

Clause 32

32.0 First Appointment as House Officer: Removal Expenses

32.1 Employees taking up their first appointment as full-time house officers are entitled to removal and related expenses as specified below from the location of the New Zealand medical or clinical school to which they were last attached and/or from a location in New Zealand where they were residing immediately prior to starting employment.

In all cases, the reimbursement of expenses will be on the basis that the House Officer remains in the employment of the employing District for one year.

Expenses will only be paid to those taking up House Officer appointments for the first time from a New Zealand dental, medical or clinical school.

32.2 Expenses payable are:

- (a) Half (fifty percent) of actual and reasonable travel costs will be reimbursed for the House Officer and any family members as agreed with their employing District. Actual and reasonable costs will cover petrol costs, flights, or ferry tickets upon production of receipts
- (b) Expenses during travel and on arrival at the new locations, on production of receipts. This may include accommodation and meal costs for up to eight days for the House Officer and any family members relation with them.
- (c) Half (fifty percent) of the cost of removal of furniture and effects (note exclusions set out in clause 33.2.1(d)); and
- (d) Actual legal expenses of up to \$1,500 if the House Officer has to shift their family to a new location and sells the house or buys one within 12 months of appointment.

Overview – Application

Overview

This clause specifically relates to PGY1 House Officers (New Zealand graduates) moving from their accommodation where their medical school was located (Dental and Medical), and/or from a location in New Zealand where they were residing immediately prior to starting employment in their first House Officer position with Health NZ.

Actual and reasonable expenses will be reimbursed to cover meals, accommodation etc. at the start, during and at the end of the journey, for up to eight days if necessary, for the employee and their family if applicable.

Relocation related airfares or surface fares (e.g. Plane tickets) must first be agreed upon by the employing District. This should be approached as a reasonable discussion between District and RMO taking into account the interest of the other party (“two-way street”).

The STONZ CA does NOT require the RMO to be both selling AND buying a house to be eligible for legal fee reimbursement (cf. NZRDA CA).

Claims will be processed in accordance with the policies and procedures of that district. For example, ‘actual and reasonable’ will be determined as per the district’s policy. There may be some variation between Districts so the RMO should check with the RMO Unit about the relevant policies and procedures of the district processing the claim. For example, there may be a limit to the ‘reasonable’ cost of a meal; some Districts will have ‘preferred suppliers’ for removal companies and/or may require 3 quotes. Generally claims for alcohol will not be reimbursed.

Frequently Asked Questions (FAQs)

1. Who is eligible to have their expenses paid/subsidised through clause 32?
 - A PGY1 RMO starting employment in their first House Officer appointment that is travelling from a New Zealand based clinical school and/or from a location in New Zealand where they were residing immediately prior to starting employment. This excludes people traveling from overseas.
2. Can I claim removal and related expenses where on completion of Medical School I need to move twice. First, from Medical School to my home location and then again from my home location to the new location at the District where I will be commencing my first House Officer appointment?
 - Yes, clause 32.1 recognises that you may have possessions in one location, or in both locations, and where this applies both moves would be eligible for relevant costs to be covered.
3. Does clause 32 apply to Dental House Officers taking up their first appointment from Dental School?
 - Yes.
4. If I am travelling to the new location using a private vehicle, can I claim expenses associated with ferries and toll roads as part of the travel?
 - Yes.

Scenarios

Scenario #1

- A House Officer who is taking up their first PGY1 appointment at Auckland District
- Claims removal expenses under clause 32 of STONZ CA and is traveling by private motor vehicle from Dunedin to Auckland
- It takes 3 days to travel from Dunedin to Auckland and the RMO is travelling with one family member
- RMO has signed a bonding agreement with the district to remain in their employment for 1 year

Expense	Expense Amount	Amount Reimbursed
Travel from Dunedin to Auckland by private vehicle (petrol receipts and ferry costs for Picton to Wellington crossing)	\$500	\$250
Removal costs for furniture and effects	\$4000	\$2000
Breakfast, lunch and dinner day 1 for 2 people	\$150	\$150
Lunch and dinner day 2 for 2 people	\$110	\$110
Lunch and dinner day 3 for 2 people	\$110	\$110
Accommodation night 1 (includes breakfast)	\$180	\$180
Accommodation night 2 (includes breakfast)	\$180	\$180

Scenario #2

- A House Officer who is taking up their first PGY1 appointment at Auckland District
- Claims removal expenses under clause 32 of STONZ CA
- RMO is selling their house at the previous location in Dunedin and is travelling with one family member
- RMO has signed a bonding agreement with the district to remain in their employment for 1 year

Expense	Expense Amount	Amount Reimbursed
Flights from Dunedin to Auckland by airplane (2 adults)	\$700	\$350
Removal costs for furniture and effects	\$4000	\$2000
Legal costs associated with selling the house at the prior location in Dunedin	\$2,300	\$1,500

Comparison STONZ and NZRDA CAs

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

	STONZ CA Clause 32	NZRDA CA Clause 30
Removal Expenses	<p>Clause 32.1</p> <p>Employees taking up their first appointment as full-time house officers are entitled to removal and related expenses as specified below from the location of the New Zealand medical or clinical school to which they were last attached and/or from a location in New Zealand where they were residing immediately prior to starting employment.</p> <p>In all cases, the reimbursement of expenses will be on the basis that the House Officer remains in the employment of the employing District for one year.</p> <p>Expenses will only be paid to those taking up House Officer appointments for the first time from a New Zealand dental, medical or clinical school.</p>	<p>Clause 30.1</p> <p>Employees taking up their first appointment as whole-time dental or medical house officers are entitled to removal and related expenses as specified below from the location of the New Zealand medical or clinical school to which they were last attached.</p> <p>In all cases, the reimbursement of expenses will be on the basis that the House Officer remains in the employment of the employing District for one year.</p> <p>Expenses will only be paid to those taking up House Officer appointments for the first time from a New Zealand dental, medical or clinical school.</p>