Registrars in an advanced training program, who have passed their part 1's and are step 4 or higher on the Registrar salary scale.</p> <p>The entitlement to Senior Additional Duty rates shall remain when a permanent DHB-employed RMO undertakes the occasional additional duty as a directly engaged casual employee of another DHB</p>	<p>Registrars in an advanced training program, who have passed their part 1's and are step 4 or higher on the Registrar salary scale.</p> <p>No provision for entitlement to remain for casual RMOs.</p>
<b>Clause 10 Employment Related Expenses</b>	<p>Cost of APC, BPAC, Medical Indemnity Insurance, membership of Te Ohu Rata o Aotearoa and actual and reasonable costs of the training.</p> <p>DHBs commit to process all completed reimbursement claims within 4 to 6 weeks of their submission. Where there is a pattern of failure to meet these timeframes, STONZ will raise the issue with DHB management, and the parties will work to address any systemic problems.</p>	<p>Cost of APC, BPAC, Medical Indemnity Insurance membership of Te Ohu Rata o Aotearoa and actual and reasonable costs of the training.</p> <p>No provision for processing time commitment.</p>

## CONSITENCIES BETWEEN THE STONZ & NZRDA MECA

Many of the new clauses that the NZRDA negotiated in 2021 have been in the STONZ MECA since 2018.

The following clauses are now the same as the STONZ MECA.

<p><b>Parental Leave</b></p> <p>STONZ Clause 28.0 NZRDA Clause 23.0</p>	<p>Total of 26 weeks parental leave (6 months service) or 52 weeks (12 months service). Extended unpaid leave can be shared between primary and non-primary caregivers.</p> <p>Paid parental leave representing full salary top up for primary caregiver for 14 weeks.</p> <p>Paid partners leave for 2 weeks for non-primary caregiver and 2 weeks unpaid.</p>															
<p><b>Additional Duty Rates</b></p>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Grade</th> <th>0800-2200</th> <th>2200-0800</th> </tr> </thead> <tbody> <tr> <td>HO</td> <td>\$60</td> <td>\$90</td> </tr> <tr> <td>SHO</td> <td>\$75</td> <td>\$115</td> </tr> <tr> <td>Registrar</td> <td>\$85</td> <td>\$130</td> </tr> <tr> <td>Senior Registrar</td> <td>\$120</td> <td>\$180</td> </tr> </tbody> </table>	Grade	0800-2200	2200-0800	HO	\$60	\$90	SHO	\$75	\$115	Registrar	\$85	\$130	Senior Registrar	\$120	\$180
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<p><b>Superannuation</b></p>	Up to 6% employer match on gross taxable salary.															
<p><b>Minimum Break</b></p>	Break of at least 8 hours or penalty payment of \$160															
<p><b>Cross Cover Payment</b></p>	Where an employee cross covers, they will be paid \$165 per day.															
<p><b>Limits on hours</b></p>	Where the RMO is required to work in excess of 140 hours in a period of 14 consecutive days, then they shall receive a payment of \$1,000															
<p><b>RDO Hours</b></p>	<p>From April 2022 for RMOs not working a full rotating shift roster, any ordinary hours which are not rostered shall be counted as hours worked (up to a maximum of 8 ordinary hours per day) when determining the run category, except that no hours shall be counted for days that are completely free from rostered duties.</p> <p>This does not include the minimum break provided for sleep recovery days, when those days fall Monday through Friday.</p>															
<p><b>Reliever duties</b></p>	Relievers are required to report for duty at 0800 where they have not been rostered to specific duties.															
<p><b>Part-Time Work</b></p>	DHBs commit to having a process for RMOs to take up part-time employment opportunities.															

**NEED CLARIFYING  
OR HAVE QUESTIONS?**

**REFER TO  
THE STONZ  
NATIONAL  
MANUAL  
FOR ANSWERS**

