

NEW SECA T&C's



SUMMARY OF KEY GAINS IN THE STONZ COLLECTIVE AGREEMENT

This offer delivers pay increases, a guaranteed lump sum payment, restored progression, stronger parental leave protections, safer work provisions, and real improvements to training and transfers.

REMOVAL OF PGY1 HOUSE OFFICER SCALE FOR SCHEDULE 10 ROSTERS

The separate House Officer scale for PGY1 House officers working on Schedule 10 rosters has been removed, which means that STONZ members starting PGY1 will all be paid on the same salary scale. Removing this means that most PGY1s should receive a significant salary increase.

REMUNERATION & SALARY SCALES



PERCENTAGE INCREASE AND LUMP SUM PAYMENT

The three core elements of the negotiated offer are:

- a percentage uplift for all members,
- a lumpsum payment and,
- the re-introduction of the NSI (Non-Service Increment, aka 'Exam Step').

The percentage uplift is in two steps; **2.5% pay increase from 2 March 2026 and 2.5% pay increase from 1 March 2027**. This will be applied to all members across all pay scales.

The **\$3,000 gross lump sum payment** (pro-rated by FTE) is available for all RMOs who are members of STONZ and who are covered by our T&Cs at the date of ratification.

The **Reinstatement of the NSI (Non-Service Increment, aka 'Exam Step')** for all members **effective the 1st of March 2026** means STONZ members will get an additional salary bump when they pass their Part 1 exams or equivalent and have completed 5 years post-graduation.

NEW RELIEF PAYMENTS FOR REGISTRARS

Added provisions of \$10,000 and \$15,000 for Relief categories for registrars who are at the top of the scale depending on category and step.



RECOGNITION OF RMOs WITH DUAL MEDICAL/DENTAL QUALIFICATIONS

Oral and Maxillofacial Surgery and Oral Medicine are specialties with unique training pathways requiring dual qualification and registration in Dentistry and Medicine. The second degree is self-funded by prospective trainees who also forgo full-time employment during this time.

Up to two years of hospital practice completed as a Dental House Officer shall be recognised as registrar service for the purposes of determining the registrar salary scale placement, once the RMO has been accepted into the vocational training programme.

LEAVE, WELLBEING & SAFE WORK



SICK LEAVE IMPROVED ACCESS

RMOs report difficulty accessing time off for medical or health-related appointments, which are currently unpaid under special leave provisions or full days of leave. This creates financial and logistical barriers.

Sick leave will now be debited on an hour-for-hour basis, and short, planned appointments (2-hours or less) will not be deducted from RMO's sick leave balance.

WAITANGI AND ANZAC ADDED TO OFF-DUTY PUBLIC HOLIDAYS

Historically Waitangi and ANZAC were non-transferable public holidays.

In keeping with their change to Mondayised public holidays, we proposed removing their exclusion from 23.4.4. This change reflects that.

PAID TIME FOR MANDATORY TRAINING

RMOs need to be provided with appropriate non-clinical administration time to complete employer mandated online training and modules, including violence at work training. If it is identified that an RMO has not completed any required mandatory employment modules i.e., H&S modules, that time is coordinated so the RMO can complete these in work hours.

RETURN TRAVEL INCLUDED FOR MILEAGE

Mileage when travelling for work purposes in your own vehicle; Clause will be updated to clarify that it includes the return trip.



ACCESS TO SAFE PARKING OR TRANSPORT

Clarified entitlement to access to safe parking or alternative transport for RMOs whose shifts start or end during the hours of darkness, e.g. those working long days/nights or on-call.

PARENTAL LEAVE IMPROVEMENTS

SICK LEAVE FOR SUPPORTING PARTNERS

Clarified and protected the use of sick leave for RMOs supporting a dependent partner recovering from a Caesarean Section (CS) or complications associated with birth.



BETTER PROTECTION & FLEXIBILITY RETURNING FROM PARENTAL LEAVE

Stronger protections when returning from parental leave include the inclusion of 'On Call' in the list of after-hours shifts already including long days, weekends and nights that can be requested not be rostered for the first month following return on PL (applicable to both primary and secondary caregivers).

Other improvements for RMOs balancing work and being a parent include:

- Breast-feeding facilities clarified
- Paid refresher training via CME
- Clear return-to-work plan

TRAINING & PROFESSIONAL SUPPORT

DEFINITION OF A 'SENIOR REGISTRAR'

Agreement that Senior Registrars are those Registrars in a recognised Australasian vocational training programme (rather than those just in 'advanced training'). Other criteria remain the same.

DUAL TRAINEE COSTS

New clause that brings the reimbursement entitlement of dual trainees into line with those of vocationally registered doctors working as an SMO and covered by the ASMS CA, specifically clause 21.2 Work-Related Expenses.



IMPROVED HOUSE OFFICER GRANT

Updated House Officer grant to be available from PGY1 and can now also be used for personal computers / tablets, personal surgical / medical equipment or attendance at conferences.

**Note: House Officer grant can only be used for 'tech' in PGY2 onward.*

ROSTERING, RUNS & ENGAGEMENT

- Clearer consultation processes for run description changes over the December – January period.
- Commitment to national engagement via the STONZ National Engagement Forum (SNEF).
- National project to review on-call rostering and fatigue management.

CONSULTATION & FUTURE PROJECTS

- New obligation to consult STONZ on outsourcing affecting RMOs and their training.
- Work together on the transition of GPEPI trainees into Health NZ during the agreement term.
- Review the future of the meals pilot.
- Project to review and better understand the Chief Resident role to inform future negotiations.

TRANSFERS & RELOCATION



NO NIGHT, ON-CALL, OR WEEKEND DUTIES BEFORE TRANSFER

Protection from nights, on-call and weekend duties the week before transfer.



FLEXIBLE TIMING FOR TRAVEL EXPENSE PAYMENTS BEFORE RUN END

Introduced flexibility of when travel expenses can be paid to cover situations where a RMO may need to move prior to the end of a run.

PAID EXPENSE EXTENSIONS ALLOWED WHILE FURNITURE IS IN TRANSIT

Agreement that extension to paid expenses may be paid when furniture remains in transit.

Other improvements include:

- Storage costs covered for up to 12 months if needed
- Transfer grant increased to \$1,000
- Accommodation allowance raised to \$80 (weeks 1–2) and \$65 (weeks 3–4)
- Commitment to national consistency in future transfer provisions.

NATIONAL MANUAL UPDATES

- Clarifying that insurance when transferring districts is fit for purpose by adding the words, “appropriate & reasonable” in the National Manual to define what insurance should be reimbursed.
- Clarify the intention that **Fellows** who are completing / who have recently completed training in an Australasian College and who are employed on the STONZ T&Cs are covered by all elements and entitlements as a Senior Registrar.

BARGAINING & OFFER ANALYSIS

Please also take the time to read through the full Bargaining Report which includes more detailed information and analysis on the full offer.