

Clause 12 Salary Scales and Wages

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Clause 12.0 Salary Scales and Wages

12.1 Each employee shall be paid a salary as set out in the table below.

12.1.1 The appropriate category shall be based on the expected average hours as set out in the run description as determined in accordance with the following provisions.

- (a) Where a new roster pattern is proposed to be introduced or changes are proposed to an existing roster, including to increase or decrease the number of RMOs, then the appropriate category shall be established through the following process:
- i. The employer shall establish the expected average hours based on the new roster pattern.
 - ii. The employer shall include a reasonable estimate of average unrostered hours based on existing practice or those occurring in equivalent services.
 - iii. The proposed salary category – detailed as per clause 12.2 – shall be notified to RMOs working the roster as part of the change process.
 - iv. If there is disagreement on the proposed category, the employer and the RMOs working the roster shall attempt to reach agreement. These parties may involve respective representatives.
 - v. If agreement is not reached, and the roster change proceeds, the category as finally determined by the employer shall apply and be effective from the date of implementation of the new or changed roster; however, a review in accordance with 12.1.1(b) must be scheduled within six months. The provisions of 12.1.1(b)(vi) apply except that any required increases in the salary for the run description shall be backdated to when the change occurred.
- (b) Where either the employer or the group of RMOs on a particular roster, or their representative, consider that the salary category does not accurately reflect the current expectations of the run then they may initiate a review of the salary category through the following process:
- i. The initiating party shall advise the other party in writing of their decision to review the salary category for the run. Where the review is initiated by the employer, copies of such notification shall be forwarded to the STONZ.
 - ii. This notification shall include:
 - The date of the commencement of the review. Run reviews shall not be undertaken in retrospect unless agreed between the service, the RMOs, or their respective representatives.
 - The period of the run review. This period shall be representative of normal working conditions and shall be not less than 4 weeks and no longer than 6 weeks unless agreed otherwise by the service, the RMOs, or their respective representatives.
 - Confirmation as to whom timesheets are to be sent, the process (including timeframes) for submitting and approval of these, and arrangements to ensure both employer party and STONZ receive copies.
 - iii. Unless agreed otherwise, 4 weeks between notification and commencement of review must be allowed for STONZ to provide advice to the RMOs regarding the run review or for the DHB to make appropriate arrangements.
 - iv. Assessment of timesheets shall be completed by the initiating party within 3 weeks of timesheet receipt and forwarded to the other party who shall confirm calculation of salary category within 3 weeks. This timeframe can be altered by agreement between the service, the RMOs, or their respective representatives.
 - v. Where the calculation is disputed, the matter shall be referred to the employer's human resource department and the STONZ for resolution. If this is unsuccessful the matter shall be an employment relations problem as that term is defined in clause 42 and shall be resolved in accordance with that clause. Any dispute must be raised within the 3-week period (or alternative timeframe where one is agreed). If no response is received, the initiating party's assessment under 12.1.1(b)(iv) is deemed confirmed.

- vi. Implementation of any alteration to salary category shall occur within two pay periods. Any required increases in the salary for the run description shall be backdated to the initiation date of the review. Decreases in salary shall not be made retrospectively.
- vii. A review under 12.1.1(b) may be initiated no more frequently than every six months.

12.1.2

- (a) Where medical cover is provided by full rotating shifts over 24 hours/7 days such runs shall be categorised a minimum of two categories above that which would otherwise apply in terms of Clause 12.1.1. This provision shall apply to EDs, ICUs, and to such other services as may be agreed between the parties. However, RMOs employed in ED and Intensive Care Units shall be paid a minimum C category. (Refer to scales 12.2.3 and 12.2.4)
- (b) For runs to which the above paragraph 12.1.2(a) does not apply, 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 category for the run, except that no hours shall be counted for days that are completely free from rostered duties. (Refer to scales 12.2.1 and 12.2.2)
- (c) For the purposes of clause 12.1.2(b) above, the minimum break provided in clause 17.4.6 shall be deemed to be ordinary hours when those days occur Monday through Friday. This clause will cease to apply upon the agreement of the parties or on 13 January 2025 whichever is the earlier.

12.1.3 RMOs employed as “relievers” shall be paid a salary two categories above the category of the majority of runs on which they are employed to provide cover and shall not be rostered for more duties than would on average be worked by any other RMO on these runs. This does not apply to a reliever embedded in the roster.

12.1.4 Where an RMO is entitled to an increase in category as set out in clauses 12.1.2(a) (Rotating Shift) and 12.1.3 (Relievers).

Where the provision for an additional two steps would place the employee above the top of the house officer scale an RMO who is on year 3 Category A or year 4 category B shall be paid Category A year 4 plus \$5,300 gross per annum and an RMO who is on year 4 Category A shall be paid an additional \$10,600 gross per annum. For clarity this provision is payable only for the time spent performing the relief/reliever role.

12.1.5 Translation for new STONZ members

- (a) RMOS who become STONZ members during the term of this agreement shall translate to the category step in terms of years’ service and hours of work as their previous employment agreement, except as specified in paragraph b below.
- (b) Where a run category that a STONZ member is working is impacted by the operation of clause 12.1.2(b), then the following will apply.
 - i. The employer will apply the new formula to each STONZ member’s roster to determine the applicable salary category under this employment agreement.
 - ii. When applying the formula in that agreement and including the impact of the deduction model, where this results in a lower salary than would have applied under the employee’s previous employment agreement, the employer will maintain the employee’s former higher salary, less any applicable deductions under the employee’s former employment agreement, until the employee moves to a different run description, or the employee’s salary under this STONZ MECA exceeds the former salary. In determining when a salary is higher than the previous salary, the employer shall include the application of increments and all other salary changes.
 - iii. The employer and the employee may agree to the employee working days that would otherwise have been rostered days off and these worked days will be factored into the salary category calculation. Additional Duties rates do not apply.
 - iv. Further, if the application of the formula under this employment agreement results in the same salary category as applied using the formula under the employee’s previous employment agreement the employer may require that the rostered days off are worked subject to mitigation of any safety concerns raised by the employee. Additional duties rates do not apply

12.2 SALARY SCALES

12.2.1 STANDARD (NON-SHIFT WORK) ROSTERS (PER CLAUSE 12.1.2(b)) – URBAN SCALES

Apply at Auckland, Waitemata, Counties Manukau, Waikato, Hutt Valley, Capital and Coast, Canterbury and Southern (Other than Invercargill Hospital-based runs) DHBs.

Registrars

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	85,700	89,800	93,800	98,000	102,000	120,500	125,200	130,100	135,100	140,500
E	45-49.9	85,700	89,800	93,800	98,000	102,000	120,500	125,200	130,100	135,100	140,500
D	50-54.9	97,100	101,800	106,500	111,100	115,900	120,500	125,200	130,100	135,100	140,500
C	55-59.9	108,600	113,800	119,200	124,400	129,800	135,000	140,400	145,800	151,600	157,500
B	60-64.9	120,000	125,900	131,700	137,700	143,600	149,600	155,400	161,600	168,000	174,600
A	65+	135,200	141,900	148,600	155,300	162,100	168,800	175,600	182,500	189,800	197,300

With effect from 20 December 2021

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	87,700	91,800	95,800	100,000	104,000	122,500	127,200	132,100	137,100	142,500
E	45-49.9	88,000	92,100	96,100	100,300	104,300	122,800	127,500	132,400	137,400	142,800
D	50-54.9	99,700	104,400	109,100	113,700	118,500	123,100	127,800	132,700	137,700	143,100
C	55-59.9	111,500	116,700	122,100	127,300	132,700	137,900	143,300	148,700	154,500	160,400
B	60-64.9	123,300	129,200	135,000	141,000	146,900	152,900	158,700	164,900	171,300	177,900
A	65+	138,900	145,600	152,300	159,000	165,800	172,500	179,300	186,200	193,500	201,000

With effect from 7 February 2023

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	89,100	93,200	97,200	101,400	105,400	123,900	128,600	133,500	138,500	143,900
E	45-49.9	89,500	93,600	97,600	101,800	105,800	124,300	129,000	133,900	138,900	144,300
D	50-54.9	101,400	106,100	110,800	115,400	120,200	124,800	129,500	134,400	139,400	144,800
C	55-59.9	113,500	118,700	124,100	129,300	134,700	139,900	145,300	150,700	156,500	162,400
B	60-64.9	125,500	131,400	137,200	143,200	149,100	155,100	160,900	167,100	173,500	180,100
A	65+	141,400	148,100	154,800	161,500	168,300	175,000	181,800	188,700	196,000	203,500

House Officers

		House Officer		Senior House Officer	
Cat	Hours	Year 1	Year 2	Year 3	Year 4
F	40-44.9	66,300	71,300	74,900	78,600
E	45-49.9	72,900	78,500	82,500	86,600
D	50-54.9	82,900	89,300	93,900	98,700
C	55-59.9	92,900	100,100	105,400	110,700
B	60-64.9	102,900	110,900	116,800	122,800
A	65+	116,300	125,400	132,000	138,700

With effect from 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	55-59.9	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

With effect from 7 February 2023

		House Officer		Senior House Officer	
Cat	Hours	Year 1	Year 2	Year 3	Year 4
F	40-44.9	69,700	74,700	78,300	82,000
E	45-49.9	76,700	82,300	86,300	90,400
D	50-54.9	87,200	93,600	98,200	103,000
C	55-59.9	97,800	105,000	110,300	115,600
B	60-64.9	108,400	116,400	122,300	128,300
A	65+	122,500	131,600	138,200	144,900

12.2.2 STANDARD (NON-SHIFT WORK) ROSTERS (PER CLAUSE 12.1.2(b)) – NON URBAN SCALES

Apply at Northland, Lakes, Taranaki, Tairāwhiti, Hawkes Bay, Bay of Plenty, Whanganui, MidCentral, Wairarapa, Nelson Marlborough, South Canterbury, West Coast, and Invercargill Hospital-based runs at Southern DHB.

Registrars

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	88,800	93,000	97,200	101,500	105,700	125,000	129,900	134,900	140,200	145,700
E	45-49.9	88,800	93,000	97,200	101,500	105,700	125,000	129,900	134,900	140,200	145,700
D	50-54.9	100,600	105,500	110,300	115,300	120,100	125,000	129,900	134,900	140,200	145,700
C	55-59.9	112,500	118,000	123,500	129,100	134,500	140,100	145,500	151,300	157,300	163,500
B	60-64.9	124,400	130,500	136,700	142,900	148,900	155,100	161,300	167,700	174,300	181,200
A	65+	140,300	147,300	154,200	161,200	168,200	175,200	182,200	189,500	197,000	204,900

With effect from 20 December 2021

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	90,800	95,000	99,200	103,500	107,700	127,000	131,900	136,900	142,200	147,700
E	45-49.9	91,100	95,300	99,500	103,800	108,000	127,300	132,200	137,200	142,500	148,000
D	50-54.9	103,200	108,100	112,900	117,900	122,700	127,600	132,500	137,500	142,800	148,300
C	55-59.9	115,400	120,900	126,400	132,000	137,400	143,000	148,400	154,200	160,200	166,400
B	60-64.9	127,700	133,800	140,000	146,200	152,200	158,400	164,600	171,000	177,600	184,500
A	65+	144,000	151,000	157,900	164,900	171,900	178,900	185,900	193,200	200,700	208,600

With effect from 7 February 2023

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	92,200	96,400	100,600	104,900	109,100	128,400	133,300	138,300	143,600	149,100
E	45-49.9	92,600	96,800	101,000	105,300	109,500	128,800	133,700	138,700	144,000	149,500
D	50-54.9	104,900	109,800	114,600	119,600	124,400	129,300	134,200	139,200	144,500	150,000
C	55-59.9	117,400	122,900	128,400	134,000	139,400	145,000	150,400	156,200	162,200	168,400
B	60-64.9	129,900	136,000	142,200	148,400	154,400	160,600	166,800	173,200	179,800	186,700
A	65+	146,500	153,500	160,400	167,400	174,400	181,400	188,400	195,700	203,200	211,100

House Officers

Cat	Hours	House Officer		Senior House Officer	
		Year 1	Year 2	Year 3	Year 4
F	40-44.9	74,900	80,000	83,800	87,700
E	45-49.9	81,800	87,600	91,800	96,000
D	50-54.9	92,200	98,800	103,600	108,600
C	55-59.9	102,600	110,000	115,600	121,000
B	60-64.9	113,000	121,200	127,400	133,600
A	65+	126,800	136,300	143,300	150,300

12.2.3 FULL-ROTATING SHIFT-WORK (INCLUDING ED / ICU) ROSTERS (PER CLAUSE 12.1.2(a)) - URBAN SCALES

Apply at Auckland, Waitemata, Counties Manukau, Waikato, Hutt Valley, Capital and Coast, Canterbury and Southern (Other than Invercargill Hospital-based runs) DHBs

Registrars

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	79,300	83,400	87,400	91,600	95,600	114,200	119,000	123,800	128,900	134,100
E	45-49.9	79,300	83,400	87,400	91,600	95,600	114,200	119,000	123,800	128,900	134,100
D	50-54.9	90,700	95,500	100,100	104,900	109,500	114,200	119,000	123,800	128,900	134,100
C	55-59.9	102,200	107,500	112,800	118,100	123,400	128,800	134,000	139,500	145,200	151,200
B	60-64.9	113,600	119,600	125,500	131,300	137,300	143,200	149,100	155,200	161,600	168,300
A	65+	128,900	135,700	142,300	149,000	155,700	162,500	169,200	176,200	183,400	191,100

With effect from 20 December 2021

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	81,300	85,400	89,400	93,600	97,600	116,200	121,000	125,800	130,900	136,100
E	45-49.9	81,600	85,700	89,700	93,900	97,900	116,500	121,300	126,100	131,200	136,400
D	50-54.9	93,300	98,100	102,700	107,500	112,100	116,800	121,600	126,400	131,500	136,700
C	55-59.9	105,100	110,400	115,700	121,000	126,300	131,700	136,900	142,400	148,100	154,100
B	60-64.9	116,900	122,900	128,800	134,600	140,600	146,500	152,400	158,500	164,900	171,600
A	65+	132,600	139,400	146,000	152,700	159,400	166,200	172,900	179,900	187,100	194,800

With effect from 7 February 2023

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	82,700	86,800	90,800	95,000	99,000	117,600	122,400	127,200	132,300	137,500
E	45-49.9	83,100	87,200	91,200	95,400	99,400	118,000	122,800	127,600	132,700	137,900
D	50-54.9	95,000	99,800	104,400	109,200	113,800	118,500	123,300	128,100	133,200	138,400
C	55-59.9	107,100	112,400	117,700	123,000	128,300	133,700	138,900	144,400	150,100	156,100
B	60-64.9	119,100	125,100	131,000	136,800	142,800	148,700	154,600	160,700	167,100	173,800
A	65+	135,100	141,900	148,500	155,200	161,900	168,700	175,400	182,400	189,600	197,300

House Officers

Cat	Hours	House Officer		Senior House Officer	
		Year 1	Year 2	Year 3	Year 4
F	40-44.9	63,100	68,100	71,700	75,400
E	45-49.9	69,700	75,300	79,300	83,400
D	50-54.9	79,700	86,100	90,700	95,500
C	55-59.9	89,700	96,900	102,200	107,500
B	60-64.9	99,700	107,700	113,600	119,600
A	65+	113,100	122,200	128,900	135,700

With effect from 20 December 2021

Cat	Hours	House Officer		Senior House Officer	
		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	55-59.9	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

With effect from 7 February 2023

Cat	Hours	House Officer		Senior House Officer	
		Year 1	Year 2	Year 3	Year 4
F	40-44.9	66,500	71,500	75,100	78,800
E	45-49.9	73,500	79,100	83,100	87,200
D	50-54.9	84,000	90,400	95,000	99,800
C	55-59.9	94,600	101,800	107,100	112,400
B	60-64.9	105,200	113,200	119,100	125,100
A	65+	119,300	128,400	135,100	141,900

12.2.4 FULL-ROTATING SHIFT-WORK (INCLUDING ED / ICU) ROSTERS (PER CLAUSE 12.1.2(a)) NON-URBAN SCALES

Apply at Northland, Lakes, Taranaki, Tairāwhiti, Hawkes Bay, Bay of Plenty, Whanganui, MidCentral, Wairarapa, Nelson Marlborough, South Canterbury, West Coast, and Invercargill Hospital-based runs at Southern DHB.

Registrars

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	82,400	86,600	90,800	95,100	99,300	118,700	123,600	128,600	133,900	139,400
E	45-49.9	82,400	86,600	90,800	95,100	99,300	118,700	123,600	128,600	133,900	139,400
D	50-54.9	94,200	99,200	104,000	108,900	113,800	118,700	123,600	128,600	133,900	139,400
C	55-59.9	106,200	111,700	117,200	122,700	128,200	133,700	139,300	144,900	150,900	157,100
B	60-64.9	118,000	124,200	130,300	136,500	142,700	148,800	154,900	161,300	168,000	174,900
A	65+	133,900	140,900	147,900	154,900	161,900	168,900	175,900	183,100	190,700	198,600

With effect from 20 December 2021

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	84,400	88,600	92,800	97,100	101,300	120,700	125,600	130,600	135,900	141,400
E	45-49.9	84,700	88,900	93,100	97,400	101,600	121,000	125,900	130,900	136,200	141,700
D	50-54.9	96,800	101,800	106,600	111,500	116,400	121,300	126,200	131,200	136,500	142,000
C	55-59.9	109,100	114,600	120,100	125,600	131,100	136,600	142,200	147,800	153,800	160,000
B	60-64.9	121,300	127,500	133,600	139,800	146,000	152,100	158,200	164,600	171,300	178,200
A	65+	137,600	144,600	151,600	158,600	165,600	172,600	179,600	186,800	194,400	202,300

With effect from 7 February 2023

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	85,800	90,000	94,200	98,500	102,700	122,100	127,000	132,000	137,300	142,800
E	45-49.9	86,200	90,400	94,600	98,900	103,100	122,500	127,400	132,400	137,700	143,200
D	50-54.9	98,500	103,500	108,300	113,200	118,100	123,000	127,900	132,900	138,200	143,700
C	55-59.9	111,100	116,600	122,100	127,600	133,100	138,600	144,200	149,800	155,800	162,000
B	60-64.9	123,500	129,700	135,800	142,000	148,200	154,300	160,400	166,800	173,500	180,400
A	65+	140,100	147,100	154,100	161,100	168,100	175,100	182,100	189,300	196,900	204,800

House Officers

Cat	Hours	House Officer		Senior House Officer	
		Year 1	Year 2	Year 3	Year 4
F	40-44.9	65,500	70,700	74,500	78,300
E	45-49.9	72,400	78,200	82,400	86,600
D	50-54.9	82,800	89,400	94,200	99,200
C	55-59.9	93,200	100,600	106,200	111,700
B	60-64.9	103,600	111,900	118,000	124,200
A	65+	117,400	126,900	133,900	140,900

With effect from 20 December 2021

Cat	Hours	House Officer		Senior House Officer	
		Year 1	Year 2	Year 3	Year 4
F	40-44.9	67,500	72,700	76,500	80,300
E	45-49.9	74,700	80,500	84,700	88,900
D	50-54.9	85,400	92,000	96,800	101,800
C	55-59.9	96,100	103,500	109,100	114,600
B	60-64.9	106,900	115,200	121,300	127,500
A	65+	121,100	130,600	137,600	144,600

With effect from 7 February 2023

Cat	Hours	House Officer		Senior House Officer	
		Year 1	Year 2	Year 3	Year 4
F	40-44.9	68,900	74,100	77,900	81,700
E	45-49.9	76,200	82,000	86,200	90,400
D	50-54.9	87,100	93,700	98,500	103,500
C	55-59.9	98,100	105,500	111,100	116,600
B	60-64.9	109,100	117,400	123,500	129,700
A	65+	123,600	133,100	140,100	147,100

- 12.3 Advancement within the scales shall be continuous subject to the following:
- 12.3.1 Where a registrar obtains a higher qualification the registrar is to proceed to the next step in the scale from the first day of the month following the date on which the qualification is granted, provided further that the registrar shall not be eligible for such an accelerated advancement any earlier than five completed years after graduation (that is after becoming entitled to provisional general scope of practice). Higher qualification is determined as per clause 2.0. This shall apply to only one higher qualification unless undertaking dual vocational registration in accordance with clause 12.3.3.
 - 12.3.2 Where the relevant training programme allows a higher qualification to be obtained while the RMO is a House Officer, as a pre-requisite to acceptance, then the RMO shall be eligible for the increment provided in 12.3.1 when they are appointed to a Registrar role, and have completed five years' service post-graduation, provided that they have been accepted onto the relevant vocational training programme to which the qualification pertains or are continuing to work towards acceptance onto that programme.
 - 12.3.3 The parties agree that registrars in dual vocational training programmes may access the non-service increment provided under clause 12.3.1 on more than one occasion where they obtain the specified qualifications in each respective vocational scope.
 - 12.3.4 Where a registrar who is a dual trainee is already on step 10 of the Registrar scale, when they would qualify for the qualification-based increment in 12.3.1, 12.3.2 or 12.3.3 in respect of their second vocational scope, they shall, for the following year receive a one-off allowance of \$5,300, paid on a fortnightly basis in addition to their regular salary. For the purposes of this clause a dual trainee means a registrar who participates in two vocational training programmes that entitle registration in two vocational scopes of practice.
 - 12.3.5 Thereafter advancement through the scale shall be continuous on the normal incremental date.
 - 12.3.6 Steps 8, 9 and 10 of the Registrar scale are restricted to registrars who are in training programmes at the conclusion of which the registrar is entitled to direct registration under a vocational scope of practice in New Zealand other than general practice.
- 12.4 On appointment to a registrar position all experience as an acting registrar, or other service which is considered by the CMO to be directly relevant to the specialty position shall be credited for the purposes of determining the commencement step on the registrar scale.
- 12.5 Increments while on leave
- 12.5.1 Salary increments while on study leave - Employees on full-time study leave with or without pay shall continue to receive annual increments to which they would otherwise be entitled.
 - 12.5.2 Salary increments while on leave without pay - Employees on leave without pay, including Parental leave, shall continue to receive annual increments on their incremental date, to which they would otherwise be entitled.
- 12.6 Superannuation - The employer will provide a superannuation subsidy (the subsidy) at the rate of one dollar for each dollar the employee contributes to a recognized superannuation scheme of the employee's choice, up to a maximum of 6% of the employee's gross taxable salary, provided that the subsidy shall be reduced by the amount, if any, that the employer is required to contribute or is contributing to the employee's KiwiSaver scheme or complying superannuation fund (as those terms are defined by the KiwiSaver Act 2006).
- 12.7 Timesheet or equivalent account of the hours worked will be kept by each employee.

Transition Provisions

Translation for new STONZ members

Clause 12.1.5 of the STONZ MECA sets out how RMOs who become STONZ members during the term of the MECA shall translate when they transition from their previous terms and conditions, with their current employing DHB, to the salary scales as set out at clause 12.2.

Where clause 12.1.2(a) applies (full rotating shifts) the RMO will translate to the category step in terms of years' service and hours of work as per their previous employment agreement.

Where a run category that a STONZ member is working is impacted by the operation of clause 12.1.2(b) the provisions set out at clause 12.1.5(b)(i.) to 12.1.5(b)(iv.) will apply.

Run Category Calculator Tool

If it is agreed that the RDO's are not to be observed

There will be no changes to the calculation of the roster or the run category and RMOs on STONZ terms and conditions will be entitled to the salary scale as per clause 12.2 of the STONZ MECA.

If it is agreed that the RDO's will be observed

The new formula will be applied to each roster to determine the applicable run category (salary category).

If the new calculation changes the run category, the RMO will be paid the corresponding run category as set out in the STONZ salary scale.

If the new salary is lower than the salary set out in their former employment agreement then the employer will maintain the RMO's former higher salary. This will be calculated using the Run Calculator tool.

Run Calculator Tool

The Run Calculator tool has been developed to assist DHBs in assessing the impact on run categories as part of the translation arrangements set out at clause 12.1.5.

It has been designed to calculate the following;

1. Current run category information
2. The average RDO's each week, taken by an RMO to be deducted from the run category to determine their salary
3. The Schedule 10 RDO deductions that would be taken from an RMO's salary where they have been employed on RDA MECA terms and conditions
4. Compares the final salary to identify whether the RMO needs to be salary maintained on translation to STONZ terms and conditions as per clause 12.1.5

Salary Scales

Salaries

Each RMO shall be paid a salary as set out in Salary scale tables detailed at clause 12.2 of the STONZ MECA. The salary bands are based on the average hours and experience and set out a standard pay based on the salary category and salary scale year.

There are different salary scales for Urban and Non-Urban DHBs. The Urban and Non-Urban scales are then separated into Standard (Non-Shift Work) rosters (per clause 12.1.2(b)) and Full-rotating Shift-Work (including ED/ICU) rosters (per clause 12.1.2(a)).

The effective dates for the salary scales as set out in the current STONZ MECA are;

- 9 December 2019
- 20 December 2021 (excludes House Officer Non-Urban Standard (Non-Shift Work) rosters (per clause 12.1.2(b) salary scales)
- 7 February 2023 (excludes House Officer Non-Urban Standard (Non-Shift Work) rosters (per clause 12.1.2(b) salary scales)

The effective date of the applicable salary scale for any RMO moving to STONZ terms and conditions will be the date those terms and conditions are effective. For STONZ members this will be the date of membership and for non-union employees the effective date of their Individual Employment Agreement

The translation provisions at clause 12.1.5 apply when STONZ members transition from their previous terms and conditions with their current employing DHB.

Advancement within the salary scales is continuous on the normal incremental date. See [Progression through the Salary Scales](#) for full details.

House Officer Salary Scales

House Officers and Senior House Officers are paid based on the applicable House Officer Salary Scale.

The House Officers salary scale bands range from an F (40-44.9 hours) to category A (65+ hours) salary category and Year 1 through to Year 4. Designated Senior House Officer positions must be paid at a minimum of Year 3 of the salary scale.

Once the top of the salary scale band has been reached the House Officer / Senior House Officer is capped on that year of the scale until they move into a Registrar position.

NB: The House Officer Non-Urban Standard (Non-Shift Work) rosters (per clause 12.1.2(b)) salary scales have not been increased. In the first STONZ MECA settlement there was an overcalculation of these salary scales. As a result of this the DHBs and STONZ have agreed that these salary scale rates will remain unchanged for the duration of the 2021-2023 STONZ MECA.

Registrar Salary Scales

Registrars are paid based on the applicable Registrar Salary Scale.

The Registrar salary scale bands range from an F (40-44.9 hours) to category A (65+ hours) salary category and Year 1 through to Year 10. Years 8, 9 and 10 are restricted to Registrars who are in training programmes at the conclusion of which the registrar is entitled to direct registration under a vocational scope of practice in New Zealand other than general practice.

Once the top of the salary scale band has been reached the Registrar is capped on that year of the scale until they complete training.

Shift Rosters

Where medical cover is provided by full rotating shifts (i.e. not long days and nights) over 24 hours/7 days these runs are paid at a minimum of two categories above that which would otherwise apply in terms of Clause 12.1.1. This provision applies to EDs, ICUs, and to such other services as may be agreed between the DHBs and STONZ. For RMOs employed in ED and Intensive Care Units these will be paid a minimum C category.

Non Shift Rosters

For runs which are not shift rosters, 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 category for the run, except that no hours shall be counted for days that are completely free from rostered duties. This excludes days off during the week Monday to Friday that are sleep recovery days after working nights.

Relievers

RMOs employed as “relievers” shall be paid a salary two categories above the category of the majority of runs on which they are employed to provide cover and shall not be rostered for more duties than would on average be worked by any other RMO on these runs. This does not apply to a reliever embedded in the roster.

Where the provision for an additional two steps would place the employee above the top of the House Officer scale an RMO who is on year 3 Category A or year 4 category B shall be paid Category A year 4 plus \$5,300 gross per annum and an RMO who is on year 4 Category A shall be paid an additional \$10,600 gross per annum. For clarity this provision is payable only for the time spent performing the relief/reliever role.

Frequently Asked Questions – Salary Scales

1. Why have the House Officer Non-Urban Standard (Non-Shift Work) rosters (per clause 12.1.2(b)) salary scales not been increased like the other salary scales?
 - In the first STONZ MECA settlement there was an overcalculation of these salary scales. As a result of this the DHBs and STONZ have agreed that these salary scale rates will remain unchanged for the duration of the 2021-2023 STONZ MECA.
2. When do the salary scales fall due during the term of the current MECA?
 - There are two salary increases during the term of the MECA and these are effective 20 December 2021 and 7 February 2023, noting this excludes the House Officer Non-Urban Standard (Non-Shift Work) rosters (per clause 12.1.2(b)) scales as detailed in FAQ #1.
 - The increases effective at these dates differ dependent on the category for the run that the RMO is allocated to at the effective date of the increase. These are as follows;

Pay Cat	20 December 2021	7 February 2023
F	\$2,000	\$1,400
E	\$2,300	\$1,500
D	\$2,600	\$1,700
C	\$2,900	\$2,000
B	\$3,300	\$2,200
A	\$3,700	\$2,500

Scenarios – Reliever Salaries

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.

Example 1 – Pooled Relief

Run 1 is a C category run, Run 2 is a D category run, Run 3 is a D category run, Run 4 is a C category run and Run 5 is a D category run.

- The Reliever is paid at a B category run which is 2 categories above the category for the majority of runs they are providing relief to.

Example 2 – Reliever Salary

A Registrar reliever on Year 4 of the Non ED / ICU Rosters Urban salary scale is working as a reliever in a B category run.

- They will be paid 2 categories above the B category run as a reliever which is an A+ category
- To calculate the A+ salary you go to the Year 4 salary scale B category, you progress up one category to an A run category and then 1 step sideways on the salary scale which is a Year 5 A category.
- RMO is paid an annual salary of \$162,100 prorated for the period they are rostered to relief.

Effective 9 December 2019

Cat	Hours	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
F	40-44.9	85,700	89,800	93,800	98,000	102,000	120,500	125,200	130,100	135,100	140,500
E	45-49.9	85,700	89,800	93,800	98,000	102,000	120,500	125,200	130,100	135,100	140,500
D	50-54.9	97,100	101,800	106,500	111,100	115,900	120,500	125,200	130,100	135,100	140,500
C	55-59.9	108,600	113,800	119,200	124,400	129,800	135,000	140,400	145,800	151,600	157,500
B	60-64.9	120,000	125,900	131,700	137,700	143,600	149,600	155,400	161,600	168,000	174,600
A	65+	135,200	141,900	148,600	155,300	162,100	168,800	175,600	182,500	189,800	197,300

Note: for more scenarios on how relievers are paid please refer to Clause 16 Relief Management in the Manual.

Salary Scales Comparison STONZ and NZRDA MECAs

The following table sets out where there are differences between the STONZ MECA and NZRDA MECA. Where there is no difference between clauses no detail has been provided in the comparison table.

Provision	STONZ MECA	NZRDA MECA
Salary Scales	<p>Clause 12.2</p> <p>Pay scales are separated into Urban and Non Urban DHBs;</p> <ul style="list-style-type: none"> Standard (Non-Shift Work) Rosters House Officers Standard (Non-Shift Work) Rosters House Officers Full Rotating Shift Work (including ED/ICU) Rosters House Officers Full Rotating Shift Work (including ED/ICU) Rosters Registrars <p>Pay increases effective from 20/12/2021 and 07/02/2023 for House Officer and Registrar scales.</p> <p>Excludes Non Urban Standard (Non-Shift Work) Rosters House Officers scale which do not increase during the term of the MECA.</p>	<p>Clause 8.2</p> <p>Pay scales are separated into Urban and Non Urban DHBs;</p> <ul style="list-style-type: none"> Standard (Non-Shift Work) Rosters House Officers Standard (Non-Shift Work) Rosters House Officers Full Rotating Shift Work (including ED/ICU) Rosters House Officers Full Rotating Shift Work (including ED/ICU) Rosters Registrars <p>Pay increases effective from 18 April 2022, 17 October 2022 and 16 January 2023</p> <p>Schedule Four</p> <p>Grandparenting arrangements for Junior Dental Officer Salary Scales for Junior Dental Officers employed at 17 May 2021.</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>From 18 April 2022 the method for calculating run categories aligns in the NZRDA MECA and STONZ MECA.</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 the category of the majority of RMOs on the runs on which they are employed to cover and shall not be rostered for more duties than would on average be worked by any other RMO on these runs.</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)

Assessing Commencement Step

Relevant Post Graduate Experience

This section sets out agreed guidance for DHBs in considering assessment and placement decisions for RMOs rotating into your DHB. These are consistent with the MECA provisions, and provide additional recommended guidance where the MECA is silent on the circumstances (e.g. consideration of overseas employment).

Determining PGY Year

RMOs first post graduate year commences once they have attained their medical degree and taken up their first appointment as a medical officer with the employing District Health Board. This is referred to as PGY1 (post graduate year 1).

Where an RMO has attained their medical degree in New Zealand all relevant post graduate experience from the date of their first PGY1 appointment is counted towards the commencement step of the salary scale.

Where the RMO has not attained their medical degree in New Zealand all relevant post graduate experience will be counted from the equivalent of their first PGY1 appointment in a comparable health system.

Where the RMO has not attained their medical degree in a comparable health system all relevant post graduate experience will be counted from their first employment in a comparable health system. Where the first employment in the comparable health system is recognised as being at a level higher than the equivalent of PGY1 this will also be recognised when determining the commencement step ([see example 1](#)).

The Medical Council of New Zealand (MCNZ) determines whether a health system is comparable or non comparable to New Zealand. This list is located on the MCNZ website at the link [MCNZ CHS](#);

Where the RMO has attained their medical degree in a non comparable health system and never worked in a comparable health system their pathway to medical registration in New Zealand is to complete the New Zealand Registration Exam with MCNZ (NZREX). Where medical registration is granted through this pathway, none of the RMOs prior medical experience has been recognised by MCNZ and they are the equivalent of a PGY1. For the purposes of determining the commencement step on the salary scale all relevant post graduate experience will be counted from their first employment as a PGY1 in a DHB in New Zealand DHB ([see example 2](#)).

Continuous Service

When assessing a RMOs commencement step on the salary scale the continuous service provision as set out at clause 2.0 Interpretations will apply.

This sets out that where an RMO resigns from one DHB and commences employment with another within three months, their service shall be considered to be continuous for the purposes of entitlements under the MECA. DHBs shall also recognise time spent in relevant research and clinical teaching for appointments made after 1 January 2009.

Where a break in service is three months or more it will not be counted as continuous service and will be discounted when counting relevant post graduate service.

The maximum three month break in service may be extended to up to 12 months where the RMO is employed by a non-DHB provider as part of the Rural Health Medicine (RHM) training programme, provided the gaps between such employment and DHB employment is less than one month (before and after). This means that an RMO who moves into a DHB position from a RHM training position outside of the DHB and within 12 months of their last DHB appointment will be entitled to pick up any service-related entitlements from their previous DHB employment. This would include sick leave balances, scale placement, and any unspent aid-to-training entitlement per clause 10.8.2 ([see example 7](#)). The time employed by the non-DHB provider shall not count as service for the purposes of entitlements under the MECA. This means where service is recognised, this time will not count as service for the purposes of calculating entitlements under the MECA.

Where an RMO has listed on their CV that they have been on parental leave or leave without pay whilst remaining employed with a DHB in New Zealand, this is counted as continuous service as the RMO is still in employment.

On appointment to a Registrar position all experience as an acting Registrar, or other service which is considered by the CMO to be directly relevant to the specialty position shall be credited for the purposes of determining the commencement step on the registrar scale ([see example 3](#)).

Relevant Research and Clinical Teaching

Relevant research and clinical teaching will be counted as post graduate experience. Where there is a question regarding the relevance of the research or clinical teaching this should be referred to the Chief Medical Officer (CMO) or their designee.

For Registrars where there is a question regarding whether research, clinical teaching or time spent attaining another qualification e.g. a Masters or PhD should be counted towards the commencement step of the salary scale, this is a decision that is made by the CMO. This decision will be based on their consideration of the relevance of the research and clinical teaching (as service) to the Specialty and the CMO may wish to discuss the matter with the relevant College for guidance on the relevance of specific research and clinical teaching. Where the Specialty College recognises and accredits any of the time towards the RMOs vocational pathway, the CMO or designee will make the decision on whether this should be counted as relevant post graduate experience.

Part Time and Locuming

Where an RMO has been employed at a DHB in New Zealand both the STONZ and NZRDA MECAs require where they have worked on a permanent part time basis this time is counted as full time service for the purposes of progression through the salary scale.

Where an RMO has relevant overseas post graduate experience where they have been employed on a permanent part time basis this will be prorated to determine the equivalent full time service. When calculating the full time equivalent (FTE) this needs to be calculated based on the proportion of part-time hours to the full time hours for the run accepting that most RMOs work in runs that are greater than 40 hours per week ([see example 4](#)).

Any work undertaken on a locum basis either as a casual employee or on a contract for service basis will be prorated to determine the equivalent full time service ([see example 5](#)).

Non Training Registrars

Irrespective of length of service Non Training Registrars cannot be appointed above Year 7 of the Registrar salary scale when counting relevant post graduate experience. Progression to Years 8, 9 and 10 are restricted to Registrars who are in training programmes at the conclusion of which the registrar is entitled to direct registration under a vocational scope of practice in New Zealand other than general practice. See [Progression through the Salary Scales](#) for full details.

Non Service Increments

Where a Registrar is coming from another DHB in New Zealand a check needs to be made to ascertain whether the RMO has already received a non service increment in their prior DHB employment. This is to ensure this is taken into account when determining the commencement step of the salary scale ([see example 6](#)).

This check is not required for overseas doctors. The non service increment only applies to Registrars that have received this whilst employed at a DHB in New Zealand.

Translating PGY Experience to the Salary Scale

When translating PGY experience to determine the commencement step on the salary scale for a House Officer this is a straight translation e.g. PGY 2 translates to Year 2.

When translating PGY experience to determine the commencement step on the Registrar salary scale the definition of a Registrar is taken into account. The MECA sets out that before the appointment as a Registrar, the RMO must have been employed either as a house officer for two years; or as a house officer for one year and engaged for one year in other medical services as a medical practitioner (see Clause 2.0 Definitions). Taking this account Registrar Year 1 on the salary scale is the equivalent of PGY3.

Translating PGY experience to both the House Officer and Registrar scales;

PGY Year	House Officer Scale	Registrar Scale	
		Non-training	Training
PGY1	Year 1	N/A	N/A
PGY2	Year 2	N/A	N/A
PGY3	Year 3	Year 1	Year 1
PGY4	Year 4	Year 2	Year 2
PGY5	Capped Year 4	Year 3	Year 3
PGY6	Capped Year 4	Year 4	Year 4
PGY7	Capped Year 4	Year 5	Year 5
PGY8	Capped Year 4	Year 6	Year 6
PGY9	Capped Year 4	Year 7	Year 7
PGY10	Capped Year 4	Capped Year 7	Year 8
PGY11	Capped Year 4	Capped Year 7	Year 9
PGY12+	Capped Year 4	Capped Year 7	Year 10

Scenarios - Assessing Commencement Step

Example 1 – Comparable Health System Experience

RMO attained their medical degree in a non comparable health system and has been working in the UK since August 2016. Their first RMO position in the UK (comparable health system) from August 2016 was as a Senior House Officer which was the equivalent of a PGY3.

- PGY experience counted towards commencement step on salary scale from August 2016 when RMO commenced SHO position in comparable health system. All service in the comparable health system deemed relevant.
- SHO position in UK was the equivalent of PGY3
- August 2016 equivalent of PGY3
- At August 2019 RMO is the equivalent of PGY6 which translates to Registrar Year 4

Example 2 – NZREX

RMO attained their medical degree in a non comparable health system in November 2013. They have never worked in a comparable health system and passed the New Zealand Registration exam (NZREX) in 2017. Their first House Officer appointment in New Zealand commenced on 24 November 2018.

- Equivalent of PGY1 24 November 2018 on appointment to first House Officer position
- Commenced employment on Year 1 of the House Officer salary scale 24 November 2018
- Progressed to Year 2 of the House Officer salary scale on 24 November 2019 as part of annual increment

Example 3 – First Registrar Appointment

RMO is a NZ graduate and attained their medical degree in November 2016. They have been continuously employed at DHBs in New Zealand since they took up their first House Officer appointment on 24 November 2016. The RMO will take up their first Registrar appointment from 9 December 2019.

- PGY1 24 November 2016 on appointment to first House Officer position
- Commenced employment on Year 1 of the House Officer salary scale 24 November 2016
- Progressed to Year 4 of the House Officer salary scale at the commencement of their PGY4 year on 24 November 2019
- PGY4 translates to Year 2 of the Registrar salary scale. On 9 December 2019 will commence first Registrar appointment on Year 2 and will increment to Year 3 on 24 November 2020

Example 4 – Prorating overseas Part Time work

RMO attained their medical degree in the UK in August 2016 and worked continuously up to August 2018. They reduced their hours of work and were employed on a permanent part time basis for 12 months working 0.5FTE. The RMO will commence their first House Officer position in NZ on 27 August 2019.

- Equivalent of PGY1 from August 2016
- The full time equivalent (1.0 FTE) hours during the 12 month period working part time are a 60 hour week. During this period the RMO worked 0.5 FTE.

- 12 months part time work at 0.5 FTE is the equivalent of 6 months full time work
- PGY experience for period August 2016 to August 2019 is 30 months (PGY3 and 6 months)
- Will commence House Officer position on Year 3 of the House Officer salary scale and will increment to Year 4 on 27 February 2020

Example 5 – Prorating Locum work

RMO worked as a locum for a period of 12 months. During this 12 month period they worked 6 months at an average of 32 hours per week, 3 months at an average of 20 hours per week and 3 months at an average of 28 hours per week.

- 6 months at 32 hours per week is 0.8 FTE. This equates to equivalent full time experience of 4.8 months (6 months x 0.8 FTE)
- 3 months at 20 hours per week is 0.5 FTE. This equates to equivalent full time experience of 1.5 months (3 months x 0.5 FTE)
- 2 months at 28 hours per week is 0.7 FTE. This equates to equivalent full time experience of 2.10 months (3 months x 0.7 FTE)
- 12 month period locuming equates to equivalent full time PGY experience of 7.4 months

Example 6 – Non Service Increment (NSI)

RMO is a NZ graduate who took up their first PGY1 appointment 28 November 2011 and has worked continuously since this date. Appointed to first Registrar position in December 2013 and passed RACP Part 1 exam in June 2016. Became a STONZ member on 10 April 2019 and on 9 December 2019 will be changing DHB and taking up next Registrar position.

- PGY1 from 28 November 2011
- December 2013 PGY3 and first Registrar appointment is Year 1 on Registrar salary scale
- 28 November 2018 annual increment to Year 6 on Registrar salary scale
- NSI to Year 7 on salary scale 10 April 2019 when RMO moved to STONZ terms and conditions
- 28 November 2019 annual increment to Year 8 of the Registrar salary scale
- Commencement step for next appointment on 9 December 2019 is Year 8 of the Registrar salary scale

Example 7 – Rural Health Medicine trainees

The following table sets out examples where Rural Health Medicine (RHM) trainees are eligible to have service in a non DHB placement, undertaken as part of their training, counted as continuous when determining their commencement step on the salary scale.

Scenarios	Salary Scale Year and Increment	Service Counted	Reason for eligibility / additional detail
<p>Scenario 1</p> <p>Rural Health Medicine trainee has 12 months or less at a non DHB placement. The gap between non DHB and DHB employment (before and after) has been less than one month.</p>	<p>Registrar Year 2</p> <p>Increment date 10 June</p>	Yes	<p>Service recognised as continuous for calculation of the commencement step on the salary scale.</p> <p>Registrar would roll through to the next step of the salary scale on their existing increment date of 10 June from their previous DHB employment.</p>
<p>Scenario 2</p> <p>Rural Health Medicine trainee has less than 12 months at a non DHB placement. The gaps between non DHB and DHB placement were;</p> <ul style="list-style-type: none"> • 1.5 months between leaving DHB and commencing non DHB placement • Less than one month between leaving non DHB placement and commencing employment at DHB 	<p>Registrar Year 2</p> <p>Increment date 10 June</p>	No	<p>Not counted as continuous service and would be recognised as a break when determining the commencement step on the salary scale.</p>

<p>Scenario 3</p> <p>Rural Health Medicine trainee has spent more than 12 months in non DHB placement.</p>	<p>Registrar Year 2 Increment date 10 June</p>	<p>No</p>	<p>Not counted as continuous service and would be recognised as a break when determining the commencement step on the salary scale.</p>
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Comparison STONZ and NZRDA MECAs – Assessing Commencement Step

The following table sets out where there are differences between the STONZ MECA and NZRDA MECA. Where there is no difference between clauses no detail has been provided in the comparison table.

Provision	STONZ MECA	NZRDA MECA
<p>Continuous Service</p>	<p>Clause 2.0</p> <p>Three months</p> <p>Where an RMO resigns from one DHB and commences employment with another within three months, their service shall be considered to be continuous for the purposes of entitlements under the MECA.</p> <p>Where a break in service is three months or more it will not be counted as continuous service and will be discounted when counting relevant post graduate service.</p> <p>The maximum three month break in service referred to above may be extended to up to 12 months where the RMO is employed by a non-DHB provider as part of the Rural Health Medicine training programme, provided the gaps between such employment and DHB employment is less than one month (before and after). The time employed by the non-DHB provider shall not count as service for the purposes of entitlements under this collective agreement.</p>	<p>Clause 2.0</p> <p>One Month</p> <p>Where an RMO resigns from one DHB and commences employment with another within one month, their service shall be considered to be continuous for the purposes of entitlements under the MECA.</p> <p>Where a break in service is one month or more it will not be counted as continuous service and will be discounted when counting relevant post graduate service.</p>

Progression through the Salary Scales

Annual Increments

Advancement within the Salary Scales (Clause 12.3.4)

Advancement within the salary scales is continuous on the normal incremental date (annual increment date). The RMO's annual increment date will be set out in the offer of employment with the continuous service provision set out at clause 2.0 applying.

Where no annual increment date is specified in the offer of employment the RMO will progress to the next year of the salary scale annually on the date that employment commenced.

Registrars in Training Programmes (Clause 12.3.5)

Progressions to years 8, 9 and 10 of the Registrar scale are restricted to Registrars who are in training programmes at the conclusion of which the registrar is entitled to direct registration under a vocational scope of practice in New Zealand other than general practice. This means you must be on an Australasian training programme to progress beyond Year 7 of the salary scale.

Once a Registrar has reached Year 10 this is the top of the band for the Registrar salary scale and no further annual increments will apply.

Unpaid Leave (Clause 12.5)

RMOs on full-time study leave with or without pay shall continue to receive annual increments to which they would otherwise be entitled.

RMOs on leave without pay, including parental leave, shall continue to receive annual increments on their incremental date, to which they would otherwise be entitled.

Non Service Increments

Registrars – Not Dual Training (Clause 12.3.1 and Clause 12.3.2)

Registrars who have successfully completed Part 1 (or equivalent) qualification are eligible for a 1 step salary increase at the commencement of their PGY6 year or 5 years after gaining provisional general registration.

- You must be employed as a Registrar and at least PGY6 or 5 years post gaining provisional general registration
- The higher qualification can be obtained while employed as a House Officer where it is a prerequisite to acceptance, provided that you have been accepted onto the relevant vocational training programme to which the qualification pertains, or are continuing to work towards acceptance onto that programme.
- Non service increment can only be claimed for passing Part 1 exam irrespective of whether the training programme has Part 1 and Part 2 exams
- It can only be claimed once per vocational training programme

Example #1:

Registrar completed Part 1 FRACP exam in PGY6 in February 2019. PGY6 year commenced 10/12/2018 when they moved to Registrar Year 4 on the salary scale

- Eligible for 1 step salary increase at the beginning of the month following the date of qualification being confirmed by the College. Non service increment to Registrar Year 5 effective 1 March 2019
- Annual increment to Registrar Year 6 due 10 December 2019

Example #2:

Registrar completed Part 1 FRACP exam in PGY5 in February 2019. Annual increment date is 25 November 2019 when they will move to PGY6

- Eligible for a 1 step salary increase at the 6th anniversary of gaining provisional general registration (commencement of PGY6)
- The non service increment and the annual increment both fall on the same date so the Registrar will progress 2 steps on the salary scale on 25 November 2019
 - 25 November 2018 Registrar Year 3 (PGY5)

- 25 November 2019 Registrar Year 5 (PGY7) recognises annual increment and non service increment

Example #3:

Registrar completed GSSE exam as a PGY2 House Officer in 2018 and moved to PGY3 on 10/12/2018. PGY6 year commences 10/12/2021 when as part of normal annual increment RMO moves to Registrar Year 4 on the salary scale

- Eligible for 1 step salary increase at the beginning of their PGY6 year
- The non service increment and the annual increment both fall on the same date so the Registrar will progress 2 steps on the salary scale to Registrar Year 5 both on 10/12/2021
- Next annual increment to Registrar Year 6 of the salary scale falls due 10/12/2022

Registrars Dual Training (Clause 12.3.3)

Where a registrar is dual training and successfully completes a Part 1 (or equivalent) qualification they are eligible for more than 1 non service salary increment.

- You must be employed as a Registrar and it only applies to those who complete a qualification while in a Registrar position. There's no entitlement where, for instance a Senior/House Officer passes the RACS GSS Exam.
- You must be at least PGY6 or 5 years post gaining provisional general registration
- You must be a dual trainee to be eligible to claim the non service increment more than once
- Non service increment can only be claimed for passing Part 1 exam irrespective of whether the training programme has Part 1 and Part 2 exams

Example #1:

Where a Registrar is dual training in most instances they will be PGY6 or above once they have completed the Part 1 exam or equivalent for their second vocational pathway.

Registrar completed FACEM Part 1 exam in PGY7 in August 2019. PGY7 year commenced 10/12/2018 when they moved to Registrar Year 5 on the salary scale

- Eligible for 1 step salary increase at the beginning of the month following the date of qualification being confirmed by the College
- Non service increment to Registrar Year 6 effective 1 September 2019
- Annual increment dates remain unchanged

Dual Trainee Allowance (Clause 12.3.4)

When a dual training registrar is already on Step 10 of the Registrar scale they will receive a one off allowance of \$5,300 in the following year. This will be paid on a fortnightly basis. This will be paid in addition to their regular Step 10 salary.

This does not apply to Registrars that are already on Year 10 of the salary scale when they become eligible for a non service increment who are not dual training.

Example #1:

Registrar is on Year 10 of the salary scale and is dual training in Emergency Medicine and Intensive Care Medicine

- Completed Part 1 FACEM exam in July 2019
- Eligible for non service allowance of \$5,300 from 1 August 2019 for the following year, paid in fortnightly instalments ($\$5300 \div 26 = \203.846 gross)

Non Service Increment Transition Arrangements

Eligible Registrars who have already passed their Part 1 (or equivalent) and have not received a non service increment under their previous employment agreement will be entitled to a non service increment effective from the date they move to STONZ terms and conditions.

Example #1:

Registrar is a PGY7 (gained provisional general registration on 27 November 2012) and was a STONZ member when the MECA came into effect on 10 December 2018. Next annual increment falls due 27 November 2019

- Completed Part 1 FRACP exam in July 2016 and has not received a non service increment under their previous employment agreement
- Existing pay year on Registrar scale at date STONZ MECA effective is Registrar Year 5
- Eligible for 1 step salary increase at 10 December 2018 to Registrar Year 6
- Will increment to Registrar Year 7 on 27 November 2019 as part of normal annual increment

Example #2:

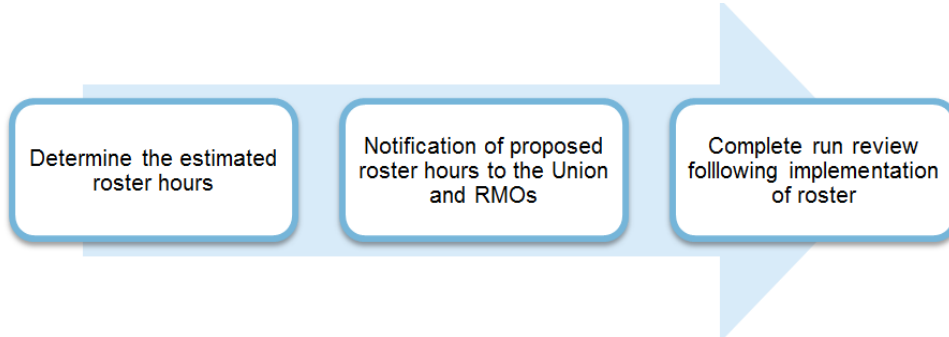
Registrar is a PGY7 (gained provisional general registration on 27 November 2012) and moved to STONZ terms and conditions when they became a member on 1 June 2019. Next annual increment falls due 27 November 2019

- Completed Part 1 FRACP exam in July 2016 and has not received a non service increment under their previous employment agreement
- Existing pay year on Registrar scale at date they became a STONZ member is Registrar Year 5
- Eligible for 1 step salary increase at 1 June 2019 to Registrar Year 6
- Will increment to Registrar Year 7 on 27 November 2019 as part of normal annual increment

Salary Categories

Implementing a new or amended roster (12.1.1(a))

Where a new roster pattern or change to an existing roster has been agreed in accordance with clause 10.12, including increasing or decreasing the number of RMOs, then an estimated appropriate salary category shall be established. There are three key steps to this process;



1. Determining the Estimated Roster Hours

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(a)(i)</p> <p>The employer shall establish the expected average hours based on the new roster pattern.</p> <p>The employer shall include a reasonable estimate of average unrostered hours based on existing practice or those occurring in equivalent services.</p>	<p>Clause 12.5.1(i)</p> <p>The employer shall establish the expected average rostered hours, including ordinary hours in accordance with clause 8.1.2, and thereby determine the salary category based on the new roster pattern.</p> <ul style="list-style-type: none"> Should the expected average hours, excluding unrostered hours, fall below the middle of the salary category band hours as identified in clause 8.2 then that salary category shall apply when the new or changed roster is implemented. Should the expected average hours, excluding unrostered hours, be on or above the middle of the salary category band hours as identified in clause 8.2 then the category above the expected average hours shall apply when the new or changed roster is implemented. If the employer considers that unrostered hours are likely to exceed 8 hours when a review is subsequently carried out in accordance with clause 12.5.2 below, then the employer will pay an additional salary category to that determined by either (iii) or (iv) above in the interim period. 	<p>Process for estimating the run category hours differs between both MECAs. May result in different estimated run categories for RDA and STONZ run descriptions when the change is implemented pending the outcome of the run review process.</p> <p>Determining estimated roster hours for run category:</p> <ul style="list-style-type: none"> STONZ is based on expected average rostered hours including estimated unrostered hours RDA is based on expected average rostered hours excluding unrostered hours: <ul style="list-style-type: none"> Where hours are below the middle of the band of hours then category will apply. If unrostered hours are likely to exceed more than 8 when run review is done then next run category will apply Where hours are on or above the middle of the band of hours then category above will apply. If unrostered hours are likely to exceed more than 8 when run review done then a further additional run category will apply

2. Notification of Proposed Roster Hours to the Union and RMOs

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(a)(ii)</p> <p>The proposed salary category – detailed as per clause 12.2 – shall be notified to RMOs working the roster as part of the change process.</p> <p>If there is disagreement on the proposed category, the employer and the RMOs working the roster shall attempt to reach agreement. These parties may involve respective representatives.</p>	<p>Clause 12.5.1(ii)</p> <p>The employer shall provide their calculations to the NZRDA for consideration within 7 days and will address any issues identified prior to implementation.</p>	<p>There will be one change process for any changes to run descriptions that cover both union and non-union employees (see clause 14). The change proposal will include the proposed roster hours and salary category calculation.</p> <ul style="list-style-type: none"> • <u>STONZ MECA</u> DHB and RMOs working the roster shall attempt to reach agreement on proposed salary category • <u>NZRDA MECA</u> DHB to provide NZRDA with proposed salary category calculations for consideration within 7 days and will address any issues prior to implementation

3. Completion of a run review following implementation of roster

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(a)(v)</p> <p>If agreement is not reached, and the roster change proceeds, the category as finally determined by the employer shall apply and be effective from the date of implementation of the new or changed roster; however a review in accordance with 12.1.1(b) must be scheduled within six months. The provisions of 12.1.1(b)(vi) apply except that any required increases in the salary for the run description shall be backdated to when the change occurred.</p>	<p>Clause 12.5.1(vi)</p> <p>The salary category for a new roster or change to existing roster shall be confirmed by a review carried out in accordance with 12.5.2. The review shall commence within three months of the new or changed roster being implemented and should focus on the unrostered hours.</p>	<ul style="list-style-type: none"> • Estimated run category implemented at commencement of new / changed roster • Run review required to confirm estimated run category; <ul style="list-style-type: none"> ▪ STONZ within 6 months ▪ NZRDA within 3 months <p>Recommendation</p> <ul style="list-style-type: none"> • DHBs initiate run review within 3 months which will meet both STONZ and NZRDA timeframes

Scenarios - Determining Run Category

Considerations when estimating unrostered hours

Review the unrostered hours currently in the run description to see whether these are still expected to be representative with the roster change.

For a new run description the estimated unrostered hours will need to be reviewed with the service to identify a representative number of hours.

Determining Run Category STONZ MECA

Example – Schedule 10 roster with week day RDOs

The roster is a 26 week template and there are 7 Registrars contributing to the after hours duties. Over the 26 week template there are in total;

- 130 weekday long days
- 182 nights
- 52 weekend long days

Calculation of additional rostered hours:

	Total Number of shifts over 26 weeks	Shift Length in hours	Number of shifts over 26 weeks X Total Hours	Divided by 26 weeks	Divided by 7 RMOs	Total Rostered Additional Hours
Nights	182	10	1820	70	10.0	18.79
Weekday Long Days	130	6.5	845	32.5	4.6	
Weekend Long Days	52	14.5	754	29	4.1	

Total Hours of Work – where RDOs are worked	
Basic Hours	40.0
Rostered Additional Hours	18.8
Unrostered Hours	3
Total Hours of Work	61.8
Category	B

Total Hours of Work – when RDOs are observed	
Basic Hours	40
RDO Hours	-2.29
Rostered Additional Hours	18.8
Unrostered Hours	3
Total Hours of Work	59.51
Category	C

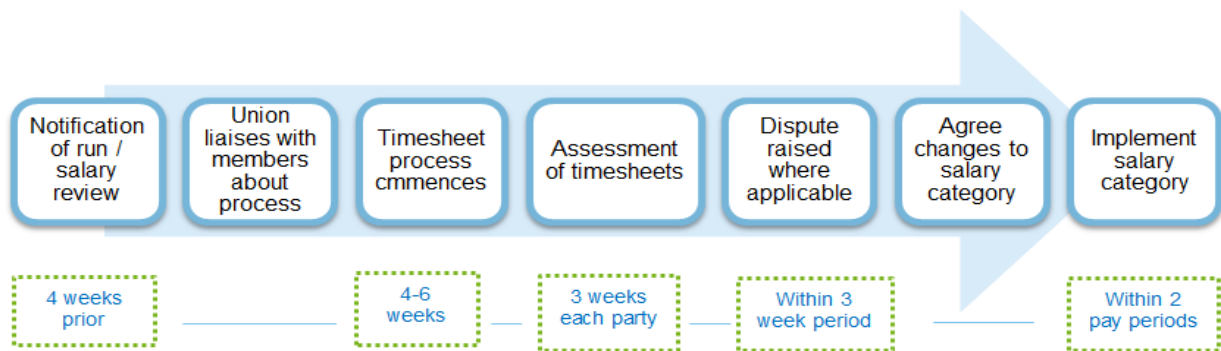
Run / Salary Review Process (12.1.1(b))

The process for verifying / confirming the estimated roster hours as part of implementing a new or amended roster is called a run review. Where there are concerns that the unrostered hours in the salary category for a run may no longer be representative the process for having this reviewed is called a salary review.

The review process is the same for both a run or salary review. The only difference being when the confirmed salary category is effective once it has been agreed;

- Any increase in category as a result of a salary review is backdated to the date of initiation of the review. Decreases in category will not be retrospective.
- Any increases in category as a result of the run review is backdated to the when the change occurred.

High level steps in review process



A run / salary review should not be initiated any more frequently than every six months. At a minimum the process will take 14-16 weeks, from the date of notification (the initiation date) to agreement to the salary category. This timeframe may be longer where there are delays in timesheet receipt from the RMOs participating in the review and / or there is a dispute regarding assessment of the timesheets. Implementation of the agreed salary category should occur within 2 pay periods following completion of the review.

From 18 April 2022 there are no differences in the way the ordinary hours in the salary category are calculated under the STONZ and NZRDA MECAs. For non shift rosters week day RDOs (Monday to Friday), completely free from duty, are not counted as part of the ordinary hours when calculating the salary category (clauses 12.1.2(b) and 12.1.2(c)). This excludes days off during the week Monday to Friday that are sleep recovery days after working nights.

When a run / salary review is undertaken and the roster includes week day RDOs, where these are being worked by RMOs on STONZ terms and conditions, consideration should be given as to whether the assessment of the timesheets should be separated. Where it is considered appropriate two assessments of the timesheets and calculation of the salary category will be undertaken;

- One calculation for RMOs on STONZ terms and conditions
- One calculation for RMOs on NZRDA terms and conditions

This is because RMOs working week day RDOs on the roster will have a higher portion of unrostered hours on the weeks that these RDOs fall, as opposed to those RMOs under NZRDA terms and conditions, who will be observing these rostered days off. The two separate salary category calculations will ensure that the category is representative of the unrostered hours worked and reflect the differences in the remuneration model and how ordinary hours are calculated. See the scenarios which depict these impacts.

Note: Where the roster does not have week day RDO separation of the timesheet calculations will not be required.

For specific information on how timesheets are calculated as part of the review process refer to the run / salary review process and the run review calculation matrix tool.

Scenarios – Separate timesheets and salary category calculation

STONZ RMO 1 – Working a roster without week day RDOs

		Mon	Tues	Wed	Thur	Fri	Sat	Sun	Hours
STONZ RMO 1	rostered	8	8	8	8	8	OFF	OFF	40
	unrostered	0.5	0.5	0.5	0.5	0.5	0	0	2.5

- Total ordinary hours 40 and unrostered hours 2.5

STONZ RMO 2 – Working a roster with week day RDOs and observing these (not working)

		Mon	Tues	Wed	Thur	Fri	Sat	Sun	Hours
STONZ RMO 2	rostered	8	8	8	RDO	RDO	OFF	OFF	24
	unrostered	0.5	0.5	0.5	0	0	0	0	1.5

- The Thursday and Friday will not be counted as part of the ordinary hours for the salary category calculation (clause 12.1.2(b))
- Total ordinary hours 24 and unrostered hours 1.5

STONZ RMO 3 – Working a roster without week day RDOs

		Mon	Tues	Wed	Thur	Fri	Sat	Sun	Hours
STONZ RMO 3	rostered	8	8	8	8	8	10	10	60
	unrostered	0.5	0.5	0.5	0.5	0.5	0.5	0.5	3.5

- The ordinary hours Monday to Friday are 40
- The additional rostered hours for the Saturday and Sunday are 20
- The total unrostered hours are 3.5

NZRDA RMO 1 – Working roster with week day RDOs

		Mon	Tues	Wed	Thur	Fri	Sat	Sun	Hours
NZRDA RMO 1	rostered	8	8	8	RDO	RDO	OFF	OFF	24
	unrostered	0.5	0.5	0.5	0	0	0	0	1.5

- The RMO receives the corresponding Schedule 10 RDO deductions from their fortnightly pay for the two week day RDOs on Thursday and Friday
- In accordance with clause 8.1.2 of the NZRDA MECA the ordinary hours Monday to Friday are calculated as 40
- The unrostered hours are 1.5

NZRDA RMO 2 – Working a roster with week day RDOs

		Mon	Tues	Wed	Thur	Fri	Sat	Sun	Hours
NZRDA RMO 2	rostered	RDO	RDO	8	8	8	10	10	44
	unrostered	0	0	0.5	0.5	0.5	0.5	0.5	3.5

- The RMO receives the corresponding Schedule 10 RDO deductions from their fortnightly pay for the two week day RDOs on Monday and Tuesday
- In accordance with clause 8.1.2 of the NZRDA MECA the ordinary hours Monday to Friday are calculated as 40
- The additional rostered hours for Saturday and Sunday are 20
- The total unrostered hours are 3.5

Run / Salary Review Process in Detail

The following tables set out each point in the process, both the STONZ MECA and 2019-2021 NZRDA MECA requirements and the key differences between the two MECAs.

1. Notification period

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(b)i,ii,iii</p> <p>The initiating party shall advise the other party in writing of their decision to review the salary category for the run.</p> <p>Where the review is initiated by the employer, copies of such notification shall be forwarded to the STONZ. This notification shall include:</p> <ul style="list-style-type: none"> The date of the commencement of the review. Run reviews shall not be undertaken in retrospect unless agreed between the service, the RMOs, or their respective representatives. The period of the run review. This period shall be representative of normal working conditions and shall be not less than 4 weeks and no longer than 6 weeks unless agreed otherwise by the service, the RMOs, or their respective representatives Confirmation as to whom timesheets are to be sent, the process (including timeframes) for submitting and approval of these, and arrangements to ensure both employer party and STONZ receive copies <p>Unless agree otherwise, 4 weeks between notification and commencement of review must be allowed for STONZ to provide advice to the RMOs regarding the run review or for the DHB to make appropriate arrangements.</p>	<p>Clause 12.5.2(i),(ii),(iii),(iv),(v)</p> <p>The initiator shall advise the other parties in writing of their decision to review the salary category for the run. Notification should be provided a minimum of fourteen days prior to any proposed commencement date unless agreed otherwise.</p> <p>This notification shall propose:</p> <ul style="list-style-type: none"> The date of commencement of the review. Reviews shall not be undertaken in retrospect unless agreed between the parties. The period of the run review. This period shall be representative of normal working conditions and shall not be less than 4 weeks and no longer than 6 weeks unless agreed otherwise by the parties Run reviews should not overlap run changeovers Confirmation as to whom the timesheets are to be sent and arrangements to ensure both the employer party and NZRDA receive copies at the same time. Timesheets will normally be forwarded to the employing DHB RMO unit unless the DHB specifies otherwise <p>The non-initiating party shall raise any concerns regarding the notification within 7 days otherwise the review proceeds as per the notification.</p> <p>Upon receipt of notification of a review the DHB must supply the run description and published roster for the run to the NZRDA.</p> <p>RMOs have an obligation to complete the timesheets in an accurate and timely manner.</p>	<ul style="list-style-type: none"> Notification timeframes: <ul style="list-style-type: none"> 4 weeks STONZ At least 2 weeks NZRDA NZRDA MECA requires non initiating party to respond within 7 days of receiving notification of any concerns <p><u>Recommendation</u></p> <ul style="list-style-type: none"> DHBs provide both STONZ and NZRDA with a minimum notice period of 4 weeks when initiating a run review that has RMOs on STONZ and NZRDA terms and conditions NZRDA MECA requires arrangements are put in place for timesheets to be sent to NZRDA at same time as DHB <p><u>Recommendation</u></p> <ul style="list-style-type: none"> DHBs provide both STONZ and NZRDA with copies of timesheets as they are received

2. Assessment of timesheets

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(b)iv.</p> <p>Assessment of timesheets shall be completed by the initiating party within 3 weeks of timesheet receipt and forwarded to the other party who shall confirm calculation of salary category within 3 weeks. This timeframe can be altered by agreement between the service, the RMOs, or their respective representatives.</p>	<p>Clause 12.5.2(vi)</p> <p>Assessment of timesheets shall be completed by both the employer party and the NZRDA. Assessments should be exchanged within three weeks of receipt of the last timesheet. This timeframe can be altered by agreement between the parties.</p>	<ul style="list-style-type: none"> ● STONZ MECA <ul style="list-style-type: none"> ▪ Assessment by initiating party first within 3 weeks ▪ Other party to confirm calculation within 3 weeks ● RDA MECA <ul style="list-style-type: none"> ▪ Assessed by both parties at the same time within 3 weeks of receipt of last timesheet ● Method for calculating assessment of the timesheets does not differ between the two MECAs. See Run Review Calculation Matrix for further details

3. Dispute over calculations

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(b)v.</p> <p>Where the calculation is disputed, the matter shall be referred to the employer's human resource department and the STONZ for resolution. If this is unsuccessful the matter shall be an employment relations problem as that term is defined in clause 42 and shall be resolved in accordance with that clause.</p> <p>Any dispute must be raised within the 3 week period (or alternative timeframe where one is agreed). If no response is received, the initiating party's assessment under 12.1.1(b)(iv) is deemed confirmed.</p>	<p>Clause 12.5.2(vii),(viii),(ix)</p> <p>Should the parties calculations not result in agreement of the salary category then both parties must identify the cause for the variation within three weeks from the date of exchange of assessment and supply it to the other party. If the cause for the variation in calculations is not supplied within this three week timeframe then the initiating party's calculated salary category is deemed confirmed.</p> <p>Any dispute over whether hours reported as worked are in fact required should acknowledge expected individual variation including experience and training of RMOs employed on a run (subject to the RMO being deemed competent for his or her level). Hours worked should be accepted as hours required unless the employer can demonstrate good reason otherwise.</p> <p>If the cause for the variation in salary category is supplied and agreement to the correct salary category cannot be reached the matter shall be referred to the employer's human resource</p>	<p>Overall no significant differences in the dispute process.</p> <ul style="list-style-type: none"> ● Both MECAs require that any dispute must be raised within 3 weeks of receiving run review calculations. ● If not received within the 3 week timeframe then the initiating party's assessment is confirmed. ● Both MECAs require that where resolution over the disputed calculations is not achieved, this is then treated as an Employment Relationship problem. The process for this is set out at; <ul style="list-style-type: none"> ▪ STONZ MECA clause 42 ▪ NZRDA MECA clause 40

	<p>department and NZRDA for resolution. If this is unsuccessful the matter shall be an employment relations problem as that term is defined in clause 40 and shall be resolved in accordance with that clause.</p>	
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4. Implementation of changes to salary

STONZ MECA	NZRDA MECA	Key Differences
<p>Clause 12.1.1(b)vi. Implementation of any alteration to salary category shall occur within two pay periods. Any required increases in the salary for the run description shall be backdated to the initiation date of the review. Decreases in salary shall not be made retrospectively.</p> <p>Clause 12.1.1(b) vii. A review under 12.1.1(b) may be initiated no more frequently than every six months.</p>	<p>Clause 12.5.2(x),(xi) Implementation of any alteration to salary category shall occur within two pay periods. Any required increases in the salary for the run description shall be backdated to when the change occurred that resulted in the change to average hours.</p> <p>Where no identified rationale for any increase, if an increase in run category has been agreed, then the increase shall be backdated to the commencement of the run in which the review took place but not earlier. Decreases in salary shall not be made retrospectively. Where the parties cannot agree on any identified rationale for the change that resulted in the increase in salary category then the matter should be resolved in accordance with 5.2 (ix) above.</p>	<p>Effective date for salary category following completion of run review process:</p> <ul style="list-style-type: none"> ● Where salary category increases from the estimated salary category; <ul style="list-style-type: none"> ▪ STONZ and NZRDA Backdated to when change occurred ▪ STONZ Where no identified change (salary review) backdated to initiation of review ▪ NZRDA Where no identified change (salary review) backdated to commencement of run ● Where salary category decreases from the estimated salary category; <ul style="list-style-type: none"> ▪ STONZ and NZRDA Decreases will not be made retrospectively. This means that any decrease in salary category will be implemented prospectively ● Frequency of run / salary reviews; <ul style="list-style-type: none"> ▪ STONZ no more frequently than every 6 months ▪ NZRDA no more frequently than every 3 months

Frequently Asked Questions – Run / Salary Review

1. Can I opt out of participating in a salary / run review?
 - No, you cannot opt out of a salary / run review process.
 - You have a contractual obligation under your employment agreement to participate in the process when a review has been initiated. This includes completing and providing your timesheets at the end of each week during the 4-6 week period of the review.
2. How do I have the salary category for my current run reviewed if I believe the unrostered hours in the run description are no longer representative of the hours worked?
 - The mechanism to have the salary category reviewed, where no other change has been made to the roster or run, is to initiate a salary review.
 - A salary review can be initiated by the RMOs on a run, the service or the union, but no more frequently than every 6 months under the STONZ MECA.
3. Who is included in a salary / run review when it is initiated by an RMO?
 - All RMOs working on the run will be included in the review process. This will include those RMOs who are STONZ members, NZRDA members and non-union employees.
 - Where the run review has Schedule 10 week day RDOs, and the RMOs on STONZ terms and conditions are working those RDOs, the DHB will complete two separate calculations of the timesheets. See the overview section on [run / salary reviews](#).

Run Review Calculation Matrix

The run review calculation matrix is a tool that has been developed to calculate assessment of the timesheets for a run / salary review.

The way in which salary categories are calculated differs dependent on whether the roster is a shift, or non shift roster. As a result of this there are two different calculation matrixes and three detailed user guides dependent on the type of roster. The different user guides are;

- Non Shift Roster
- Shift Roster
- Joint Non Shift Roster

Non Shift Roster

The run review calculation matrix is used for non shift rosters where 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 category for the run, except that no hours shall be counted for days that are completely free from rostered duties (excludes sleep recovery days that fall Monday to Friday after having worked night duties). This is in accordance with STONZ MECA clauses 12.1.2(b) and 12.1.2(c).

Joint Non Shift Roster

The run review joint calculation matrix is used for non shift rosters where you have multiple services contributing to a combined after hours roster. The requirements as set out at clauses 12.1.2(b) and 12.1.2(c) of the STONZ MECA apply.

Shift Roster

This run review calculation matrix is used for shift rosters where medical cover is provided by full rotating shifts over 24 hours/7 days as set out in STONZ MECA clause 12.1.2(a).

Superannuation

Calculation of Superannuation Subsidy

From 10 December 2020 the STONZ MECA changed how the cap on the maximum DHB matching superannuation contribution is calculated. It will follow any increase the employee makes to their scheme, but it doesn't give the individual the option to retrospectively increase their own contributions.

The previous MECA clause set the maximum employer contribution determined as a percentage of base salary rate (i.e. excluding all other taxable earnings), it didn't limit the employer contribution to only being made in respect of matching a certain percentage of base salary.

The level and basis of the employee's contribution will be established based on the specific scheme rules. For example KiwiSaver defines employee contribution as based on a percentage of "gross salary or wages means salary or wages before the deduction of tax (as tax is defined in section 3(1) of the Tax Administration Act 1994)" [s.4 refers]. The change essentially means we use the same basis for calculating the maximum employer contribution.

Scenario - Superannuation Subsidy

The following scenario demonstrates the impact of the change to the way the superannuation subsidy is calculated from 10 December 2020 compared to the previous STONZ MECA.

If an RMO was contributing to KiwiSaver at 3% then, in most cases, expectation would be employer contribution already matches the full amount of the employee's contribution on the assumption that 6% of base salary (the previous maximum) would most likely cover 3% of base salary and other taxable earnings.

Example:

A Registrar on a category C run in an urban DHB on step 5 has a base salary of \$129,800 p.a. that in the pay period is on call for 30 hours, and has two call backs

Their fortnightly earnings are:

Base Salary	\$4,978.63
On call (30 hours)	\$ 240.00
Call backs (2@min 3 hrs/\$130 per hour)	\$ 780.00
Total Pre-tax earnings	\$5,998.63

The matching employer contribution at various rates under the old and new scenarios are;

Contribution Rate	3%	4%	5%	6%
Employee KiwiSaver contribution	\$ 179.96	\$ 239.95	\$ 299.93	\$ 359.92
Old provision (10 December 2018 – 9 December 2020 MECA)				
Old Max DHB contribution	\$ 298.72	\$ 298.72	\$ 298.72	\$ 298.72
Gross DHB contribution (pre SSWT)	\$ 240.00	\$ 240.00	\$ 240.00	\$ 240.00
New provision effective from 10 December 2020				
New Max DHB contribution	\$ 359.92	\$ 359.92	\$ 359.92	\$ 359.92
Gross DHB contribution (pre SSWT)	\$ 179.96	\$ 239.95	\$ 299.93	\$ 359.92

It's only where the individual's contributions near the maximum rate (6%) does the change result in an increased employer contribution cost (highlighted yellow cells).

Forms, Templates and Other Resources

The following tools form part of clause 12 Salary Scales and Wages. These resources are available on the website where the National Manual is hosted under Clause 12 Salary Scales and Wages.

Resource	Comment
<ul style="list-style-type: none"> Clause 12 STONZ Run Category Calculator Tool.xlsx 	<ul style="list-style-type: none"> Calculates run categories and assesses the impact as part of the transitional arrangements set out in clause 12.1.5
<ul style="list-style-type: none"> Clause 12 RMO Salary Scale Matrix.xlsm 	<ul style="list-style-type: none"> Determines commencement step on salary scale
<ul style="list-style-type: none"> Clause 12 Run Review Calculation Matrix.xlsx Clause 12 Run Review Calculation Matrix Guide Non Shift Roster.pdf Clause 12 Run Review Calculation Matrix Guide Shift Roster.pdf 	<ul style="list-style-type: none"> Calculates outcome of run / salary review as part of assessment of timesheets User guide on how to use the run review calculation matrix for a non shift roster User guide on how to use the run review calculation matrix for a shift roster
<ul style="list-style-type: none"> Clause 12 Run Review Joint Calculation.xlsx Clause 12 Run Review Joint Calc Matrix Guide Non Shift roster.pdf 	<ul style="list-style-type: none"> Calculates outcome of run / salary review as part of assessment of timesheets User guide on how to use the joint run review calculation matrix for a non shift roster where you have multiple services contributing to a combined after hours roster
<ul style="list-style-type: none"> Clause 12 STONZ Run Review Weekly Timesheet.pdf 	<ul style="list-style-type: none"> The run review weekly timesheet template used by STONZ for RMO initiated run reviews
<ul style="list-style-type: none"> Clause 12 Summary of Vocational Training Requirements – Part 1 Exams or Equivalent.pdf 	<ul style="list-style-type: none"> Provides a list of all the Specialty Colleges and a summary of the vocational training requirements which includes the Part One Exams or equivalent