STONZ National Engagement Forum – Senior Registrar Leave

Kia ora tātou

During STONZ and DHB bargaining in November 2020, access to leave and leave cover for Senior Registrars was identified as a priority area requiring further review. It was noted that Senior Registrars are often required to swap their on call/after-hours shifts in order to take leave as it is difficult to provide a reliever due to the level and nature of their work.

A project was established to understand how leave is accessed and covered for RMOs and to develop recommendations to support a consistent and transparent approach enabling access to, and management of leave for this group.

As an outcome from this project a guide for Registrars who take on the roster writing and leave management role has been developed. In addition, updates have been made to the existing RMO roster and relief review and improvement framework to capture some of the challenges for services without relief roles and to include best practice guidelines and relief models to mitigate some of these challenges.

The table below provides information of the purpose of each document and the recommended next steps for services, RMO units and RMOs. These resources will be loaded for the STONZ National Manual for use.

Resource	Purpose	Recommended next steps
Roster Writing and Leave Management – Guide for Registrars	As part of the data collection phase of this project it was found that a number of services where there are no designated relief roles are also services where one of the Registrars takes on the roster writing and leave management role for their colleagues. This document has been developed to ensure Registrars in the roster writing and leave manage role have access to the required resources and that there are appropriate processes in place to support and maximise leave access. While this guide has been developed for Registrars who take on the roster writing and leave management role, content may also be useful for induction of new RMO unit staff or other staff who take on the roster writing and leave management role.	• It is recommended that services and RMO units review existing processes and documents to ensure these provide appropriate detail and clarity for Registrars in the roster writing/leave management role. Where documents are not already in place it is recommended that these are developed using the guidelines within the document. • It is recommended that the service and/or RMO unit provide all Registrars that enter the roster writing and leave management role with the guide and all relevant service specific desk files when they enter the role.
Updates to the RMO Roster and Relief Review and Improvement Frameworks	This is an existing resource that has been updated to include information on some of the overarching challenges and best practice guidelines for rosters without designated relief roles. This document has also been updated to include two new relief models to capture some of the models that can be utilised for leave cover where there are no designated relief positions.	• Where challenges are identified with access to leave for rosters without designated relief roles, the RMO Roster and Relief Review and Improvement Framework should be utilised to review current status and identify possible changes or improvements.