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 Employer 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 31 October 2028 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).

(a) 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 2 Category A or year 3 category B shall be paid Category A year 3 plus $5,300 gross per annum and an RMO who is on year 3 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.

(b) Where the provision for an additional two steps would place the employee above the top of the Registrar scale an RMO who is on step 8 Category A or step 9 category B shall be paid Category A step 9 plus $10,000 gross per annum and an RMO who is on step 9 Category A shall be paid an additional $15,000 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 bound by the terms and conditions 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 CA 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 Registrars

The following scale shall apply from 2 March 2026:

Cat	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F	40-44.9	97,672	102,213	106,764	111,305	115,846	121,524	127,203	132,881	138,560
E	45-49.9	109,163	114,247	119,320	124,394	129,478	135,823	142,168	148,512	154,857
D	50-54.9	123,533	129,273	135,023	140,763	146,514	153,689	160,874	168,059	175,234
C	55-59.9	140,763	147,313	153,863	160,402	166,952	175,142	183,321	191,501	199,691
B	60-64.9	158,004	165,353	172,702	180,052	187,401	196,585	205,769	214,953	224,137
A	65+	178,114	186,396	194,678	202,960	211,242	221,605	231,958	242,310	252,673

The following scale shall apply from 1 March 2027:

Cat	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F	40-44.9	100,114	104,768	109,433	114,088	118,742	124,562	130,383	136,203	142,024
E	45-49.9	111,892	117,103	122,303	127,504	132,715	139,219	145,722	152,225	158,728
D	50-54.9	126,621	132,505	138,399	144,282	150,177	157,531	164,896	172,260	179,615
C	55-59.9	144,282	150,996	157,710	164,412	171,126	179,521	187,904	196,289	204,683
B	60-64.9	161,954	169,487	177,020	184,553	192,086	201,500	210,913	220,327	229,740
A	65+	182,567	191,056	199,545	208,034	216,523	227,145	237,757	248,368	258,990

12.2.2 House Officers (including Senior House Officers)

The following scale shall apply from 2 March 2026:

Cat	Hours	Step 1	Step 2	Step 3
F	40-44.9	84,040	88,591	93,132
E	45-49.9	93,931	99,005	104,089
D	50-54.9	106,293	112,033	117,783
C	55-59.9	121,124	127,674	134,214
B	60-64.9	135,956	143,305	150,655
A	65+	153,258	161,540	169,822

The following scale shall apply from 1 March 2027:

Cat	Hours	Step 1	Step 2	Step 3
F	40-44.9	86,141	90,806	95,460
E	45-49.9	96,279	101,480	106,691
D	50-54.9	108,950	114,834	120,728
C	55-59.9	124,152	130,866	137,569
B	60-64.9	139,355	146,888	154,421
A	65+	157,089	165,579	174,068

12.2.4 Salary Protection – Category F Registrars
Where the applicable rates of pay in the Registrar scales above are lower than provided for in the previous STONZ RMO Collective Agreement, then affected individuals shall retain their previous salary until the applicable rate in 12.2.1 exceeds this rate.

12.2.1 Salary Protection – Non-Training Registrars
Where a Non-Training Registrar has translated above the new step 5 threshold set out in 12.4.3, they shall retain their salary step but shall not be eligible to progress further through the scale (see clause 12.4.4).

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 9 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 increment date

12.4 Placement in Salary Scales and Progression

12.4.1 On appointment, House Officers shall be placed in the House Officers' scale based on their years of post-graduate service as an RMO. Thereafter progression through the scale shall be on their anniversary of appointment.

12.4.2 An RMO shall be placed on Step 1 of the Registrar scale on their appointment to their first Registrar position. Other Registrar service (including overseas service) considered by the employer to be directly relevant to the position shall be credited for the purposes of determining commencement step on the Registrar scale.

(a) Unless, where a vocational training programme requires both a medical qualification (MBChB or equivalent) and a dental qualification (BDS or equivalent), such as Oral and Maxillofacial Surgery and Oral Medicine, up to two years of hospital practice completed as a Dental House Officer shall be recognised as registrar service for the purposes of determining the registrar salary scale placement, once the RMO has been accepted into the vocational training programme.

12.4.3 Thereafter Registrars shall progress through their salary scale annually on completion of each 12 months' service, except that a Registrar shall not progress beyond step 5 unless they are in a training programme, the conclusion of which shall entitle them to direct registration under a vocational scope of practice in New Zealand.

12.4.4 Where a Registrar who has been held on step 5 (or on step 6 or 7 for those following translation to the new scale) is accepted into a training programme that satisfies the requirements of 12.4.3 then, at the date of that acceptance, they shall progress to the next

step in the scale where they have been on step 5 (or step 6 or 7) for 12 months or more. This move shall reset their anniversary date for future progression.

12.4.5 Except as provided above, all RMOs employed by the employer at the date this collective agreement comes into force shall retain their existing anniversary date for pay progression purposes.

12.4.6 A Registrar in a formal training programme shall retain their salary step where, as part of that training programme they are required to 'step down' to a complete an approved House Officer (including Senior House Officer) run. They shall be paid in the Registrar scale on the basis of the category for the House Officer run.

12.5 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.

12.6 Increments while on leave

12.6.1 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.

12.6.2 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.

12.7 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).

12.8 Timesheet or equivalent account of the hours worked will be kept by each employee.

12.9 Rural Hospital Allowance

12.9.1 An allowance of 5% of base salary shall be paid to RMOs who are employed by Health NZ under this agreement at one of the following rural hospitals:

Te Tai Tokerau/Northland • Dargaville • Kaitaia • Kawakawa (Bay of Islands)	Waikato • Taumarunui • Te Kuiti • Thames • Tokoroa
Lakes • Taupo	Taranaki • Hawera
MidCentral • Dannevirke	Hawkes Bay • Wairoa
Canterbury • Kaikoura • Ashburton	West Coast • Greymouth (Grey Base) • Westport (Buller Hospital)
Southern • Queenstown (Lakes)	

12.9.2 The allowance shall be paid fortnightly.

12.9.3 This allowance will be pro-rated for RMOs working less than full-time. This allowance shall not be paid to casual/locum employees.

12.9.4 The parties agree that the Hospitals under coverage of this clause may be reviewed if the RNZCGP rural health medicine Division recognition as a Level 2 or 3 site changes.

Clarification on Specific Sub Clauses

Clause 12.1.2(a) (page 18) of the 2026-2028 STONZ CA refers to salary scales 12.2.3 and 12.2.4. This is an error and should have been removed.

Clause 12.2.1 Salary Protection – Non Training Registrars (page 21) of the 2026-2028 STONZ CA should be clause 12.2.5.

Transition Provisions

Translation for new STONZ members

Clause 12.1.5 of the STONZ CA sets out how RMOs who become STONZ members during the term of the CA shall translate when they transition from their previous terms and conditions, with their current employing District, 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.

Clause 12.2.3 of the STONZ CA sets out that translation to the new scale effective 26 February 2024 shall be as outlined in the terms of settlement (TOS) for the 2024-2026 STONZ CA. The table from Appendix Two of the TOS setting out translation is detailed below.

APPENDIX TWO: TRANSLATION TO NEW SALARY SCALE

Individual RMOs will translate onto the new scales in accordance with the following:

Registrars

Registrar step in previous scale 12.2.1, 12.2.2, 12.2.3 or 12.2.4	Translation	Registrar step in new scale 12.2.1	Notes
Year 1	⇨	Step 1	
Year 2	⇨	Step 2	
Year 3	⇨	Step 3	
Year 4	⇨	Step 4	
Year 5	⇨	Step 5	
Year 6	⇨	Step 6	* Registrars not in a training programme cannot progress further (cl.12.3.3)
Year 7	⇨	Step 7	* Registrars not in a training programme cannot progress further (cl.12.3.3)
Year 8	⇨	Step 8	
Year 9	⇨	Step 9	
Year 10	⇨		

House Officers

House Officer step in previous scale 12.2.1, 12.2.2, 12.2.3 or 12.2.4	Translation	House Officer step in new scale 12.2.2	Notes
Year 1	⇨	Year 1	
Year 2	⇨	Year 2	
Year 3	⇨	Year 3	
Year 4	⇨		

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 CA.

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 Districts 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 CA 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

Salary Protection – Public Health Registrars

Public Health Registrars will be eligible for salary protection under clause 12.2.4 where they have been required to undertake a placement outside of Health NZ employment as part of their recognised Australasian Training Programme.

The Registrar will retain their previous salary until the applicable rate in clause 12.2.1 exceeds this rate where prior to leaving their Health NZ employment, they were paid on an F category salary, they will be returning to an F category salary, and service has been recognised as continuous between the two periods of employment.

You will need to compare the Public Health Registrar's salary prior to ceasing employment, against their new salary based on their commencement step. This is to determine whether salary protection per clause 12.2.4 is relevant noting that the Registrar may have now progressed to the next step on the salary scale.

See Scenarios – Salary Protection Public Health Registrars for further details and examples.

Salaries

Each RMO shall be paid a salary as set out in the Salary scale tables detailed at clause 12.2 of the STONZ CA. 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.

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

- 2 March 2026
- 1 March 2027

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 and 12.2.3 apply when STONZ members transition from their previous terms and conditions with Health NZ.

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 3. 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.

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 9. Years 6, 7, 8 and 9 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.

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 2 Category A or year 3 category B shall be paid Category A year 3 plus $5,300 gross per annum and an RMO who is on year 3 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.

Rural Hospital Allowance

The 2024-2026 STONZ CA introduced a rural hospital allowance as part of the change to the salary scale structure set out at clause 12.2. This sets out that an allowance of 5% of base salary shall be paid to RMOs who are employed by Health NZ at one of the rural hospitals listed at clause 12.9.1.

The allowance is pro-rated for RMOs working less than full-time and will not be paid to casual/locum employees. The parties agree that the Hospitals under coverage of this clause may be reviewed if the RNZCGP rural health medicine Division recognition as a Level 2 or 3 site changes.

Wairoa Hospital & Health Centre

At the date of ratification of the 2024-2026 STONZ CA, Wairoa Hospital & Health Centre is accredited as a Level 2 New Zealand hospital for rural training. Following ratification Health NZ confirmed Wairoa Hospital & Health Centre have a HO CBA run and a Rural Medicine Registrar run. There is agreement between the parties that these runs at Wairoa Hospital & Health Centre are eligible for the rural hospital allowance. Wairoa was added to the Rural Hospital list in the 2026-2028 STONZ CA.

Guidelines – Errors in Salary

Guidelines where errors in salary have occurred

Health New Zealand | Te Whatu Ora has an underlying principle when managing and paying employees, that they are paid accurately and on time, by approving and submitting payroll inputs, including all leave details for their staff, within established deadlines.

The following are guidelines where it has come to the attention of Health NZ that there has been an error in an RMO's salary, and they have been paid incorrectly. These guidelines do not replace the Health NZ Salary and Wages Overpayment Recovery Policy **("national policy")**, the aim is that where these instances occur, there is an appropriate communication process that ensures the reason for the error is clearly understood and provides an opportunity for the affected RMO to raise questions or seek support where required before any recovery action has commenced.

1. Where it comes to the attention of Health NZ that there has been an error in an RMO's salary in the first instance they should communicate this to the affected RMO as soon as possible with a breakdown of the overpayment calculation and an explanation as to how the error has occurred. This is to provide the RMO with an opportunity to raise any questions regarding the error. This will be managed in accordance with the process set out in the National Policy and may also include contacting the RMO by phone as an initial first step where it involves a single overpayment.

2. Where the error has resulted in an overpayment of salary there is a general expectation that the RMO is provided with two pay period's notice of the reduction in salary, unless the RMO agrees that the reduction can occur with a lesser notice period. This acknowledges that where the two pay periods notice is applied it will increase the quantum of the overpayment.

3. Where the RMO has a concern regarding the reason for the overpayment they should raise this with Health NZ and STONZ as appropriate. There is nothing that prohibits the District from taking into consideration the individual's specific circumstances when determining an appropriate course of action in relation to the overpayment and how this may be rectified.

Frequently Asked Questions – Salary Scales

1. I became a STONZ member after the 2026-2028 STONZ CA came into force on 1 March 2026. Do I receive the CA terms and conditions backdated to 1 March 2026?
    - No, you had to be a STONZ member at the date of ratification (27 April 2026). Any RMO becoming a member of STONZ after date of ratification becomes bound by the CA terms and conditions from date of membership.

2. When do the salary scales fall due during the term of the current CA?
    - There are two salary increases during the term of the CA and these are effective 2 March 2026 and 1 March 2027.

3. I was previously employed by Health NZ as a Dental House Officer for 2 years and 1 year as a Non-Training Maxillofacial Registrar. I have subsequently graduated with a medical degree and will be commencing employment as a medical House Officer, what year of the House Officer salary scale do I commence on?
    - All 3 years of your prior employment with Health NZ will be recognised for the purposes of the commencement step. You will commence on step 3 of the House Officer salary scale.
    - Your prior Maxillofacial Non-Training Registrar employment will be recognised for the purposes of the Registrar salary scale when you are appointed into a Registrar position.
    - From 1 March 2026, where a vocational training programme requires both a medical qualification and dental qualification (such as Oral and Maxillofacial Surgery and Oral Medicine) this will also allow up to two years of House Officer service to count toward the Registrar salary scale commencement step.

4. I was working an F category run at my current District at the date the 2024-2026 STONZ CA came into effect on 14 February 2024. How will this affect me?
    - Clause 12.2.4 of the STONZ CA provides salary protection for Registrars working category F runs where the new salary rate for your current step is less than your salary rate under the previous CA. This means, notwithstanding the new pay rates, you will remain on your previous salary rate under the previous CA. Salary protection will cease when one of the following occurs;
        - You progress to the next step of the salary scale on your anniversary date and your new salary is higher than your protected salary, or
        - You rotate into a new run on a higher category, or
        - The category of the run increases following a run/salary review.

5. For Non-Training Registrars that are capped on year 5, 6, or 7 of the new salary scale, when do they progress to the next step?
    - You will increment to the next step on the salary scale once you have been accepted onto a vocational training programme and you have been on your current step for at least 12 months. For clarity this is from the date of that acceptance onto the training programme, not commencement. This will become your new anniversary date and you will progress to the next step of the salary scale 12 months from this date.
    - Where you have not been on your current step of the salary scale for more than 12 months, you will progress to the next step on your anniversary date.

6. What happens to my next step on the Registrar scale, where I have been required as part of my training programme to step down to complete a HO/SHO run in accordance with clause 12.3.6. Will I still increment on my anniversary date?
    - You will be paid on the Registrar scale on the basis of the category for the House Officer run.
    - You will increment on the Registrar scale as per your existing increment date, where you are eligible to progress in accordance with clause 12.3.3.

7. What happens to my next step on the Registrar scale when I have to step down to a HO/SHO run in accordance with clause 12.3.6. Will I still increment on my anniversary date?
    - You will be paid on the Registrar scale on the basis of the category for the House Officer run. You will increment on the Registrar scale as per your existing increment date, where you are eligible to progress in accordance with clause 12.3.3.

- For example a Registrar on Step 2 of the salary scale is allocated to a category C, House Officer ED run for Quarter 2 from 15 April 2024 to 14 July 2024. Their annual increment date is 10 June 2024. In accordance with clause 12.3.6 they will be paid as follows;
  - Registrar salary scale, Step 2 category C annual salary of $138,930 for period 15 April 2024 to 9 June 2024
  - Registrar salary scale, Step 3 category C annual salary of $145,320 for period 10 June 2024 to 14 July 2024

8. Am I eligible to receive a second non-service increment if I change my vocational training pathway?
   - No. Where you have already received a non-service increment and subsequently change your vocational training pathway, you will retain this, it cannot be removed. However, you are not eligible for a second non-service increment.
   - Only dual trainees, are eligible to receive a non-service increment for a second vocational training pathway, in accordance with clause 12.3.3 of the STONZ Collective Agreement.

9. Can a Non-Training Registrar on Step 5 of the salary scale who has been accepted into a training programme, but has not yet commenced a training position, receive an NSI?
   - Yes. If the RMO has passed Part I (or an equivalent qualification) and has completed five years of postgraduate service, they are eligible for an NSI. Acceptance onto a training programme allows the RMO to progress beyond Step 5.
   - While an NSI may be applied, the RMO is not entitled to receive their next annual increment any earlier than 12 months after progressing to Step 5 of the salary scale. See Example #6 under Non Service Increments section.

Scenarios – Salary Protection Public Health Registrars

The following are scenarios demonstrating where a Public Health Registrar will be eligible for salary protection under clause 12.2.4. The Registrar retains their previous salary until the applicable rate in clause 12.2.1 exceeds this rate.

This is where the Public Health Registrar has been required to undertake a placement outside of Health NZ employment as part of their recognised Australasian Training Programme. Prior to leaving their Health NZ employment, they were paid on an F category salary, they will be returning to an F category salary, and service has been recognised as continuous between the two periods of employment.

Scenarios	Continuous Service	Salary Protection per clause 12.2.4 – Category F Registrars
Scenario 1 A Public Health Registrar as part of their recognised Australasian training programme has a 3-month placement outside Health NZ. The gap between the placement with the non- Health NZ provider and Health NZ employment (before and after) has been less than one month.	Service recognised as continuous. Registrar would roll through to the next step of the salary scale on their existing increment date from their previous Health NZ employment.	Eligible for salary protection per clause 12.2.4 for Category F Registrars where the applicable rate of pay in the Registrar scale is lower than provided for in the previous STONZ RMO CA. See table comparing F category Registrar salaries to determine if protection relevant once continuous service and existing increment date applied to salary step.
Scenario 2 A Public Health Registrar as part of their recognised Australasian training programme has a placement outside Health NZ which is up to 12 months duration. The gap between the placement with the non-Health NZ provider and Health NZ employment (before and after) has been less than one month.	Service recognised as continuous. Registrar would roll through to the next step of the salary scale on their existing increment date from their previous Health NZ employment.	Eligible for salary protection per clause 12.2.4 for Category F Registrars where the applicable rate of pay in the Registrar scale is lower than provided for in the previous STONZ RMO CA. See table comparing F category Registrar salaries to determine if protection relevant once continuous service and existing increment date applied to salary step.
Scenario 3 A Public Health Registrar as part of their recognised Australasian training programme has a placement outside Health NZ which is up to 12 months in duration. The gaps between the non-Health NZ provider and Health NZ employment were; • 1.5 months between leaving Health NZ and commencing placement with non-Health NZ provider • Less than one month between leaving placement with non-Health NZ provider and commencing employment with Health NZ	Not counted as continuous service because the break between leaving Health NZ and commencing placement with non-Health NZ provider is not less than one month. Would be recognised as a break in service when determining the commencement step on the salary scale.	Not eligible service is not continuous. Salary protection per clause 12.2.4 for Category F Registrars would not apply. Paid at the applicable F category salary detailed at clause 12.2.1 based on their commencement step.
Scenario 4	Not counted as continuous service and would be recognised	Not eligible service is not continuous. Salary protection per

A Public Health Registrar as part of their recognised Australasian training programme has spent more than 12 months in a placement with non-Health NZ provider.	as a break when determining the commencement step on the salary scale.	clause 12.2.4 for Category F Registrars would not apply. Paid at the applicable F category salary detailed at clause 12.2.1 based on their commencement step.

Continuous Service - Comparison of F Category Registrar Salaries (12.2.1)

2021-2023 STONZ CA Salary Cat F Urban Standard roster Eff 7 Feb 2023	2021-2023 STONZ CA Salary Cat F Non-Urban Standard roster Eff 7 Feb 2023	2024-2026 STONZ CA Salary Cat F Eff 26 Feb 2024	2024-2026 STONZ CA Salary Cat F Eff 24 Feb 2025	2026-2028 STONZ CA Salary Cat F Eff 2 Mar 2026	2024-2026 STONZ CA Salary Cat F Eff 1 Mar 2027
Step 1 - $89,100	Step 1 - $92,200	Step 1 - $91,970	Step 1 - 95,290	Step 1 - 97,672	Step 1 - 100,114
Step 2 - $93,200	Step 2 - $96,400	Step 2 - $96,400	Step 2 - 99,720	Step 2 - 102,213	Step 2 – 104,768
Step 3 - $97,200	Step 3 - $100,600	Step 3 - $100,830	Step 3 - 104,160	Step 3 - 106,764	Step 3 – 109,433
Step 4 - $101,400	Step 4 - $104,900	Step 4 - $105,260	Step 4 - 108,590	Step 4 - 111,305	Step 4 – 114,088
Step 5- $105,400	Step 5 - $109,100	Step 5 - $109,700	Step 5 - 113,020	Step 5 - 115,846	Step 5 – 118,742
Step 6 - $123,900	Step 6 - $128,400	Step 6 - $115,240	Step 6 - 118,560	Step 6 - 121,524	Step 6 – 124,562
Step 7 - $128,600	Step 7 - $133,300	Step 7 - $120,780	Step 7 - 124,100	Step 7 - 127,203	Step 7 – 130,383
Step 8 - $133,500	Step 8 - $138,700	Step 8 - $126,320	Step 8 - 129,640	Step 8 - 132,881	Step 8 – 136,203
Step 9 - $138,500	Step 9 - $143,600	Step 9 - $131,860	Step 9 - 135,180	Step 9 - 138,560	Step 9 – 142,024
Step 10 - $143,900	Step 10 - $149,100				

The table compares the F Category Registrar Salary Scales from the 2021-2023 STONZ CA that were effective 7 February 2023 to the Registrar Salary Scales in the 2024-2026 STONZ CA. From 1 March 2026 we have also added the 2026-2028 STONZ CA.

Where service is counted as continuous between the two periods of Health NZ employment compare the Public Health Registrar's salary prior to ceasing employment, against their new salary based on their commencement step. This is to determine whether salary protection per clause 12.2.4 is relevant noting that the Registrar may have now progressed to the next step on the salary scale.

Example

- Left Health NZ employment on $128,600 Step 7 F Category Urban Standard Non-Shift Roster scale
- Returns to Health NZ employment 29 July 2024 on $126,320 Step 8 F Category
- Salary protection on $128,600 for period 29 July 2024 to 23 Feb 2025
- Salary protection ceases 24 February 2025 with STONZ CA salary increase to $129,640 Step 8

Scenarios – Stepping Down to a House Officer / Senior House Officer Position

In accordance with clause 12.3.6 the following are examples where a Registrar in a formal training programme shall retain their salary step where they are required to step down to complete a House Officer or Senior House Officer run. This applied from the date the 2024-2026 STONZ CA came into force on 14 February 2024.

Scenarios – Current Health NZ Employee	Retain Registrar Step	Paid on House Officer Scale
Rural Health Medicine Registrar required to complete 6 months of paediatrics as a HO/SHO	Yes	No
Registrar on the Intensive Care Medicine (ICM) training programme required to complete an Anaesthetics SHO run as part of their training for ICM	Yes	No
Stepping down from a Registrar role to an Anaesthetics SHO role to get onto the Anaesthesia training programme	No	Yes
An RACP Registrar changing their vocational pathway and stepping down to a HO/SHO role	No	Yes

The following is an example where a Registrar on the Rural Health Medicine training programme is employed by Health NZ into a HO/SHO position as a requirement of their training programme and will be paid on the Registrar salary step.

Scenario – New employee to Health NZ	Salary Scale	Salary Step
Rural Health Medicine Registrar coming into employment with HNZ from a Private Provider required to complete 6 months of paediatrics as a HO/SHO	Paid on the Registrar Salary Scale based on category for the HO/SHO run	Assess commencement step based on years of relevant Registrar experience in accordance with clause 12.3.2

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 if 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 Step 4 of the 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 $211,242 prorated for the period they are rostered to relief.

The following scale shall apply from 2 March 2026:

Cat	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F	40-44.9	97,672	102,213	106,764	111,305	115,846	121,524	127,203	132,881	138,560
E	45-49.9	109,163	114,247	119,320	124,394	129,478	135,823	142,168	148,512	154,857
D	50-54.9	123,533	129,273	135,023	140,763	146,514	153,689	160,874	168,059	175,234
C	55-59.9	140,763	147,313	153,863	160,402	166,952	175,142	183,321	191,501	199,691
B	60-64.9	158,004	165,353	172,702	180,052	187,401	196,585	205,769	214,953	224,137
A	65+	178,114	186,396	194,678	202,960	211,242	221,605	231,958	242,310	252,673

Example 3 – Relief Category for Registrars at top of scale

Where the provision for an additional two steps would place the employee above the top of the Registrar scale an RMO who is on step 8 Category A or step 9 category B shall be paid Category A step 9 plus $10,000 gross per annum and an RMO who is on step 9 Category A shall be paid an additional $15,000 gross per annum. For clarity this provision is payable only for the time spent performing the relief/reliever role.

APPENDIX 1: SALARY SCALES

Health New Zealand
Te Whatu Ora

12.2.1 Registrars

The following scale shall apply from 2 March 2026:

Cat	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F	40-44.9	97,672	102,213	106,764	111,305	115,846	121,524	127,203	132,881	138,560
E	45-49.9	109,163	114,247	119,320	124,394	129,478	135,823	142,168	148,512	154,857
D	50-54.9	123,533	129,273	135,023	140,763	146,514	153,689	160,874	168,059	175,234
C	55-59.9	140,763	147,313	153,863	160,402	166,952	175,142	183,321	191,501	199,691
B	60-64.9	158,004	165,353	172,702	180,052	187,401	196,585	205,769	214,953	224,137
A	65+	178,114	186,396	194,678	202,960	211,242	221,605	231,958	242,310	252,673

Salary calculation:
For demonstration purposes the Registrar salary scale effective at 2 March 2026 has been used

Run Category	Salary Scale Step	Salary when not working in relief	Category A Step 9 Salary	Additional Relief Payment
A	Step 8	$242,310	$252,673	$10,000
B	Step 9	$224,137	$252,673	$10,000
A	Step 9	$252,673	$252,673	$15,000

The relief salary is paid for the period that the Registrar is working in relief.

Allocated relief weeks

Where a Registrar is allocated to periods of relief throughout the run rotation the prorated relief salary will be paid for each period of relief.

For example, a Registrar on Step 8 of the salary scale in an A category run is rostered as follows in the first 8 weeks of the roster;

- Allocated to a team position weeks 1 to 4
- Allocated to relief in weeks 5 to 8
- The prorated salary in weeks 1 to 4 is $242,310
- The prorated relief salary in weeks 5 to 8 is $252,673 plus the additional relief payment of $10,000.

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

Salary Scales 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.

Provision	STONZ CA	NZRDA CA
Calculating run categories	Clause 12.1.2.(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 31 October 2028 whichever is the earlier.	Clause 8.1.2.(b)ii From 31 March 2029, no ordinary hours shall be counted for days completely free from rostered duties following a period of rostered nights.
Salary Scales	Clause 12.2 There is one pay scale. Pay increases effective from 02/03/2026 and 01/03/2027. House Officers (including Senior House Officers) salary scale has Years 1, 2 and 3. Registrars' salary scale has Steps 1, 2, 3, 4, 5, 6, 7, 8 and 9. The non progression bar in the Registrar salary scale is Step 5. Steps 6-9 are restricted to Registrars in a vocational training programme.	Clause 8.2 and 8.3 There is one pay scale. Pay increases effective from 03/08/2026 and 02/08/2027. House Officers (including Senior House Officers) salary scale has Years 1, 2 and 3. Registrars' salary scale has Steps 1, 2, 3, 4, 5, 6, 7, 8 and 9 for categories D through to A. Registrars' salary scale has Step 10 for categories F & E (salaries collapsed steps 6 through steps 10). The non progression bar in the Registrar salary scale is Step 5. Steps 6-10 are restricted to Registrars in a vocational training programme.
Translation to the new Salary Scale	Clause 12.2.3 Translation Translation is linear (step to step) except that those on step 4 of the House Officer scale and step 10 of the Registrar scale translate to the new step 3 and step 9 respectively. Clause 12.2.4 Salary Protection – Category F Registrars Where the applicable rates of pay in the Registrar scales above are lower than provided for in the previous STONZ RMO Collective Agreement, then affected individuals shall retain their previous salary until the applicable rate in 12.2.1 exceeds this rate. This protection does not apply to Registrars appointed into a new F Category run.	Terms of Settlement Translation RMOs shall translate from their current salary step into the corresponding Category and Year at 24 June 2024, except that House Officers on Year 4 of their scale, and Registrars in Categories D,C,B and A on Year 10 of their scale, shall translate to Year 3 and Year 9 respectively.

GPEP1 Registrar Salary Scale	Terms of Settlement 2026-2028 CA The parties acknowledge that GPEP1 Trainees will become employees of HNZ during the term of this Agreement. The parties further recognise that: • These Registrars will be entitled to coverage under this Agreement where they are members of STONZ; • Either party may initiate negotiations for a variation to this Agreement to ensure that the terms and conditions applying to this group are appropriate for their unique work arrangements; and • Notwithstanding the above, the terms and conditions available to those affected by this clause will be no less favourable overall than those provided to trainees employed by RNZCGP as at the date on which their employment transfers.	Clause 8.9.1 Salary scale effective from 03/08/2026 and next pay increase effective 02/08/2027. Registrar salary scale has different pay steps dependent on completed year of post graduate experience as a qualified medical practitioner; • Less than 5 years • 5/6 years • 7+ years If during the GPEP year, the registrar completes sufficient service (i.e. more than 5 years) to move to the next step they shall do so on heir anniversary date.
Run categories and deductions for weekday Rostered Days Off (RDOs)	Clause 12.1.2(b) and 12.1.2(c) 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. This does not include the minimum break provided in clause 17.4.6 (sleep recovery days), when those days fall Monday through Friday.	From 18 April 2022 the method for calculating run categories aligns in the NZRDA CA and STONZ CA.
Relievers	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 if pooled.	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. Except where Districts are paying short notice relievers a D category for all ordinary hours and additional duty rates for hours outside ordinary hours, this shall continue for the term of this Agreement or an earlier date where agreed between the parties.
Rural Hospital Allowance	Clause 12.9.1 Balclutha, Dunstan and Gore hospitals not listed under Southern	Clause 8.8.1 Balclutha, Dunstan and Gore hospitals added under Southern

Assessing Commencement Step

Relevant Post Graduate Experience

This section sets out agreed guidance for Districts in considering assessment and placement decisions for RMOs being employed into Health NZ. These are consistent with the CA provisions and provide additional recommended guidance where the CA is silent on the circumstances (e.g. consideration of overseas employment).

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.

Determining Commencement Step for House Officers

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. 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 House Officer 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 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. The same applies for RMOs applying via the Professional and Linguistic Assessment Board Test (PLAB) pathway. 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 Health NZ (see example 2).

Commencement Step for Registrars

RMOs taking up their first Registrar appointment commence on step 1 of the Registrar scale (see example 3).

For RMOs who are not taking up their first Registrar appointment, all other Registrar or equivalent service, including overseas service in a comparable health system, will be credited towards the commencement step on the Registrar scale.

Commencement Step for Returning Registrars

Following the introduction of the 2024-2026 STONZ CA, we have seen situations where Registrars have left the employment of Health NZ prior to the CA changes being implemented. These Registrars are now returning with their service being recalculated, and offers of employment have been made on the new calculations in line with the provisions of the 2024-2026 STONZ CA. The effect of this is that these returnees could potentially be offered a lower commencing salary step than they previously left Health NZ on, which is an unintended consequence of the settlement.

The parties have agreed a transitional arrangement of the following principles, with the intent and effect of not disadvantaging these individuals;

1. The below is only applicable for determination of the commencement salary step of a Registrar returning to employment with Health NZ.
2. The fundamental principle is that an individual will recommence their employment with Health NZ on a step that is not lower than the step that they were on at the time that they left employment, however;

a. An exception to this may be if the step they were previously on was assessed incorrectly. Where this scenario may be applicable to new employees returning to the employment of Health NZ, Health NZ reserves the right to offer a lower step if it is clearly identified that the previous salary scale step was incorrectly assessed and potentially inflated. However, the old method should still apply to calculate the correct step.

3. To enable accurate placement of the Registrar accordingly, Health NZ will;
    a. Source their previous placement on the scale;
    b. Calculate placement as per the translation table (provided for in the implementation plan – see page 8);
    c. Add on any relevant experience that the Registrar might have gained during their break in employment (as per previous STONZ CA).

Caveats

1. This transitional arrangement only applies to people who were employed as a Registrar with Health NZ prior to 14 Feb 2024 (date new CA came into force).
2. A break in service still applies if they do not meet the provisions in the CA.
3. Individuals will not be entitled to these transitional arrangements if they have not been actively practicing for 14 months or more. In this event, they will be calculated under the new remuneration model.

In the event of scenarios that are unclear (e.g. non practicing, non-clinical role in health), these should be raised with the Health NZ IR team and STONZ to work through.

Commencement Step for Senior House Officers Returning to a Registrar position

The 2024-2026 STONZ CA introduced a new provision (clause 12.3.5) protecting Registrar status where a Registrar 'steps down' to a Senior House Officer (SHO) position as part of their training programme. The wording in clause 12.3.5 is intended as a transitional matter to cover of the move from the previous scales to the new scale.

From 1 November 2024, Health NZ has agreed an interim arrangement with STONZ that the Registrar progression date will remain when they step down to a SHO position related to their intended training pathway.

Any changes in remuneration step will not have effect until the RMO returns to a Registrar position. This may mean that if a Registrar has their progression date while they are in a SHO run, they will return to a higher Registrar step. Service with Health NZ must be continuous throughout the period that the Registrar steps down to a SHO position and then returns to their Registrar position (see example 3a).

A Registrar who steps down to a SHO position and resigns their Health NZ employment prior to returning to their Registrar position, will not have their SHO service recognised when calculating the Registrar commencement step on the salary scale (noting the principle that an individual will recommence their employment with Health NZ on a step that is not lower than the step that they were on at the time that they left employment).

Clause 12.3.6 does not generate an entitlement to back pay if a non-training Registrar steps down to an SHO position then is subsequently accepted onto training.

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 Health NZ and re-commences employment within three months, their service shall be considered to be continuous for the purposes of entitlements under the CA. Districts 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 outside of Health NZ as part of the recognised Australasian vocational training programme, provided the gaps between such employment and Health NZ employment is less than one month (before and after). This means

that an RMO who moves into a Health NZ position from a training position outside of Health NZ and within 12 months of their last Health NZ appointment will be entitled to pick up any service-related entitlements from their previous employment. This would include sick leave balances, scale placement, and any unspent aid-to-training entitlement per clause 10.8.2 (see example 6). The time employed outside of Health NZ shall not count as service for the purposes of entitlements under the CA. This means where service is recognised, this time will not count as service for the purposes of calculating entitlements under the CA.

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

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 with Health NZ both the STONZ and NZRDA CAs 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).

Dental / Maxillofacial

Where an RMO has previously been employed with Health NZ as a Dental House Officer and/or a Non-Training Maxillofacial Registrar this service shall be recognised for the purposes of determining the commencement step on the salary scale (see FAQ # 4).

Oral and Maxillofacial Surgery and Oral Medicine trainees require dual medical and dental qualifications, the change to the 2026-2028 STONZ CA at clause 12.4.2(a) recognises their training pathway for salary placement on the Registrar scale. From 1 March 2026, where a vocational training programme requires both a medical qualification and dental qualification (such as Oral and Maxillofacial Surgery and Oral Medicine) this will allow up to two years of House Officer service to count toward the Registrar salary scale commencement step (see example 7).

Non Training Registrars

Irrespective of length of service Non Training Registrars cannot be appointed above Step 5 of the Registrar salary scale when counting relevant post graduate experience. Progression to steps 6, 7, 8 and 9 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

The non service increment only applies to Registrars that have received this whilst employed with Health NZ.

Fellows

As part of the Terms of Settlement (TOS) for the 2026-2028 STONZ CA, the parties agreed that from commencement of the CA (1 March 2026), Fellows are entitled to the provisions of the CA and the Senior Registrar additional duties rates (if they meet the criteria).

Placement on Salary Scale

Translating PGY experience to the House Officer scale;

PGY Year	House Officer Scale	Senior House Officer
PGY1	Step 1	Not applicable
PGY2	Step 2	Step 3
PGY3	Step 3	Step 3
PGY4+	Capped Step 3	Capped Step 3

Translating Registrar service to the Registrar Scale;

Registrar Service	Registrar Scale (Non-Training)	Registrar Scale (Training)
Year 1	Step 1	Step 1
Year 2	Step 2	Step 2
Year 3	Step 3	Step 3
Year 4	Step 4	Step 4
Year 5	Step 5	Step 5
Year 6	Capped Step 5	Step 6
Year 7	Capped Step 5	Step 7
Year 8	Capped Step 5	Step 8
Year 9	Capped Step 5	Step 9
Year 10+	Capped Step 5	Capped Step 9

From 1 March 2026, (per clause 12.4.2(a) of the 2026-2028 STONZ CA) where a vocational training programme requires both a medical qualification and dental qualification, such as Oral and Maxillofacial Surgery and Oral Medicine, up to two years of service as a House Officer can count toward the Registrar salary scale commencement step.

The following table demonstrates how an OMS Pathway will translate to the salary scale steps from the 2026-2028 STONZ CA.

Year	Medical Pathway	Step	OMS Pathway	Step (previous CA)	Step (new provision)
1	HO	HO 1	DHO	HO 1	HO 1
2	HO	HO 2	DHO	HO 2	HO 2
3	NT Reg*	Reg 1	NT OMS Reg	Reg 1	Reg 1
4	NT Reg*	Reg 2	Med School	-	-
5	NT Reg*	Reg 3	Med School	-	-
6	Training Reg	Reg 4	Med School	-	-
7	Training Reg	Reg 5	HO	HO 3	HO 3
8	Training Reg	Reg 6	HO	HO 3	HO 3
9	Training Reg	Reg 7	OMS Reg (Training)	Reg 2	Reg 4
10	Training Reg	Reg 8	OMS Reg (Training)	Reg 3	Reg 5
11			OMS Reg (Training)	Reg 4	Reg 6
12			OMS Reg (Training)	Reg 5	Reg 7

*Noting that some medical pathways may not require non-training positions, and some may require more than 3 years.

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 2020. Their first RMO position in the UK (comparable health system) from August 2020 was as a Senior House Officer (SHO) which was the equivalent of first year Registrar in NZ. They commenced their first Registrar position in the UK from August 2021.

- RMO experience in the non-comparable health system not recognised as relevant
- The SHO position in the UK is the equivalent of a Year 1 Registrar in New Zealand
- The SHO and Registrar service in the comparable health system are relevant for the commencement step on Registrar salary scale
- At August 2024 the RMO will commence their 5th year of Registrar service in the comparable health system. This will be the equivalent of commencement Step 5 on the Registrar salary scale.

Example 2 – NZREX

RMO attained their medical degree in a non-comparable health system in November 2017. They have never worked in a comparable health system and passed the New Zealand Registration exam (NZREX) in 2022. Their first House Officer appointment in New Zealand commenced on 16 January 2023.

- Equivalent of PGY1 on appointment to first House Officer position
- Commenced employment on Year 1 of the House Officer salary scale 16 January 2023
- Progressed to Year 2 of the House Officer salary scale on 16 January 2024 as part of annual increment

Example 3 – First Registrar Appointment

RMO is a NZ graduate and attained their medical degree in November 2021. They have been continuously employed within Health NZ since they took up their first House Officer appointment on 17 January 2022. The RMO will take up their first Registrar appointment from 29 July 2024.

- On 29 July 2024 will commence first Registrar appointment on step 1 of the Registrar salary scale

Example 3a – Commencement Step for SHOs returning to a Registrar position

RMO has been employed as a Medicine Registrar since 30 January 2023 and has decided to change their vocational training programme. On 29 July 2024 they step down to an Anaesthesia SHO position for 6 months to get onto the Anaesthesia vocational training programme. The RMO will take up their first Anaesthesia Registrar position effective 27 January 2025 following acceptance onto the vocational training programme.

- 30 January 2023 commences Medicine Registrar position on Step 1 of the Registrar salary
- 30 January 2024 increments to Step 2 of the Registrar salary scale
- 29 July 2024 steps down to Anaesthesia SHO position on Step 3 of the House Officer salary scale
- 27 January 2025 steps back up to Anaesthesia Registrar position. Meets eligibility criteria to have SHO service recognised for purposes of the Registrar commencement step, because service has been continuous with Health NZ (for duration of step down from Registrar to SHO, then return to the Registrar position).
- Commencement step on Registrar salary scale is Step 2 with an increment to Step 3 on 30 January 2025.

Example 4 – Prorating overseas Part Time work

RMO attained their medical degree in the UK in August 2021 and worked continuously up to August 2024. They reduced their hours of work and were employed on a permanent part time basis for 12 months from August 2023 working 0.5FTE. The RMO will commence their first House Officer position with Health NZ on 2 September 2024.

- Equivalent of PGY1 from August 2021
- 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 2021 to August 2024 is 30 months (PGY3 and 6 months)
- Will commence House Officer position on Year 3 of the House Officer salary scale on 2 September 2024

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 – Continuous service in a placement outside Health NZ

The following table sets out examples where trainees are eligible to have service in a placement outside of Health NZ, undertaken as part of a recognised Australasian training programme, 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
Scenario 1 A trainee as part of a recognised Australasian training programme has 12 months or less at a placement outside Health NZ. The gap between the placement with the non-Health NZ provider and Health NZ employment (before and after) has been less than one month.	Registrar Step 2 Increment date 10 June	Yes	Service recognised as continuous for calculation of the commencement step on the salary scale. Registrar would roll through to the next step of the salary scale on their existing increment date of 10 June from their previous Health NZ employment.
Scenario 2 A trainee as part of a recognised Australasian training programme has less than 12 months at a placement outside Health NZ. The gaps between the non-Health NZ provider and Health NZ employment were; • 1.5 months between leaving Health NZ and commencing placement with non-Health NZ provider • Less than one month between leaving placement with non-Health NZ provider and commencing employment with Health NZ	Registrar Year 2 Increment date 10 June	No	Not counted as continuous service because the gap between leaving Health NZ and commencing placement with non-Health NZ provider is not less than one month. Would be recognised as a break when determining the commencement step on the salary scale.
Scenario 3 A trainee as part of a recognised Australasian training programme has spent more than 12 months in a placement with non-Health NZ provider.	Registrar Year 2 Increment date 10 June	No	Not counted as continuous service because the placement with the non-Health NZ provider is more than 12 months. Would be recognised as a break when determining the commencement step on the salary scale.

Example 7 – Registrar commencement step where vocational training programme requires both a medical qualification and dental qualification

Oral and Maxillofacial Surgery and Oral Medicine trainees require dual medical and dental qualifications, from 1 March 2026, the 2026-2028 STONZ CA recognises their training pathway for salary placement on the Registrar scale. This allows up to two years of House Officer service to count toward the Registrar salary scale commencement step.

The following depicts an OMS pathway and how this will relate to the salary scale commencement step and progression through the various phases of both the Dental and then Medical qualification;

- RMO completes a Dental qualification then commences employment as a Dental House Officer with Health NZ. Commences on Step 1 of the House Officer salary scale.
- Completes 2 years Health NZ service as a Dental House Officer covered by the RMO CA
- First Registrar appointment as a Non Training OMS Registrar from commencement of third year of service. Commences on Step 1 of the Registrar salary scale and completes 12 months of service.
- Exits Health NZ employment and returns to Medical School to complete a Medical Degree
- Following graduation from Medical School through the ACE process commences Health NZ employment as a House Officer. Commences on Step 3 of the House Officer salary scale noting previous Health NZ employment as a Dental House Officer and Non Training Registrar.
- Completes 2 years of prevocational medical training as a House Officer
- Steps up to an OMS Registrar training position at the beginning of the next year of service. Eligible to commence on Step 4 of the Registrar Salary Scale in accordance with clause 12.4.2(a). This recognises 1 year of previously completed Registrar experience and up to 2 years of House Officer experience towards the Registrar scale.

Progression through the Salary Scales

Annual Increments

Salary Protection Non-Training Registrars (Clause 12.2.5)

Non-Training Registrars who as part of translation to the new salary scale under clause 12.2.3 translated to step 6 or step 7 of the salary scale shall retain their step but shall not be eligible to progress further through the scale.

House Officers (Clause 12.3.1)

On appointment, House Officers are placed in the House Officer salary scale based on their years of post-graduate service as an RMO. Thereafter progression through the scale is on the anniversary of appointment.

First Registrar Appointment (Clause 12.3.2)

All Registrars in their first Registrar position are placed on step 1 of Registrar salary scale.

Advancement within the Salary Scales (Clause 12.3.3)

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 12.3.4)

Progression to years 6, 7, 8 and 9 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 5 of the salary scale, except where clause 12.2.5 applies.

Once a Registrar has reached Year 9 this is the top of the band for the Registrar salary scale and no further annual increments will apply.

Registrars Translating onto the new Salary Scale (Clause 12.3.5)

Except as provided above, all RMOs employed by Health NZ at the date the 2024-2026 STONZ CA came into force shall retain their existing anniversary date for pay progression purposes.

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 (NSI)

The NSI was a provision included in the STONZ Collective Agreement (CA) from 10 December 2018 until 13 February 2024. It was not included in the 2024–2026 CA.

Registrars who met the eligibility criteria prior to 14 February 2024 were able to access the provision at that time.

Registrars who became eligible during the 2024–2026 CA period were not able to apply while the provision was absent. These individuals are now eligible to apply from 1 March 2026 (see example 4).

From 1 March 2026 onwards, any Registrar who meets the criteria will be eligible to apply under this provision moving forward.

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 completed years after gaining provisional general registration.

- You must be employed as a Registrar and at least PGY6 or 5 completed years post gaining provisional general registration
- The higher qualification can be obtained while employed as a House Officer where it is a pre-requisite 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

Example #4: Registrar whose NSI fell due during the 2024-2026 STONZ CA

Registrar completed Part 1 FRACP exam in PGY6 in February 2025. PGY6 year commenced 10/12/2024 when they moved to Registrar Year 4 on the salary scale

- Eligible for 1 step salary increase from 1 March 2026 when the 2026-2028 STONZ CA came into effect
- Non service increment to Registrar Year 5 effective 1 March 2026
- Annual increment to Registrar Year 6 due 10 December 2026

Example #5: Registrar who has changed vocational training programmes

Registrar receives a non service increment having completed Part 1 FRACP exam and being PGY6. They subsequently change their vocational training programme and query whether they will be eligible to receive a second non service increment for the new vocational pathway once they complete the Part 1 exam (or equivalent).

- Not eligible to receive a second non service increment.
- Only registrars who are dual training in accordance with clause 12.3.3 of the STONZ CA (see below) are eligible to receive more than one non service increment.

Example #6: Non-Training Registrar on Step 5 of salary scale accepted onto SET but commences SET1 placement in next training year

Non training Surgical Registrar who progressed to Step 5 of the Registrar salary scale on 02 February 2026. On 20 June 2026 receives a letter from the college confirming they have been accepted onto the Surgical Education Training programme (SET) and will take up their first SET 1 placement at the commencement of the 2027 training year. Completed medical degree in Australia, passed the GSSE exam (part 1 equivalent) when they were a House Officer and has been employed in Health NZ since June 2021. Currently held by the non-progression bar at clause 12.4.4 as a non-training Registrar.

- The RMO is eligible to receive an NSI under clause 12.3.2 because they have passed the part 1 equivalent for SET and have completed five years' service post graduation with the employer
- At 20 June 2026 (date of acceptance) the RMO has been accepted onto the SET training programme and is eligible to progress to Step 6 of the salary scale as part of receiving their NSI on 1 July 2026
- The RMO will then be eligible to receive their next annual service increment and progress to Step 7 of the Registrar salary scale on 02 February 2027 (12 months after receiving their last annual service increment)
- Eligible for Senior Registrar additional duty rates from 20 June 2026 (date of acceptance onto training programme)

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 one 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 9 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 9 salary.

This does not apply to Registrars that are already on Year 9 of the salary scale when they become eligible for a non service increment who are not dual training.

Example #1:

Registrar is on Year 9 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 ($5,300 divided by 26 = $203.846 gross)

Comparison STONZ and NZRDA CAs – Assessing Commencement Step and Progression through the Salary Scales

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.

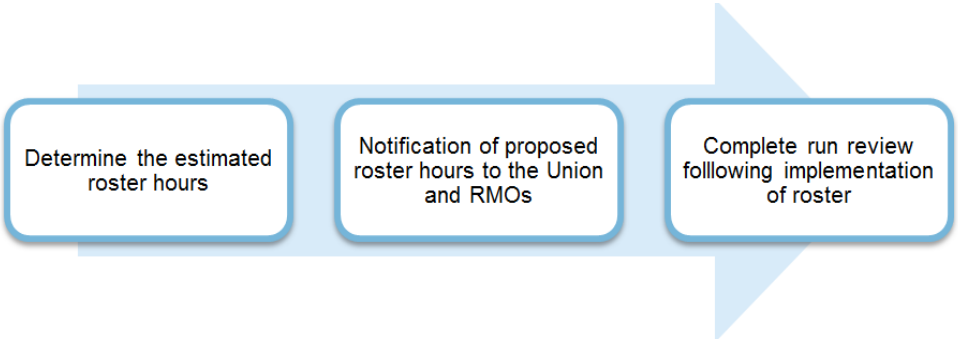
Provision	STONZ CA	NZRDA CA
Continuous Service	Clause 2.0 Three months Where an RMO resigns from one District and commences employment with another within **three** months, their service shall be considered to be continuous for the purposes of entitlements under the CA. Where a break in service is three 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 referred to above may be extended to up to 12 months where the RMO is employed by a non-District provider as part of the Rural Health Medicine training programme, provided the gaps between such employment and District employment is less than one month (before and after). The time employed by the non-District provider shall not count as service for the purposes of entitlements under this collective agreement.	Clause 2.0 Three months Where an RMO resigns from one District and commences employment with another within **three** months, their service shall be considered to be continuous for the purposes of entitlements under the CA. 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.
Non Service Increment (Higher Qualification additional step)	Clause 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. Clause 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	Clause 8.6.1 Where a Registrar passes their Part 1 examinations or equivalent College-set examination requirements, they shall be entitled to progress to the next step in the salary scale from the first Monday of the month following the date on which the qualification is awarded, provided this shall not occur prior to the Registrar's sixth year of post-graduate medical employment.

	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.	
Placement in Salary Scales and Progression	Fellow Roles As part of the Terms of Settlement (TOS) for the 2026-2028 STONZ CA, the parties agreed that from commencement of the CA (1 March 2026), Fellows are entitled to the provisions of the CA and the Senior Registrar additional duties rates (if they meet the criteria). Clause 12.4.2 (a) An RMO shall be placed on Step 1 of the Registrar scale on their appointment to their first Registrar position. Other Registrar service (including overseas service) considered by the employer to be directly relevant to the position shall be credited for the purposes of determining commencement step on the Registrar scale. (a) Unless, where a vocational training programme requires both a medical qualification (MBChB or equivalent) and a dental qualification (BDS or equivalent), such as Oral and Maxillofacial Surgery and Oral Medicine, up to two years of hospital practice completed as a Dental House Officer shall be recognised as registrar service for the purposes of determining the registrar salary scale placement, once the RMO has been accepted into the vocational training programme.	

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 CA	NZRDA CA	Key Differences
Clause 12.1.1(a)(i) The employer shall establish the expected average hours based on the new roster pattern. The employer shall include a reasonable estimate of average unrostered hours based on existing practice or those occurring in equivalent services.	Clause 12.5.1(i) The employer shall establish the expected average rostered hours, including ordinary hours if a non-rotating shift roster in accordance with clause 8.1.2, and thereby determine the salary category based on the new roster pattern. • 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.	Process for estimating the run category hours differs between both CAs. 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. Determining estimated roster hours for run category: • STONZ is based on expected average rostered hours including estimated unrostered hours • RDA is based on expected average rostered hours excluding unrostered hours: ▪ 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 CA	NZRDA CA	Key Differences
Clause 12.1.1(a)(ii) The proposed salary category – detailed as per clause 12.2 – shall be notified to RMOs working the roster as part of the change process. 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.	Clause 12.5.1(ii) The employer shall provide their calculations to the NZRDA for consideration within **7 days** and will address any issues identified prior to implementation.	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. • <u>STONZ CA</u> District and RMOs working the roster shall attempt to reach agreement on proposed salary category • <u>NZRDA CA</u> District 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 CA	NZRDA CA	Key Differences
Clause 12.1.1(a)(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.	Clause 12.5.1(vi) 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.	• Estimated run category implemented at commencement of new / changed roster • Run review required to confirm estimated run category; ▪ STONZ within 6 months ▪ NZRDA within 3 months **<u>Recommendation</u>** • Districts 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 CA

Example – Schedule 10 roster with weekday 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

Relief Model – Impact on Run Category

Districts should refer to the RMO Roster & Relief Review and Improvement Frameworks which form part of the STONZ National Manual to identify the various RMO relief models in operation across services. This provides detailed information, examples and scenarios related to each relief model.

The relief model should be identified and noted in the run description particularly where it impacts the calculation of the run category so that how the relief is remunerated is clear to the RMOs working the run. Additional information and examples are also available at Clause 16 and Appendix 2 – Relief Management, and Clause 14 Run Descriptions.

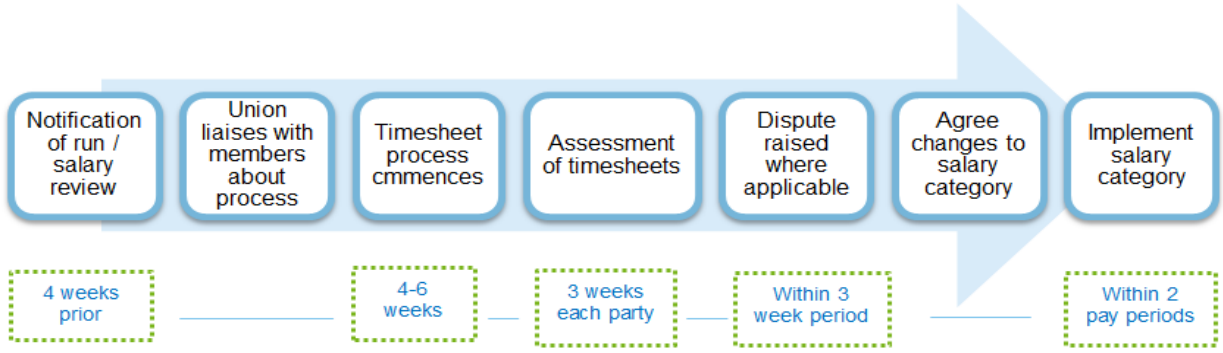
Run / Salary Review Process (12.1.1(b))

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 and should focus on the unrostered hours. 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 CAs. For non-shift rosters weekday 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 weekday 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 weekday 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 weekday 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 weekday 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 weekday 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 weekday 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 weekday 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 weekday RDOs on Thursday and Friday
- In accordance with clause 8.1.2 of the NZRDA CA the ordinary hours Monday to Friday are calculated as 40
- The unrostered hours are 1.5

NZRDA RMO 2 – Working a roster with weekday 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 weekday RDOs on Monday and Tuesday
- In accordance with clause 8.1.2 of the NZRDA CA 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 CA and 2019-2021 NZRDA CA requirements and the key differences between the two CAs.

1. Notification period

STONZ CA	NZRDA CA	Key Differences
Clause 12.1.1(b)i,ii,iii, iv, v 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. 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 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 **District** to make appropriate arrangements.	Clause 12.5.2(i),(ii),(iii),(iv),(v) 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. This notification shall propose: • 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 District RMO unit unless the District specifies otherwise The non-initiating party shall raise any concerns regarding the notification **within 7 days** otherwise the review proceeds as per the notification. Upon receipt of notification of a review the District must supply the run description and published roster for the run to the NZRDA. RMOs have an obligation to complete the timesheets in an accurate and timely manner.	• Notification timeframes: ▪ 4 weeks STONZ ▪ At least 2 weeks NZRDA ▪ NZRDA CA requires non initiating party to respond within 7 days of receiving notification of any concerns **<u>Recommendation</u>** • Districts 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 CA requires arrangements are put in place for timesheets to be sent to NZRDA at same time as District **<u>Recommendation</u>** • Districts provide both STONZ and NZRDA with copies of timesheets as they are received

2. Assessment of timesheets

STONZ CA	NZRDA CA	Key Differences
Clause 12.1.1(b)iv. Assessment of timesheets shall be completed by the initiating party **within 3 weeks of timesheet receip**t 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.	Clause 12.5.2(vi) 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.	• STONZ CA ▪ Assessment by initiating party first within 3 weeks ▪ Other party to confirm calculation within 3 weeks • RDA CA ▪ 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 CAs. See **Run Review Calculation Matrix** for further details

3. Dispute over calculations

STONZ CA	NZRDA CA	Key Differences
Clause 12.1.1(b)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.	Clause 12.5.2(vii),(viii),(ix) 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. 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. 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	Overall no significant differences in the dispute process. • Both CAs 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 CAs 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; ▪ STONZ CA clause 42 ▪ NZRDA CA clause 40

	employer's human resource 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.	

4. Implementation of changes to salary

STONZ CA	NZRDA CA	Key Differences
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. Clause 12.1.1(b) vii. A review under 12.1.1(b) may be initiated **no more frequently than every six months.**	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. 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.	Effective date for salary category following completion of run review process: • Where salary category increases from the estimated salary category; ▪ 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; ▪ 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; ▪ 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 CA.

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 weekday RDOs, and the RMOs on STONZ terms and conditions are working those RDOs, the District will complete two separate calculations of the timesheets. See the overview section on run / salary reviews.

4. Are there any other operational matters that need to be considered as part of the run review process by the RMO Unit and / or service?
    - Collation of timesheets and sign off by the service
    - Review of timesheets and where required, the collection of additional information related to early start or late finish times, throughout the run review process to avoid unnecessary delays noting time limits of when calculations need to be exchanged.
    - Ensuring additional duties are not included in the run review calculations.
    - Following agreement to the calculations ensuring the delegated authority process for budget signoff has been completed as part of the implementation of the run review outcome to avoid any unnecessary delays.

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.

There are two different calculation matrixes (which include a user guide) dependent on whether the roster is calculated as a shift or non-shift roster.

Non-Shift Roster

Non-shift rosters are 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 CA clauses 12.1.2(b) and 12.1.2(c).

Shift Roster

Shift rosters are where medical cover is provided by full rotating shifts over 24 hours/7 days as set out in STONZ CA clause 12.1.2(a).

Predominantly shift rosters will be in ED and ICU departments, but can be agreed in other services in accordance with CA requirements.

Superannuation

Calculation of Superannuation Subsidy

From 10 December 2020 the STONZ CA changed how the cap on the maximum District 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 CA 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 CA.

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 District 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 CA)				
Old Max **District** contribution	$ 298.72	$ 298.72	$ 298.72	$ 298.72
Gross **District** contribution (pre SSWT)	$ 240.00	$ 240.00	$ 240.00	$ 240.00
New provision effective from 10 December 2020				
New Max **District** contribution	$ 359.92	$ 359.92	$ 359.92	$ 359.92
Gross **District** 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
• Clause 12 STONZ Run Category Calculator Tool	• Calculates run categories and assesses the impact as part of the transitional arrangements set out in clause 12.1.5
• Clause 12 RMO Salary Scale Matrix	• Determines commencement step on salary scale. Not to be used for Registrars who meet returning Registrar eligibility criteria.
• Clause 12 Returning Registrar Salary Scale Matrix	• To be used for Registrars who are returning to Health NZ employment that meet the service and actively practicing eligibility criteria set out **here**.
• Clause 12 Run Review Calculation Matrix – Non-shift roster	• Calculates outcome of run / salary review as part of assessment of timesheets for non-shift rosters (includes a user guide)
• Clause 12 Run Review Calculation matrix – shift roster	• Calculates outcome of run / salary review as part of assessment of timesheets for shift rosters (includes a user guide)
• Clause 12 STONZ Run Review Weekly Timesheet	• The run review weekly timesheet template used by STONZ for RMO initiated run reviews
• Summary of Vocational Training Requirements – Part 1 Exams or Equivalent	• Provides a list of all the Specialty Colleges and a summary of the vocational training requirements which includes the Part One Exams or equivalent