

## FAQs for ASMS - SMO Strike

Here are a few FAQs. If you have any other questions or concerns, please speak with your local delegates or email [support@stonz.co.nz](mailto:support@stonz.co.nz).

### **What duties can I be expected to do during the SMO Strike?**

There is nothing in either the STONZ collective agreement or general law that requires a non-striking employee to do anything other than their contracted duties.

Your responsibilities as RMOs during the hours of the strike period are simply to do what you always do, provide excellent clinical care to patients and escalate issues to the relevant SMO as necessary.

We recognise many of our members perform procedures independently under the supervision of SMOs either available at home or in the hospital. If there is a change to this supervision due to the strike this will likely preclude you from performing that procedure.

### **How do I escalate to an SMO during the Strike?**

There are nuances to calling on an SMO during the strike period and these are covered by Legislation. These nuances revolve around what is referred to as the need for SMOs to provide life preserving services (LPS). Advice from an SMO is a service – so LPS covers both the SMO physically performing tasks as well as giving advice related to the investigation, diagnosis and treatment of serious illness or injury.

If you do need to call an SMO during the strike period, unless your “usual” SMO has indicated to you they are not striking, you will need to call the designated SMO in the relevant service. Districts will have SMOs available in all acute services. Some will be immediately available on site; others will be immediately available by phone and able to physically attend within a reasonable time depending on the circumstances.

Now that LPS has been agreed with ASMS, we expect Districts to circulate the details.

### **Can I be asked to change my duties (within the same service) because of impacts due to the SMO Strike?**

If this is within your normal scope of work, then yes you can be asked to change your duties for the day. This might look similar to if an RMO was sick, and you had to swap your scheduled duty to cover their clinic. If you would ordinarily do something as part of your job/normal work, then you need to continue doing it.

### **Can an RMO be required to cover for an absent SMO?**

No, STONZ position is that RMOs would not be expected to cover SMO positions. We expect that district planning will treat the strike day, as they would a public holiday or night shift. I.e. no clinics or lists. We expect contingency plans to be communicated to RMOs on how the service will run with less staff in services where this is applicable.

If your workload increases due to the SMO strike, you should be compensated for this. We recommend you seek written confirmation of what you will be paid.

If you consider your workload to be unreasonable or unsafe, please raise this immediately with your service in the first instance and / or speak to your RMO unit.

**If my scheduled teaching is cancelled due to the strike, will it be rescheduled?**

Yes, it is our expectation that any protected teaching would be rescheduled in order to meet minimum requirements as outlined in the SECA.

**Can I support the Industrial Action?**

It is important to highlight that as a STONZ member you cannot take legally protected industrial action in support of ASMS SMOs (or anyone else who is taking industrial action over an agreement you are not covered by). You cannot be seen to be performing or working at a reduced output/level as that could be seen as taking action. If you would normally do something as part of your day-to-day role as a House Officer, or Registrar then you need to continue doing it.

If you are not rostered to work, or are on approved annual leave, then you can head along to support any of the rallies if you so choose. We ask that members do not make any public statements that appear to be on behalf of STONZ. You are welcome to share your personal views in any way but remain mindful of your obligation to not undermine your employer in a public forum.