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## **HNZ TE WHATU ORA IR – ACTION #729 Advice to districts with regards to RMO access to training**

**To:** Regional & Group Directors of Operations, RMO Unit Managers  
**Cc:** Industrial Workplace Relations and Remuneration Team, People & Communications

**From:** Laila Harré, Head of Industrial Workplace Relations & Remuneration

Tēnā koutou katoa,

STONZ have raised with Health New Zealand concerns that the current financial environment is seeing an increase in RMOs being denied access to courses, conferences and other training requirements that are part of their progression onto and through their vocational training.

RMO training costs are often problematic given the general framing of the contractual entitlements, and the variability of requirements and approaches of individual training programmes.

We appreciate that Health New Zealand is under budgetary pressure, and services are looking to assess all expenditure, including that related to professional development.

While there is always an element of discretion and local negotiation around the agreement and/or timing of courses, there are contractual and operational agreements Health New Zealand has with STONZ to ensure RMOs can access medical education and training support.

In making decisions on individual applications, attention should be given to the STONZ guidelines set out in the National Manual and in particular the specified training entitlements set out in relation to specific vocational programmes

We would expect that general discretions are exercised fairly balancing the requirements of financial management with the principle of ensuring our ongoing support for RMOs to get accepted onto and complete their training.

**Laila Harré** | Head of Industrial Workplace Relations & Remuneration  
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