

04 April 2019



E-mail: [REDACTED]

Dear [REDACTED]

Official Information Act (1982) Request

I write in response to your Official Information Act request, dated 08 March 2019. You requested the following information, and our responses are below each question:

In relation to the Resident Medical Officer (RMO) strikes that have taken place:

- 15 January 2019 to 17 January 2019,
 - 29 January 2019 to 31 January 2019,
 - 12 February 2019 to 14 February 2019, and
 - 26 February 2019 to 28 February 2019.
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- Any remuneration, including but not limited to incentives, of RMOs, Senior Medical Officers and any other employee for work carried out as a result of the strike actions.
 - Any ancillary costs incurred by the DHB as a result of the strike action including, but not limited to, meals provided, taxi chits and/or alternative days off.
 - Further to item (1) above, detail of all costs associated with, and time spent by any other staff such as administrators, payroll staff and managers undertaking tasks resulting from the strike action including, but not limited to, rescheduling of patients, contingency planning, calculating pay alterations as a result of strike action, drafting communication with the public and other staff regarding the strike.
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- 1. Any remuneration, including but not limited to incentives, of RMOs, Senior Medical Officers and any other employee for work carried out as a result of the strike actions.**

Registrars and House Officers who are part of the Resident Medical Officers Association (NZRDA) were on strike on four occasions between January 2019 and February 2019. District Health Board Senior Medical Officers provided cover whilst the Registrars and House Officers were on strike. Registrars who are part of the STONZ MECA worked as usual during this period.

For the four periods of Industrial Action, CMDHB Senior Medical Officers in total claimed additional hours within Job Size, at a total cost of \$498,075; additional hours over Job Size, at a total cost of \$1,057,625; and “non-routine on-call” at a total cost of \$81,750.

We note that job size is defined as the mutually agreed average weekly number of hours required for the employee to undertake all duties (i.e., Clinical, Non Clinical administration, teaching/supervision, quality assurance, professional development and research, and After-hours on-call duties).

The total costs for SMOs each strike period were respectively:

- \$475,675;
- \$428,200;
- \$389,550;
- \$345,525.

Those costs were offset by reduced costs for employees not working/ on industrial action, at a total of 8,172 Hours.

This gives a net cost to the DHB of approximately \$1.2 Million over the four periods of industrial action.

2. Any ancillary costs incurred by the DHB as a result of the strike action including, but not limited to, meals provided, taxi chits and/or alternative days off.

We do not collate ancillary costs incurred as a result of Industrial Action, as these are managed directly between employees as claims for reasonable expenses.

Collating this information from across all areas of the DHB for just the periods of industrial action, and confirming they were solely and directly attributed to the industrial action would require significant collation and research. In the context of other costs, we believe the amounts that could be identified would be negligible, and related to showing goodwill for efforts in exceptional circumstances.

3. Further to item (1) above, detail of all costs associated with, and time spent by any other staff such as administrators, payroll staff and managers undertaking tasks resulting from the strike action including, but not limited to, rescheduling of patients, contingency planning, calculating pay alterations as a result of strike action, drafting communication with the public and other staff regarding the strike.

We do not have a means to accurately distinguish the costs and specific time involved in work related to responding to any industrial action by other CMDHB and related staff, and therefore do not hold information on this detail

Addressing contingency planning and responding appropriately, including these specific tasks listed, forms a part of many roles across our organisation. These employees will manage this work within their available capacity, and the impact is on the 'opportunity costs' involved in other work that cannot be done at the same time.

I trust this information satisfactorily answers your query. If you are not satisfied with this response you are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act.

Please note that this response or an edited version of this may be published on the Counties Manukau DHB website.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'F. Apa', with a large, stylized initial 'F'.

Fepulea'i Margie Apa
Chief Executive