

28<sup>th</sup> February 2021

[REDACTED]

[REDACTED]

Dear [REDACTED]

### **Official Information Act Request for – RMO Additional Duties & Cross Cover**

I write in response to your Official Information Act request received by us 11<sup>th</sup> December 2020, you requested the following information:

- 1. The number of instances of cross cover in the last 12 months and the total payment for cross cover in this period.**
- 2. The number of instances of additional duties in the last 12 month and total payment for these, broken down into House Surgeons, Senior House Surgeons, and Registrars. And broken down into the rates for 0800-1200 and 2200-0800.**
- 3. The number of additional duties requests put out over the past 12 months that were not taken up by RMOs.**
- 4. The number of instances of additional duties paid at rates higher than those in the RDA MECA.**

On 29<sup>th</sup> January 2021, we notified you that an extension to the timeframe was necessary and that we would provide this response to you by 26<sup>th</sup> February 2021.

### **Counties Manukau Health Response:**

For context Counties Manukau Health (CM Health) employs over 8,500 staff and provides health and support services to people living in the Counties Manukau region (approx. 601,490 people). We see over 118,000 people in our Emergency Department each year, and over 2,000 visitors come through Middlemore Hospital daily.

Our services are delivered via hospital, outpatient, ambulatory and community-based models of care. We provide regional and supra-regional specialist services i.e. for orthopaedics, plastics, burns and spinal services. There are also several specialist services provided including tertiary surgical services, medical services, mental health and addiction services.

- 1. The number of instances of cross cover in the last 12 months and the total payment for cross cover in this period.**

Table 1 below reflects the total number of instances that cross cover occurred during the 12-month period between 14<sup>th</sup> December 2019 to 13<sup>th</sup> December 2020.

CM Health Cross Cover	Total Amount
393	\$90,705

Source: Northern Regional Alliance

2. The number of instances of additional duties in the last 12 month and total payment for these, broken down into House Surgeons, Senior House Surgeons, and Registrars. And broken down into the rates for 0800-1200 and 2200-0800.

Table 2 below provides a breakdown of additional duties and payments from 14<sup>th</sup> December 2019 through to 13<sup>th</sup> December 2020.

Total number of instances where additional duties were paid including RMO type and shift type				
Duty Type	RMO Type			Grand Total
	HOUSE OFFICER	REGISTRAR	SENIOR HOUSE SURGEON	
<b>0800-2200</b>				
Count of Additional Duty	243	797	11	1051
Sum of Amount	\$103,374	\$474,039	\$6,950	\$584,363
<b>2200-0800</b>				
Count of Additional Duty	155	545	11	711
Sum of Amount	\$72,653	\$501,527	\$6,153	\$580,332
<b>Total Count of Additional Duty</b>	<b>398</b>	<b>1342</b>	<b>22</b>	<b>1762</b>
<b>Total Sum of Amount</b>	<b>\$176,026</b>	<b>\$975,566</b>	<b>\$13,103</b>	<b>\$1,164,695</b>

Source: Northern Regional Alliance

In regards to the rates paid for additional duties the following assumptions were made:

**Day Shift:**

- Instances a Registrar was paid the additional duty rate of \$90 or \$70 p/hour it was considered a day shift (0800-2200)
- Instances a House Officer was paid the additional duty rate of \$70 p/hour, they were considered a Senior House Officer and it was considered a day shift (0800-2200)
- Instances a House Officer was paid the additional duty rate of \$55 p/hour it was considered a day shift (0800-2200)

**Night Shift:**

- Instances a Registrar was paid the additional duty rate of \$140 or \$115 p/hour it was considered a night shift (2200-0800)
- Instances a House Officer was paid the additional duty rate of \$115 p/hour, they were considered a Senior House Officer and it was considered a night shift (2200-0800)
- Instances a House Officer was paid the additional duty rate of \$90 p/hour it was considered a night shift (2200-0800)

Note, there are few instances of additional duties at Senior House Officer level. This is due to the small number of Senior House Officer positions at CM Health.

3. The number of additional duties requests put out over the past 12 months that were not taken up by RMOs.

The number of additional duty requests put out over the last 12 months from 14<sup>th</sup> December 2019 through to 13<sup>th</sup> December 2020 not taken up by RMOs was 933.

**4. The number of instances of additional duties paid at rates higher than those in the RDA MECA.**

There were 903 instances where additional duties rates were paid at higher rates than the NZRDA MECA.

Note:

- This information includes all RMOs, both on NZRDA terms and those on SToNZ terms.
- SToNZ additional duty rates are higher than those in the NZRDA MECA with the exception of House Officer night shift additional duties which are paid at \$90 in both the SToNZ and NZRDA MECAs. Therefore, the number of occurrences where escalated rates were paid appears inflated.
- Due to the quality of the data coding showing escalated rates and duty type (i.e. day/night), the following assumptions have been made to identify escalated rates
  - Any shift paid at NZRDA rates relevant to the designation or duty time were excluded from the count of escalated rates.
    - This assumes that all registrars paid the additional duty rate of \$140 p/hour for a night shift is a Senior Registrar and therefore entitled to this rate
    - This assumes that all registrars paid the additional duty rate of \$90 p/hour for a day shift is a Senior Registrar and therefore entitled to this rate
    - This assumes that all House Officers paid the additional duty rate of \$115 p/hour for a night shift is a Senior House Officer and therefore entitled to this rate
    - This assumes that all House Officers paid the additional duty rate of \$90 p/hour for a day shift is a Senior House Officer and therefore entitled to this rate

I trust this information answers your request. You are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or Freephone 0800 802 602.

Please note that this response or an edited version of this may be published on the Counties Manukau Health website. If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider this.

Yours sincerely



**Fepulea'i Margie Apa**  
**Chief Executive Officer**  
**Counties Manukau Health**