



STONZ MECA COMPARISON

STONZ v NZRDA Collective Agreement Comparison

Updated following mid-term negotiations concluded in March 2023

SECA TERM

STONZ SECA: 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 60 days before the NZRDA SECA expiry (31 January 2024). 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. Despite the pay increases in the new NZRDA SECA, we believe STONZ members will still receive greater remuneration over the term of our SECA.

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

An example of a House Officer and Registrar is below.

- A House Officer at a Non-Urban hospital 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 hospital 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 SECA

Clause	STONZ	NZRDA
10.8.2	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
10.9	House Officers can receive a grant of \$500 to aid in acceptance onto a training program. Can accrue up to \$1000.	None
Ward Rounds	Weekend ward rounds are included in the run description.	Not specifically included
Admin Time for Registrars	Registrars must have sufficient time in their working week to complete the administrative work associated with their clinical duties.	Not specifically included
Payment for RMOs writing rosters	A Registrar who is responsible for writing, managing, and publishing the roster shall be paid an allowance in recognition.	None
Transition to Health New Zealand	STONZ and Te Whatu Ora committed to reviewing the operation of several clauses under Te Whatu Ora during this agreement term. This has now been done and concluded with our mid-term negotiations.	None
Agreed Escalation Pathways	If a roster is published with less than the required notice period STONZ and the hospitals have committed to an agreed escalation pathway.	None
Cross Covering non-RMOs	No RMO should be expected to provide cross cover for non-RMO work unless specified in the run description.	None
Best Practice Psychiatry Home Visit Guidelines	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
Best Practice Parental Leave Guidelines	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. 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.	None

	<p>Hospitals are also responsible for ensuring RMOs that wish to continue their breastfeeding journey can do so. This means they must:</p> <ul style="list-style-type: none"> ▪ Ensure appropriate breaks can be taken. ▪ Ensure appropriate facilities are accessible and within a reasonable distance. <p>If this can't be done, then the district will agree with an RMO on what other support could be provided such as reimbursement of portable/wearable breast pumps.</p>													
Clause	STONZ	NZRDA												
Medical Education Leave (MEL)	<p>Training Registrars an additional 12 weeks of MEL, non-inclusive of MEL accessed as a House Officer and Non-Training Registrar.</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 further 2 weeks of MEL. The maximum MEL that can be taken in one year is 4 weeks.</p>	<p>Total of 12 weeks per vocational training programme 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: Accessed 6 weeks as a House Officer / Non-Training Registrar remaining balance as a Training Registrar 6 weeks.</p>												
<p>Diagram of STONZ Entitlements</p> <p>The diagram illustrates the Medical Education Leave (MEL) entitlements for three categories of registrars: House Officer, Non Training Registrar, and Training Registrar, broken down by postgraduate year (PGY1 and PGY2+). A large downward arrow on the left indicates the progression from PGY1 to PGY2+.</p> <table border="1"> <thead> <tr> <th>Registrar Category</th> <th>PGY1</th> <th>PGY2+</th> </tr> </thead> <tbody> <tr> <td>House Officer</td> <td>Nil</td> <td>5 days p.a. (plus one-off 3 weeks)</td> </tr> <tr> <td>Non Training Registrar</td> <td>N/A</td> <td>5 days p.a. (plus one-off 3 weeks)</td> </tr> <tr> <td>Training Registrar</td> <td>N/A</td> <td>12 weeks (plus one-off 3 weeks)</td> </tr> </tbody> </table> <p>Annual maximums are shown in green boxes at the bottom: House Officer and Non Training Registrar (Maximum 4 weeks in any one year), and Training Registrar (Maximum 6 weeks in any one year).</p>			Registrar Category	PGY1	PGY2+	House Officer	Nil	5 days p.a. (plus one-off 3 weeks)	Non Training Registrar	N/A	5 days p.a. (plus one-off 3 weeks)	Training Registrar	N/A	12 weeks (plus one-off 3 weeks)
Registrar Category	PGY1	PGY2+												
House Officer	Nil	5 days p.a. (plus one-off 3 weeks)												
Non Training Registrar	N/A	5 days p.a. (plus one-off 3 weeks)												
Training Registrar	N/A	12 weeks (plus one-off 3 weeks)												

Clause	STONZ	NZRDA
Conference Leave	<p>Training Registrars who have passed Part 1 or equivalent get 10 days of conference leave plus actual and reasonable expenses.</p> <p>No \$ Monetary cap.</p>	<p>Registrars Year 5 or higher of the pay scale get 8 days of conference leave.</p> <p>Capped at \$6,500.</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"> • Eighth Year 1 day • Ninth Year 2 days • Tenth Year 2 days • Over ten years 3 days
Transfer Costs	<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>
Continuous Service	<p>Continuous service is recognised when an employee leaves one Hospital and commences at another within 3 months.</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. 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 up to 12 months (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 1 month.</p> <p>No provision for an extension of continuous service for Trainees undertaking a non-Te Whatu Ora required part of training.</p>
Sick leave	<p>10 days per annum, from appointment. In each subsequent year, up to, an additional 10 working. The first 5 discretionary sick days are approved the same way as regular sick leave.</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 legislative change to 10 days sick leave per annum.</p>

	Sick leave is deducted for working days only.	Sick leave deducted in consecutive days, including off-duty days (e.g., weekends)
Reliever Notice Periods	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, the notice period is two weeks.
Changes to Run Description	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 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 district must run a consultation process and has to obtain the agreement of 2/3rds agreement of those affected by the change for the change to proceed. Voting is anonymous.
Bereavement Leave	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. An RMO who has suffered a bereavement and finds they need further support can raise this with the Hospital. This support may include further paid or unpaid leave and/or counselling support.	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. No SECA provision for additional support.
Schedule 10 Rosters	PGY1 House Officers in Quarter 1 and 2, can observe Rostered Days Off on Schedule 10 rosters. During this time the salaries of the PGY1 House Officers will be recalculated and may drop due to the reduced hours worked.	All RMOs on schedule 10 rosters must observe RDOs following a weekend. From April 2022 Salaries will be recalculated and categories may drop when observing RDOs.
Lieu Day notice periods	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.
Protected Training Time	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 District (Schedule Three). 4 hours for Registrars.

Clause 10 Employment Related Expenses	<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 with hospital 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 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.

Parental Leave STONZ Clause 28.0 NZRDA Clause 23.0	<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>															
Additional Duty Rates	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="text-align: left;">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														
Superannuation	Up to 6% employer match on gross taxable salary.															
Minimum Break	Break of at least 8 hours or penalty payment of \$160															
Cross Cover Payment	Where an employee cross covers, they will be paid \$165 per day. Where more than one employee provides the cover, payment is shared.															

Limits on hours	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
RDO Hours	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.
Reliever duties	Relievers are required to report for duty at 0800 where they have not been rostered to specific duties.
Part-Time Work	Te Whatu Ora commit to having a process for RMOs to take up part-time employment opportunities.

