



# STONZ SECA COMPARISON

## STONZ v NZRDA Collective Agreement Comparison

Updated following STONZ new Collective Agreement, effective 14th February 2024.

### SECA TERM

**STONZ SECA:** A two-year agreement from 14th February 2024 – 28th February 2026

**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 60 days before the NZRDA SECA expiry (31 January 2024) and up until they ratify a new Collective Agreement. You cannot currently under New Zealand employment law change terms and conditions when moving from House Officer to Registrar within Te Whatu Ora.

### SALARIES

STONZ and the NZRDA have negotiated pay increases over the term of each SECA. As part of the most recent negotiations, 97% of our members received a pay increase and 90% of our members received a pay increase of over 14% in the first year. The average pay increase across the 2-years is 18%.

An example of a House Officer and Registrar is below.

- A House Officer at an Urban hospital on Category C, Step 1 would be approximately \$12,000\* per year better off under STONZ currently.
- A Registrar working a shift roster at a Non-Urban hospital on Category C, Step 3 would be approximately \$27,000 per year better off under STONZ currently.

\*This does not take into account that NZRDA will have their salaries recalculated and categories potentially dropped for observing RDOs.

For more information about the new STONZ SECA and FAQs, please refer to our [website SECA Page](#).

## DIFFERENCES BETWEEN THE STONZ & NZRDA SECA

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.	None
<b>10.9</b>	House Officers can receive a grant of \$500 to aid in acceptance onto 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>Increased Notice Period for CBAs</b>	<p>Many CBAs, particularly rural placements require RMOs to move for the duration.</p> <p>Many CBAs are noted as TBA and RMOs receive short notice of their allocations. This clause states that 3-months' notice is now required to be provided unless agreed otherwise to CBAs that are a significant distance away.</p>	Not specifically included
<b>Penalty for Late Published Rosters</b>	<p>Where an RMO Roster is published with less than the 28 days' notice required, all RMOs working that roster will receive a penalty payment of \$75 for every full or part day that the roster is late.</p> <p>Historically there has been no legal entitlement to claim additional duties and currently no contractual obligation for Te Whatu Ora to pay when a roster is published for either SECA.</p>	None.

Clause	STONZ	NZRDA
	By adding a penalty for all RMOs on the roster we are recognising that it impacts all RMOs not just those working the after-hours. It also provides data of where this is happening as it will have a payroll code created so we can monitor and work directly with RMO units and services where needed.	
<b>Agreed Escalation Pathways</b>	If a roster is published with less than the required notice period STONZ and the hospitals have committed to an agreed escalation pathway.	None
<b>Interpretations</b>	Definition update to remove the prerequisite that an RMO must have completed 2 years as a House Officer to become a Registrar. This aligns with the MCNZ definition and means if you are ready to step up to a Registrar earlier the contractual barriers to doing so are removed.	None
<b>College or Council related leave</b>	We are seeing more members being asked to contribute to meetings and attend as representatives on various groups.  In these instances, RMOs will be paid special leave rather than being deducted from Annual or Medical Education as it is currently.	None.
<b>Timeframes for reimbursement of Transfer Expenses</b>	Now must be reimbursed within 4-6 weeks to align with other reimbursement timeframes.  RMOs will endeavour to submit their claims for reimbursement under this clause in a timely manner, and in any event prior to the end of the financial year (30 June) in which they are incurred.	None
<b>Moving due to loss of Hospital Accreditation</b>	If an RMO has to move due to loss of hospital accreditation, then the district	None

Clause	STONZ	NZRDA
	will pay for the transfer costs, even if it is less than one year.	
<b>Removal of furniture and effects</b>	Now includes the reimbursement of the costs to relocate a car where it is the sensible decision to do so.	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>Chronic Cross Cover Appendix</b>	<p>High levels of vacancies are impacting our training opportunities, our ability to care for patients, our enjoyment of the job, and so much more.</p> <p>With this schedule, the parties are acknowledging some of the issues and outside of remuneration outlines some proactive practical steps districts and departments need to make where there are high levels of vacancies.</p>	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>	<p>Appendix 6 of the STONZ SECA provides 'Best Practice Parental Leave guidelines'. This includes what hospitals and RMOs should do before, during and returning from Parental Leave.</p> <p>RMOs returning from parental leave can now request not to be rostered on any out of hours shifts for the first month after they return from parental leave.</p> <p>Hospitals are also responsible for ensuring RMOs that wish to continue their</p>	None

Clause	STONZ	NZRDA
	<p>breastfeeding 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 within a reasonable distance.</li> </ul> <p>If this can't be done, then the district will agree with the RMO on what other support could be provided such as reimbursement of portable/wearable breast pumps.</p>	
<b>Projects</b>	<ul style="list-style-type: none"> <li>▪ Additional duties &amp; Cross cover rates</li> <li>▪ Work on streamlining transfer expenses.</li> <li>▪ Work on improving reimbursement timeframes.</li> <li>▪ ICU Rosters.</li> <li>▪ Senior House Officers.</li> <li>▪ Completion of training/transition to SMO.</li> <li>▪ Remuneration Work.</li> <li>▪ Meals Pilot.</li> </ul>	Unknown
Clause	STONZ	NZRDA
<b>Medical Education Leave (MEL)</b>	<p>Training Registrars <b>are entitled to an additional 12 weeks of MEL, non-inclusive of MEL accessed as a House Officer 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 different vocational pathways by observing in another service or non-Te Whatu Ora setting.</p> <p>In addition to this, for the purposes of undertaking a diploma entitlement to a</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 different vocational pathways.</p> <p>Example:</p>

Clause	STONZ	NZRDA																
	<p>further 2 weeks of MEL. The maximum MEL that can be taken in one year is 4 weeks.</p> <p><b>Diagram of STONZ Entitlements</b></p> <p>The diagram illustrates the entitlements for three categories of registrars: House Officer, Non Training Registrar, and Training Registrar, split into PGY1 and PGY2+ levels. A large downward arrow indicates the progression from PGY1 to PGY2+.</p> <table border="1"> <thead> <tr> <th>Level</th> <th>House Officer</th> <th>Non Training Registrar</th> <th>Training Registrar</th> </tr> </thead> <tbody> <tr> <td>PGY1</td> <td>Nil</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>PGY2+</td> <td>5 days p.a.</td> <td>5 days p.a.</td> <td>12 weeks</td> </tr> <tr> <td>Special Entitlements</td> <td>one-off 3 weeks</td> <td>Maximum 4 weeks in any one year</td> <td>Maximum 6 weeks in any one year</td> </tr> </tbody> </table>	Level	House Officer	Non Training Registrar	Training Registrar	PGY1	Nil	N/A	N/A	PGY2+	5 days p.a.	5 days p.a.	12 weeks	Special Entitlements	one-off 3 weeks	Maximum 4 weeks in any one year	Maximum 6 weeks in any one year	<p>Accessed 6 weeks as a House Officer / Non-Training Registrar remaining balance as a Training Registrar 6 weeks.</p>
Level	House Officer	Non Training Registrar	Training Registrar															
PGY1	Nil	N/A	N/A															
PGY2+	5 days p.a.	5 days p.a.	12 weeks															
Special Entitlements	one-off 3 weeks	Maximum 4 weeks in any one year	Maximum 6 weeks in any one year															
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> <li>• Over ten years 3 days</li> </ul>																
<b>Transfer Costs</b>	<p>STONZ in the 2021 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 Hospital</p> <p>All other \$ figures and entitlements mirror each other.</p>																

Clause	STONZ	NZRDA
<b>Continuous Service</b>	<p>Continuous service is recognised when an employee leaves one District 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>Under Te Whatu Ora you do not need to resign from one hospital to move to another one, but you do need to give three months' notice of the intention to move and the districts should be committed to moving you as quickly as possible (3-months is a maxima). All your entitlements will transfer with you if you move hospital.</p> <p>Trainees on an Australasian Vocational programme covered by STONZ can extend their break in service for <b>up to 12 months</b> (as long as they are employed by a non-Te Whatu Ora provider as a part of their training programme for this time).</p>	<p>Continuous service is recognised when an employee leaves one DHB and commences at another within <b>1 month</b>.</p> <p><b>No agreed time to approve transfers between Districts.</b></p> <p>No provision for an extension of continuous service for Trainees undertaking a non-Te Whatu Ora required part of training.</p>
<b>Sick leave</b>	<p>10 days per annum, from appointment. An additional 10 discretionary days. The first 5 discretionary sick days are approved the same way as regular sick leave.</p> <p>Sick leave is deducted for <b>working days only</b>.</p>	<p>Up to 30 days per annum in the first 3 years, non-accumulative (beyond legislative maximum). 30-day entitlement in Year 4 of service, with 9* days from Year 5 onwards.</p> <p>*Superseded by the legislative change to 10 days sick leave per annum.</p> <p>Sick leave deducted <b>on consecutive days, including off-duty days</b> (e.g., weekends)</p>
<b>Reliever Notice Periods</b>	<p>28 days' notice for weekend duties and two weeks' notice for all other duties.</p>	<p>Unless using Schedule 2 relievers must get 28 days' notice of roster with at least 3 months of duties.</p> <p>Where Schedule 2 is used, the notice period is two weeks.</p>
<b>Changes to Run Description</b>	<p>In order to make a change to a run description the hospital must run a consultation process and if 1/3 of the STONZ members affected by the change</p>	<p>In order to make a change to a run description the district must run a consultation process and has to obtain the agreement of 2/3rds agreement of those</p>



Clause	STONZ	NZRDA
	<p>state that they disagree with the change this will not proceed.</p> <p>Voting is anonymous.</p>	<p>affected by the change for the change to proceed.</p> <p>Voting is anonymous.</p>
<b>Bereavement Leave</b>	<p>Hospitals 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.</p> <p>An RMO who has suffered a bereavement and finds they need <b>further support</b> can raise this with the Hospital. This support may include further paid or unpaid leave and/or counselling support.</p>	<p>Districts 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.</p> <p>No SECA provision for additional support.</p>
<b>Schedule 10 Rosters</b>	<p>PGY1 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>	<p>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.</p>	<p>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.</p>
<b>Protected Training Time</b>	<p>This will be a minimum of: 2 hours per week for House Officers 4 hours per week for Registrars</p>	<p>Minimum of: 2-4 hours for House Officers, dependent on District (Schedule Three). 4 hours for Registrars.</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>Hospitals 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</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>



Clause	STONZ	NZRDA								
	with hospital management, and the parties will work to address any systemic problems.									
<b>Exam Attempts</b>	Under the STONZ Contract up to 2 attempts are supported or 3 in the instance it is an exam required to obtain vocational registration (e.g. fellowship exam). However, the parties acknowledge that in some circumstances, additional attempts at sitting a vocational exam may be required.	Not specifically included								
<b>Rural Hospital Allowance</b>	<p>STONZ no longer has "non-urban" scales and instead has included a Rural Hospital Allowance.</p> <p>An allowance of 5% of base salary shall be paid to RMOs who are employed by Te Whatu Ora under this agreement at one of the following rural hospitals:</p> <table border="1" data-bbox="391 974 886 1383"> <tbody> <tr> <td data-bbox="391 974 651 1115"> <p>Te Tai Tokerau/Northland</p> <ul style="list-style-type: none"> <li>• Dargaville</li> <li>• Kaitaia</li> <li>• Kawakawa (Bay of Islands)</li> </ul> </td> <td data-bbox="651 974 886 1115"> <p>Waikato</p> <ul style="list-style-type: none"> <li>• Taumarunui</li> <li>• Te Kuiti</li> <li>• Thames</li> <li>• Tokoroa</li> </ul> </td> </tr> <tr> <td data-bbox="391 1115 651 1184"> <p>Lakes</p> <ul style="list-style-type: none"> <li>• Taupo</li> </ul> </td> <td data-bbox="651 1115 886 1184"> <p>Taranaki</p> <ul style="list-style-type: none"> <li>• Hawera</li> </ul> </td> </tr> <tr> <td data-bbox="391 1184 651 1285"> <p>MidCentral</p> <ul style="list-style-type: none"> <li>• Dannevirke</li> </ul> </td> <td data-bbox="651 1184 886 1285"> <p>Canterbury</p> <ul style="list-style-type: none"> <li>• Kaikoura</li> <li>• Ashburton</li> </ul> </td> </tr> <tr> <td data-bbox="391 1285 651 1383"> <p>West Coast</p> <ul style="list-style-type: none"> <li>• Greymouth (Grey Base)</li> <li>• Westport (Buller Hospital)</li> </ul> </td> <td data-bbox="651 1285 886 1383"> <p>Southern</p> <ul style="list-style-type: none"> <li>• Queenstown (Lakes)</li> </ul> </td> </tr> </tbody> </table> <p>The parties agree that the Hospitals under coverage of this clause may be reviewed if the RNZCGP rural health medicine Division recognition as a Level 2 or 3 site changes.</p>	<p>Te Tai Tokerau/Northland</p> <ul style="list-style-type: none"> <li>• Dargaville</li> <li>• Kaitaia</li> <li>• Kawakawa (Bay of Islands)</li> </ul>	<p>Waikato</p> <ul style="list-style-type: none"> <li>• Taumarunui</li> <li>• Te Kuiti</li> <li>• Thames</li> <li>• Tokoroa</li> </ul>	<p>Lakes</p> <ul style="list-style-type: none"> <li>• Taupo</li> </ul>	<p>Taranaki</p> <ul style="list-style-type: none"> <li>• Hawera</li> </ul>	<p>MidCentral</p> <ul style="list-style-type: none"> <li>• Dannevirke</li> </ul>	<p>Canterbury</p> <ul style="list-style-type: none"> <li>• Kaikoura</li> <li>• Ashburton</li> </ul>	<p>West Coast</p> <ul style="list-style-type: none"> <li>• Greymouth (Grey Base)</li> <li>• Westport (Buller Hospital)</li> </ul>	<p>Southern</p> <ul style="list-style-type: none"> <li>• Queenstown (Lakes)</li> </ul>	<p>None</p> <p>Still recognises the old Salary Scale with Non-Urban rates for some Hospitals.</p>
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<b>Limits on Hours - Promoting better Rosters.</b>	This paragraph in the SECA outlines that the clauses in our collective should be used to develop rosters that are best-fit for RMOs and services – rather than rostering to the maximum allowed under the collective as a default.	<p>Do not have this specific wording.</p> <p>Many of the clauses under the limits on hours section are similar for both unions (10/4 Rosters withstanding).</p>								

Clause	STONZ	NZRDA
	Often Districts state the STONZ members must work to the maximum in the collective – this paragraph clarifies our position.	
<b>Bullying &amp; Harassment</b>	Clarifying Te Whatu Ora’s statutory requirements and responsibilities under law.  Also clarifies expectations around the principles that bullying, and harassment is not condoned by anyone.	Clause 39.0 of NZRDA SECA

**CONSISTENCIES BETWEEN THE STONZ & NZRDA SECA**

Many of the new clauses that the NZRDA negotiated in 2021 were negotiated in STONZ first SECA in 2018, and prior to STONZ formation remained largely unchanged for 15+ years.

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

<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"> <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
Grade	0800-2200	2200-0800														
HO	\$60	\$90														
SHO	\$75	\$115														
Registrar	\$85	\$130														
Senior Registrar	\$120	\$180														
<p><b>Superannuation</b></p>	<p>Up to 6% employer match on gross taxable salary.</p>															
<p><b>Minimum Break</b></p>	<p>Break of at least 8 hours or penalty payment of \$160</p>															

<b>Cross Cover Payment</b>	Where an employee cross covers, they will be paid \$165 per day. Where more than one employee provides the cover, payment is shared.
<b>Limits on hours</b>	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
<b>RDO Hours</b>	RMOs working a non-shift roster, any days Monday to Friday that are completely free from rostered duties shall not be counted when working out the salary category.  This does not include the minimum break provided for sleep recovery days, when those days fall Monday through Friday.
<b>Reliever duties</b>	Relievers are required to report for duty at 0800 where they have not been rostered to specific duties.
<b>Part-Time Work</b>	Te Whatu Ora commit to having a process for RMOs to take up part-time employment opportunities.

