



**Specialty  
Trainees**  
OF NEW ZEALAND

# STONZ MECA COMPARISON

## STONZ v NZRDA MECA Comparison - July 2021

### MECA TERM

**STONZ MECA:** Currently a one-year agreement from 10th December 2020 – 13th December 2021

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

**What does this mean?** For STONZ we'll be heading back into bargaining again later this year and have another opportunity to improve our terms and conditions and advocate for our workforce challenges.

If you are a member of the NZRDA, your terms and conditions are now locked in until March 2024 (3 years). 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).

### SALARIES

The NZRDA have negotiated incremental pay increases over their 3-year term to reach pay parity with the soon to expire STONZ MECA. Despite the pay increases in the new NZRDA MECA, STONZ members will still receive greater remuneration over the next 3 years.

We have completed a couple of calculations in regards to what the NZRDA salary increase might mean in real terms. In these two examples, we looked at a NZRDA Member vs a STONZ member's salary from 1.07.2021 until 01.03.2024 using STONZ current rates and the NZRDA stepped increases.

- A House Officer on Step 2, category C at an Urban DHB, over the 3 years would still be approximately \$5000 better off under the STONZ MECA.
- Similarly, a Registrar at an Urban DHB on Step 4, category C would be approximately \$9500 better off under the STONZ MECA over this time.

## 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 and must be included in salary calculations	Not specifically included																				
<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>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>Example: Accessed 6 weeks as a House Officer / Non-Training Registrar remaining balance as a Training Registrar 6 weeks.</p>																				
<p style="color: #2c5e8c; font-weight: bold;">Diagram of STONZ Entitlements</p> <p>The diagram illustrates the Medical Education Leave (MEL) entitlements for three registrar categories: House Officer, Non Training Registrar, and Training Registrar, broken down by postgraduate year (PGY1 and PGY2+). A large blue arrow points downwards from PGY1 to PGY2+.</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="background-color: #d9e1f2;">House Officer</th> <th style="background-color: #d9e1f2;">Non Training Registrar</th> <th style="background-color: #d9e1f2;">Training Registrar</th> </tr> </thead> <tbody> <tr> <td style="background-color: #d9e1f2; text-align: center;">PGY1</td> <td style="text-align: center;">Nil</td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">N/A</td> </tr> <tr> <td style="background-color: #d9e1f2; text-align: center;">PGY2+</td> <td style="text-align: center;">5 days p.a.</td> <td style="text-align: center;">5 days p.a.</td> <td style="text-align: center;">12 weeks</td> </tr> <tr> <td colspan="4" style="text-align: center; background-color: #2c5e8c; color: white; padding: 5px;">one-off 3 weeks</td> </tr> <tr> <td></td> <td style="text-align: center; background-color: #7ed321; color: white;">Maximum 4 weeks in any one year</td> <td style="text-align: center; background-color: #7ed321; color: white;">Maximum 4 weeks in any one year</td> <td style="text-align: center; background-color: #2c5e8c; color: white;">Maximum 6 weeks in any one year</td> </tr> </tbody> </table>				House Officer	Non Training Registrar	Training Registrar	PGY1	Nil	N/A	N/A	PGY2+	5 days p.a.	5 days p.a.	12 weeks	one-off 3 weeks					Maximum 4 weeks in any one year	Maximum 4 weeks in any one year	Maximum 6 weeks in any one year
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<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>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>Continuous service recognised when an employee leave's one DHB and commences at another within <b>1 month</b></p>
<b>Sick leave</b>	<p>10 days per annum with ability to accumulate sick leave.</p> <p>Sick leave deducted for working days only.</p> <p>Discretionary sick leave once entitlement exhausted. Can transfer up to 20 days between employers.</p>	<p>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.</p> <p>Sick leave deducted in consecutive days, including off duty days (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, notice period is two weeks.</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 DHB (Schedule Three). 4 hours for Registrars.</p>

## CONSISTENCIES BETWEEN THE STONZ & NZRDA MECA

Many of the new clauses that the NZRDA negotiated 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>Non-Service Increment/ Definition of “Higher Qualification”</b></p> <p>STONZ Clause 12.3 NZRDA Clause 8.5.1</p>	<p>From April 2022, Higher Qualification will mean part 1 or equivalent. RMOs will be able to access a non-service increment after passing part 1 provided they are also PGY5+</p>															
<p><b>Additional Duties</b></p>	<table border="1"> <thead> <tr> <th></th> <th>House Officer</th> <th>Senior House Officer</th> <th>Registrar</th> <th>Senior Registrar</th> </tr> </thead> <tbody> <tr> <td><b>0800-2200</b></td> <td>\$60</td> <td>\$90</td> <td>\$85</td> <td>\$120</td> </tr> <tr> <td><b>2200-0800</b></td> <td>\$75</td> <td>\$115</td> <td>\$130</td> <td>\$180</td> </tr> </tbody> </table>		House Officer	Senior House Officer	Registrar	Senior Registrar	<b>0800-2200</b>	\$60	\$90	\$85	\$120	<b>2200-0800</b>	\$75	\$115	\$130	\$180
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<p><b>Senior Registrar Additional Duty Rate Entitlement</b></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><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>															
<p><b>Cross Cover</b></p>	<p>Where an employee cross covers, they will be paid \$165 per day.</p>															
<p><b>Transfer Costs</b></p>	<p>RDA and STONZ are now the same. \$ figures mirror each other.</p>															
<p><b>Limits on hours</b></p>	<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>															
<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>	<p>Relievers are required to report for duty at 0800 where they have not been rostered to specific duties.</p>															