

STONZ CA Settlement and Implementation

On 6 March 2024 members ratified the Specialty Trainees of New Zealand and Te Whatu Ora | Health New Zealand Collective Agreement 14 February 2024 – 28 February 2026 (STONZ CA) and an implementation plan was released by Te Whatu Ora | Health New Zealand.

Work is also underway nationally on the updates that will be required to the Health New Zealand and STONZ National Manual as part of the settlement. The updates to the National Manual are targeted for publication in June 2024.

The STONZ CA's term is 14 February 2024 to 28 February 2026.

Summary of Key Elements of the Settlement

Remuneration

- STONZ settlement modifies the current salary scale and progression rules.
- Single scale for Registrars and for House Officers (separate scale for those working Schedule 10) – no urban/non-urban or shift/non-shift differentiation.
- Scales come into effect from 26 February 2024 and rates increase on 24 February 2025
- For Registrars:
 - Shorter scale (9 steps v previous 10);
 - First Registrar appointments start on step 1, not based on PG Year;
 - Non-training Registrars can progress to a maximum of step 5 in the new scale, step protection for those who've progressed past this point;
 - Registrars who 'step down' to an SHO role as part of their training requirements remain on the Registrar scale;
 - The non-service increment achieved where an RMO passes a Part I exam or equivalent is removed.
- For House Officers:
 - Shorter scale (3 steps v previous 4).
- Current RMOs translate onto new scale based on current salaries; Registrars in Category F are 'protected' at their old rate where this is lower than their translation step until new their step on the new scale 'catches up' (including through progression).
- New Rural Hospital Allowance of 5% of base salary (pro-rated) for RMOs working in specific rural hospitals (based on current RNZCGP rural health training programme designation).

Rostering

- A new penalty of \$75/day to each RMO on the run (excluding relievers) where their roster is published with less than the contractual 28 days' notice.
- Change to the timeframe over which the maximum number of rostered weekends is determined from two months to the course of the run.

Training & Leave

- A new entitlement to leave where an RMO is appointed by a College or the Medical Council in a representative capacity. Such leave is not to be unreasonably withheld.
- An interim \$300 adjustment in December 2024 to align the Registrar Aid to Training funding to the new RMO training year.

Other Matters

- Changes to definition of Senior House Officer and Registrar with removal of time served pre-requisites.
- Unless agreed otherwise with the RMO, requirement to provide at least three months' notice of CBA allocations where daily commute is not practical and RMO relocates for a period of time.
- Where an RMO is moving to another position within Health New Zealand | Te Whatu Ora outside of the annual run allocation process:
 - The RMO is required to give three months' notice of the transfer;
 - The Districts involved will work to provide a reasonable timeframe for the transfer to occur, including agreement to an earlier date;
 - This requirement shall not operate to deny an RMO movement to a College-allocated training position.