

All District Health Boards

Comparison between SToNZ and RDA MECA – September 2019

	SToNZ MECA	RDA MECA
Salary/Allowances		
Salary Scales	<p>Refer to MECA – Clause 12.2</p> <p>Pay scales are separated into Urban and Non Urban DHBs;</p> <ul style="list-style-type: none"> • Non ED/ICU Rosters House Officers • ED/ICU Rosters Registrars (shift rosters) <p>Pay scales are effective 10/12/2018 and 25/11/2019 for House Officers</p> <p>Pay scales effective 10/12/2018 and 09/12/2019 for Registrars</p>	<p>Refer to MECA – Clause 8.2</p> <p>Pay scales are separated into Urban and Non Urban DHBs;</p> <ul style="list-style-type: none"> • House Officers • Registrars • Dental House Officers • Dental Registrars <p>Pay scales are effective 01/04/2019 and 30/03/2020</p>
Run categories and deductions for week day Rostered Days Off (RDOs)	<p>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 in clause 17.4.6 (sleep recovery days), when those days fall Monday through Friday.</p>	<p>For RMOs not working a full rotating shift roster, there is no impact for week day RDOs in the calculation of the run category.</p> <p>For an RMO working a Schedule 10 roster there is a nominated deduction for Rostered Days Off (RDOs) that have been granted in compensation for weekend days worked. The deduction amount is set out in the tables in Schedule Ten.</p>
Relievers	<p>All duties as a reliever (including short notice relief) are paid at 2 categories above or 2 categories above category for the majority of the runs they are providing relief to where relief is pooled.</p> <p>For relievers where additional two steps on the salary scale place the reliever above the top of the House Officer scale an additional allowance of:</p> <ul style="list-style-type: none"> • \$5,300 (Year 3 category A or Year 4 category B) • \$10,300 (Year 4 category A) 	<p>All duties as a reliever paid at 2 categories above or 2 categories above category for the majority of the runs they are providing relief to where relief is pooled.</p> <p>Short notice relievers paid a D category for all ordinary hours and additional duty rates for hours outside ordinary hours</p> <p>For relievers where additional two steps on the salary scale place the reliever above the top of the House Officer scale an additional allowance of:</p> <ul style="list-style-type: none"> • \$5,000 (Year 3 category A or Year 4 category B) • \$10,000 (Year 4 category A)

Additional Duties	<table border="1"> <thead> <tr> <th>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	<table border="1"> <thead> <tr> <th>Grade</th> <th>0800 2200</th> <th>2200 0800</th> </tr> </thead> <tbody> <tr> <td>HO</td> <td>\$55</td> <td>\$90</td> </tr> <tr> <td>SHO / Registrar</td> <td>\$70</td> <td>\$115</td> </tr> <tr> <td>Senior Registrar</td> <td>\$90</td> <td>\$140</td> </tr> </tbody> </table>	Grade	0800 2200	2200 0800	HO	\$55	\$90	SHO / Registrar	\$70	\$115	Senior Registrar	\$90	\$140
Grade	0800 2200	2200 0800																											
HO	\$60	\$90																											
SHO	\$75	\$115																											
Registrar	\$85	\$130																											
Senior Registrar	\$120	\$180																											
Grade	0800 2200	2200 0800																											
HO	\$55	\$90																											
SHO / Registrar	\$70	\$115																											
Senior Registrar	\$90	\$140																											
On Call	\$8 per hour on call allowance (\$10 per hour on a public holiday)	\$8 per hour on call allowance (\$10 per hour on a public holiday)																											
Call Backs	<p>Call backs paid at additional duties rates.</p> <p>Minimum call back of 3 hours. If there are multiple call backs during an on-call period that overlap, RMO paid for 3 hours minimum for the 1st call and the balance of the hours worked over and above that for subsequent call-backs.</p> <p>When called back after 2200 applicable night rate paid for the minimum 3 hours not just the hours worked.</p>	<p>Call backs paid at the hourly rate specified in the table below:</p> <table border="1"> <thead> <tr> <th>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> <p>Minimum call back of 3 hours. If there are multiple call backs during an on-call period that overlap, RMO paid for 3 hours minimum for the 1st call and the balance of the hours worked over and above that for subsequent call-backs.</p> <p>When called back after 2200 applicable night rate paid for the minimum 3 hours not just the hours worked.</p>	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																											
Cross Cover	\$165	\$150 (or as per Schedule One for Northland & Nelson Marlborough DHBs)																											
Minimum break penalty	\$160 Includes period of time worked beyond the rostered shift end, additional duty and call-back duties of 8 continuous hours.	\$146 Includes period of time worked beyond the rostered shift end, additional duty and call-back duties of 8 continuous hours.																											
Non Service Increment	<p>Registrars who have completed 5 years post-grad, i.e. are PGY6 or above, receive a non-service increment once per vocational training programme for passing Part 1 exam or equivalent, the first day of the month, immediately following the date on which the qualification is granted. Note: where they have not completed their PGY5 year they will receive the non-service increment at the beginning of their PGY6 year.</p> <p><u>Dual Trainees</u> Are entitled to the non service increment for each vocational training programme. Dual trainees that are on Year 10 of the Registrar scale eligible for a non-service allowance of \$5,300.</p>	<p><u>Training Programme with Part 1 Exam only</u> Registrars receive a non service increment for passing Part 1 exam or equivalent on the first day of the month, 3 years following the date on which the qualification is granted.</p> <p><u>Training Programme with Part 1&2 Exam</u> Registrars receive a non service increment for passing Part 2 exam or equivalent, the first day of the month immediately following the date on which the qualification is granted.</p> <p><u>Dual Trainees</u> Are entitled to the non service increment for each vocational training programme. Dual trainees that are on Year 10 of the Registrar scale eligible for a non service allowance of \$5,000.</p>																											

Change Management provisions		
Changes to Run Descriptions/Rosters	Will occur unless more than 1/3rd of the affected RMOs disagree.	Will occur where 2/3rds agreement of the affected RMOs who participate in the vote is received (Where less than 20 vote the threshold table will apply). Alternative rostering options, including Schedule Ten may be agreed through Schedule Nine – Part B)
Hours of work provisions (non ED-ICU rosters)		
Long Days	Greater than 10 hours up to a maximum of 16 hours. More than 2 long days in 7 can be worked where agreed as part of the run description but the additional long days must not be more than 12 hours in duration. Limitation of no more than 72 hours in a 7-day period applies.	Greater than 10 hours up to a maximum of 16 hours. A maximum of 2 long days in 7 days. Limitation of no more than 72 hours in a 7 day period applies.
Consecutive days	A maximum of 12 consecutive days	A maximum of 12 consecutive days (non-schedule 10 rosters). Schedule 10 Rosters only: A maximum of 10 consecutive days however alternative rostering options may be agreed for the 'defined group' through Schedule Nine – Part B)
Night shifts	A maximum of 4 consecutive nights, except up to 7 consecutive nights if agreed and opportunity for rest/sleep. Where 7 consecutive nights in a row these cannot be more than 10 hours. Night shifts of 12 hours can be rostered but the long day must be reduced accordingly. Limitation of no more than 4 in a row where night shifts are 12 hours.	No specific limit. Schedule 10 Rosters only: A maximum of 4 nights. Can roster up to 5 nights. Alternative rostering options may be agreed for the 'defined group' through Schedule Nine – Part B)
Weekend duties	Minimum of every 2 nd weekend completely free from duty Except, work no more than one weekend in three at BoP, Nelson-Marlborough, Southern (Invercargill), Whanganui, Taranaki, MidCentral and Lakes (except specified services) Consecutive weekends once in every 5-6 weekends (where 1-in-2 applies) or 6-7 weekends (where 1-in-3 applies) Aspiration for no more than 1-in-3	Minimum of every 2 nd weekend completely free from duty Except, work no more than one weekend in three at BoP, Nelson-Marlborough, Southern (Invercargill), Whanganui, Taranaki, Tairawhiti, MidCentral and Lakes (except specified services) Schedule 10 Rosters only: Consecutive weekends once in every 6 (or 5 by agreement) weekends (where 1-in-2 applies) or 9 (or 8 by agreement) weekends (where 1-in-3 applies)
Leave Provisions		
Annual Leave	Six weeks' leave per annum	30 days' leave per annum

Conference Leave	<p>Training Registrars who have passed Part 1 or equivalent get 10 days of conference leave plus actual and reasonable expenses (no \$ cap).</p>	<p>Registrars Year 5 or higher of the pay scale get 8 days of conference leave plus capped expenses of \$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
Medical Education Leave	<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.</p> <p>The maximum MEL that can be taken in one year is 4 weeks.</p> <p>Training Registrars an additional 12 weeks of MEL, non-inclusive of MEL accessed at HO and Non-Training Registrar.</p>	<p>Total of 12 weeks per vocational training programme which includes MEL accessed as a House Officer and Non Training Registrar. House Officers PGY2 and above 5 days per year.</p> <p>2 Weeks per year if undertaking a diploma (inclusive of the 5 days).</p> <p><u>Example:</u> Accessed 6 weeks as a House Officer / Non Training Registrar remaining balance as a Training Registrar 6 weeks.</p>
Parental Leave	<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 care giver.</p> <p>Paid parental leave representing full salary top up for primary care giver for 14 weeks. Paid partners leave for 2 weeks for non primary care giver.</p>	<p>Unpaid Parental leave of 6 months (less than 12 months service) or up to 12 months (12 months service) for both the primary / non primary care giver.</p> <p>Unpaid partners leave of 1 week (6 months service) or 2 weeks (12 months service).</p> <p>6 week lump sum payment:</p> <ul style="list-style-type: none"> • Can be taken as partial salary top up by primary care giver spread over 14 weeks • For non primary care giver must work 6 months following return from parental leave before receiving payment
Sick Leave	<p>10 days per annum with ability to accumulate sick leave. Discretionary sick leave once entitlement exhausted. Can transfer up to 20 days between employers.</p> <p>Sick leave deducted for working days only.</p>	<p>Up to 30 days per annum in first 3 years</p> <p>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>
Leave abutting weekends	Will only apply to annual leave unless agreed by DHB.	Does not apply to alternative holidays (STIL days).
Training Time and Expenses		
Protected Training Time	<p>Minimum of: 2 hours for House Officers 4 hours for Registrars</p>	<p>Minimum of: 2-4 hours for House Officers, dependent on DHB (Schedule Three). 4 hours for Registrars.</p>

Costs of Training	DHB will reimburse to Training Registrars actual and reasonable costs of the training undertaken to obtain vocational scope of practice. Non-Training Registrars and House Officers (PGY2 and above) will be reimbursed costs pertaining to facilitating their acceptance onto a vocational training programme.	DHB reimburses actual and reasonable costs of the training undertaken in the pathway to obtain vocational scope of practice.
Scope of Costs of Training	Costs include, course, examination, modules and clinical assessments and other fees (including travel and accommodation) where they are incurred as a direct result of training required for achieving vocational scope of practice.	Costs include, course, examination, modules and clinical assessments and other fees (including travel and accommodation) where they are incurred as a direct result of training required for achieving vocational scope of practice.
Maximum exam attempts reimbursed	The DHB will reimburse up to three attempts to sit College exams.	Silent on any limit
CME	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
Relievers		
Relievers notice	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, notice period is two weeks. Short notice relief requires 6 weeks' notice.
Reliever duties	There is no minimum period of duties that need to be provided for reliever rosters but the 2 week notice period for week day duties and 28 day notice period for weekend duties applies. Ability to redeploy relievers on the day of duty within their run allocation. Relievers are required to report for duty at 0800 where they have not been rostered to specific duties.	No comparable provision