

29 April 2022

OIA Reference: OIA2022031501

Amber Saxton

Email: fyi-request-18882-377d16ca@requests.fyi.org.nz

Tēnā koe Amber,

Official Information Act 1982 (OIA) – Response OIA2022031501

Thank you for your Official Information Act 1982 (OIA) request regarding your information about expected clinical working hours for paediatrics and general medicine.

Specifically, you have requested the following information:

With regards to general medicine and paediatrics departments.

- 1) *What is the list of senior medical officers designated to be clinical supervisors for medical students from the University of Auckland (i.e. who are the SMOs who can sign CSRs).*
- 2) *From above, what is the FTE of each SMO, and number of hours expected on site.*
 - 2a) *if applicable, what is their salary as per Association of Salaries Medical Specialist contact*
 - 2ai) *what has this been for the last 10 years*
 - 2b) *if unavailable, what is their generic SMO pay scale*
- 3) *To prevent burn often doctors get rostered time off*
 - 3a) *how many days in a row can an SMO work as per contact*
 - 3b) *what is the policy around SMO rostered days off*
 - 3c) *what compensation is given when SMO do work beyond their day off? e.g. come in on a RDO*
- 4) *With regards to house Officer*
 - 4a) *what are the run categories for house officers on paediatrics and general Medicine attachments, ergo number of expected hours*
 - 4b) *what is their pay as per pgy# and run category from above*
 - 4bi) *what has this been for the last 10 years?*
 - 4c) *what is the maximum number of days house officers in the attachments above have to work in a row*
 - 4d) *what is the rostered day off policy for house officers in the rotations mentioned above?*
- 5) *With regards to trainee interns*
 - 5a) *how many hours per week are trainee interns expected to be on placement in runs above?*
 - 5b) *as they are not paid, what protections are ensured trainee interns have proper rest and food breaks?*
 - 5c) *how many days in a row are trainee interns expected to be on placement*
 - 5d) *what is the DHB policy for rostered days off for trainee interns*
 - 5e) *how does (the) DHB manage the expectations for trainee interns to be present with their health and wellbeing in a demanding field*

I request all information in a tabulated excel document.

With our two DHBs sharing information, staff, many services, and a single Chief Executive, you are receiving a joint Hutt Valley and Capital & Coast DHB (2DHB) response. Our joint 2DHB response to your request is outlined below.

Response

Hutt Valley District Health Board

1. *What is the list of senior medical officers designated to be clinical supervisors for medical students from the University of Auckland (i.e. who are the SMOs who can sign CSRs)*

We are unable to respond to your request for information under Section 18(e) and Section 18 (f) of the Official Information Act as the information requested is not held by the DHB in a database and cannot otherwise be made available without substantial collation or research.

2. *From above, what is the FTE of each SMO, and number of hours expected onsite.*

- a. *If applicable, what is their salary as per Association of Salaries Medical Specialist contact***
- b. *What is this been for the last 10 years***
- c. *If unavailable, what is their generic SMO pay scale***

We are unable to respond to your request for information under Section 18(e) and Section 18 (f) of the Official Information Act as the information requested is not held by the DHB in a database and cannot otherwise be made available without substantial collation or research.

For the generic SMO pay scale, please refer to our response to Question 3c below.

3. *To prevent burn often doctors get rostered time off*

- a. *How many days in a row can an SMO work as per contract?***

An employee's hours of work and job size are mutually agreed and objectively reflect the requirements of the service and the time reasonably required for the employee to complete their agreed duties and responsibilities, as set out in their job description.

- b. *What is the policy around SMO rostered days off (RDO)?***

Services that operate a shift system or an after-hours' call roster are expected to have agreed arrangements in place that allow an employee to have an adequate break without deduction from full pay before commencing work following periods of on call related work or shift work where the employee is too fatigued to safely undertake their next scheduled activity.

- c. *What compensation is given when SMOs do work beyond their day off? E.g. come in on a RDO***

There are entitlements within the Senior Medical and Dental Officers collective agreement to provide additional remuneration – a link to the agreement is here:

<https://tas.health.nz/assets/ER/ASMS-Senior-Medical-Dental-Officers-MECA-1-April-2020-31-March-2021-1.29Mb.pdf>

4. *With regards to house Officer*

There are two Resident Medical Officer (RMO) Collective Agreements (MECAs) that apply to House Officers:

- 20 DHB and NZ Resident Doctors' Association (RDA) Multi Employer Collective Agreement (17 May 2021 to 31 March 2024) (RDA MECA); and
- 20 DHB and Specialty Trainees of New Zealand (STONZ) Multi Employer Collective Agreement (14 December 2021 – 13 December 2023) (STONZ MECA).

When providing responses to the OIA request this has been split to identify RDA MECA and STONZ MECA provisions.

The first STONZ MECA came into effect on 10 December 2018 and when responding to Question 4b the data for the STONZ MECA commences from this date. Prior to this date the only MECA in force was the RDA MECA.

a. what are the run categories for house officers on paediatrics and general Medicine attachments, ergo number of expected hours

Run Categories are based on a range of hours as set out in the table below. This range of hours represents the weekly hours averaged over the 13 week run rotation and does not reflect the actual hours worked from week to week as this will fluctuate dependent on the roster pattern. This table is the same for both RDA and STONZ MECAs.

Cat	Hours
F	40 - 44.9
E	45 - 49.9
D	50 - 54.9
C	55 - 55.9
B	60 - 64.9
A	65+

b. What is their pay as per pgy# and run category from above?

The salaries and run categories contained in the RDA and STONZ MECAs are set out in the tables below.

URBAN SCALES - FULL ROTATING SHIFT WORK ROSTERS

RDA		Effective 18 April 2022			
		House Officer		Senior House Officer	
Cat	Hours	Year 1	Year 2	Year 3	Year 4
F	40 - 44.9	61,949	66,896	70,571	74,242
E	45 - 49.9	68,608	74,106	78,186	82,273
D	50 - 54.9	78,599	84,925	89,618	94,310
C	55 - 55.9	88,593	95,742	101,045	106,353
B	60 - 64.9	98,585	106,557	112,475	118,394
A	65+	111,906	120,975	127,713	134,451

STONZ		Effective 20 December 2021			
		House Officer		Senior House Officer	
Cat	Hours	Year 1	Year 2	Year 3	Year 4
F	40 - 44.9	65,100	70,100	73,700	77,400
E	45 - 49.9	72,000	77,600	81,600	85,700
D	50 - 54.9	82,300	88,700	93,300	98,100
C	55 - 55.9	92,600	99,800	105,100	110,400
B	60 - 64.9	103,000	111,000	116,900	122,900
A	65+	116,800	125,900	132,600	139,400

URBAN SCALES - STANDARD (NON-SHIFT WORK) ROSTERS

RDA		Effective 18 April 2022			
		House Officer		Senior House Officer	
Cat	Hours	Year 1	Year 2	Year 3	Year 4
F	40 - 44.9	64,949	69,896	73,571	77,242
E	45 - 49.9	71,608	77,106	81,186	85,273
D	50 - 54.9	81,599	87,925	92,618	97,310
C	55 - 55.9	91,593	98,742	104,045	109,353
B	60 - 64.9	101,585	109,557	115,475	121,394
A	65+	114,906	123,975	130,713	137,451

STONZ		Effective 20 December 2021			
		House Officer		Senior House Officer	
Cat	Hours	Year 1	Year 2	Year 3	Year 4
F	40 - 44.9	68,300	73,300	76,900	80,600
E	45 - 49.9	75,200	80,800	84,800	88,900
D	50 - 54.9	85,500	91,900	96,500	101,300
C	55 - 55.9	95,800	103,000	108,300	113,600
B	60 - 64.9	106,200	114,200	120,100	126,100
A	65+	120,000	129,100	135,700	142,400

What has this been for the last 10 years?

Please refer to the information contained in Attachment A. The spreadsheet shows the data for 10 years with respect to the RDA MECA and four years with respect to the STONZ MECA as that MECA has only been in effect since 10 December 2018.

c. What is the maximum number of day's house officers in the attachments above have to work in a row?

RDA MECA – The parties have a commitment to work back to a maximum of 60 hours per week. RMOs shall not be required to work more than 72 hours in any consecutive seven days nor more than 16 hours in any day.

STONZ MECA – A period on duty shall not exceed 16 consecutive hours.

d. What is the rostered day off policy for house officers in the rotations mentioned above?

RDA MECA – There shall be no more than 5 consecutive days worked in a row, except that in the case of night shifts there shall be no more than 4 consecutive shifts in a row.

STONZ MECA – In an effort to minimise the risks of fatigue, the parties will aim to provide a minimum 12 hours continuous break during any given 48 hour period, and avoid periods of duty exceeding 12 hours for more than two sequential days. A minimum break of eight consecutive hours off duty shall be provided between any two periods of duty of a full shift or more.

5. With regards to trainee interns

5a) how many hours per week are trainee interns expected to be on placement in runs above?

5b) as they are not paid, what protections are ensured trainee interns have proper rest and food breaks?

5c) how many days in a row are trainee interns expected to be on placement

5d) what is the DHB policy for rostered days off for trainee interns

5e) how does (the) DHB manage the expectations for trainee interns to be present with their health and wellbeing in a demanding field

We are unable to respond to your request for information under Section 18(e) and Section 18 (f) of the Official Information Act as the information requested is not held by the DHB and cannot otherwise be made available without substantial collation or research.

Capital & Coast District Health Board

1. What is the list of senior medical officers designated to be clinical supervisors for medical students from the University of Auckland (i.e. who are the SMOs who can sign CSRs)

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- 2. From above, what is the FTE of each SMO, and number of hours expected on site:**
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 - What is this been for the last 10 years**
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- 3. To prevent burn often doctors get rostered time off**
- How many days in a row can an SMO work as per contract?**

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5) With regards to trainee interns (Questions 5 to 5e)

5a) how many hours per week are trainee interns expected to be on placement in runs above?

5b) as they are not paid, what protections are ensured trainee interns have proper rest and food breaks?

5c) how many days in a row are trainee interns expected to be on placement

5d) what is the DHB policy for rostered days off for trainee interns

5e) how does (the)DHB manage the expectations for trainee interns to be present with their health and wellbeing in a demanding field

We are unable to respond to your request for information under Section 18(e) and Section 18 (f) of the Official Information Act as the information requested is not held by the DHB and cannot otherwise be made available without substantial collation or research.

I trust this information fulfils your request. You have the right, under section 28 of the OIA, to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or you can free phone 0800 802 602.

Nāku ite noa, nā



Fionnagh Dougan

Āpiha Whakahaere Mātāmua | Chief Executive

Ūpoko ki te uru Hauora | Capital & Coast and Hutt Valley District Health Boards