

18 August 2020

[REDACTED]

Dear [REDACTED]

Re: OIA request – Movement of the RMO medical year

Thank you for your Official Information Act request received 27 July seeking the following information from Waitematā District Health Board (DHB):

1. All and any correspondence held by Waitematā DHB pertaining to movement of the RMO medical year on a permanent basis since 1 January 2020.

This request has also been sent to the Central Region Technical Advisory Services Ltd (TAS) and the Northern Regional Alliance Limited (NRA). TAS undertook national consultation and the NRA undertook regional consultation on this issue. A consultation document was sent to you on 18 June 2020 and is available on the TAS website. Accordingly, Waitematā DHB will not duplicate communications to and from TAS and the NRA in this response and has limited its response to communications by and to the Chief Medical Officer who was responsible for communications and consultation within Waitematā DHB on this issue. The residual relevant emails are attached.

You have the right to seek a review by the Ombudsman under section 28(3) if the Official Information Act. Information about how to make a complaint is available at www.ombudsman.parliament.nz

I trust that this information is helpful.

Waitematā DHB supports the open disclosure of information to assist community understanding of how we are delivering publicly funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider your views.

Yours sincerely,



Jonathan Christiansen
Chief Medical Officer
Waitematā District Health Board

From: [Jonathan Christiansen \(WDHB\)](#)
To: [Mark Shepherd \(WDHB\)](#)
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Date: Monday, 06 July 2020 12:24:03
Attachments: [Draft -Auckland Region Response- National Training Year Dates.docx](#)
[image001.jpg](#)
[image002.png](#)

FYI – you will hopefully be aware of the formal proposal to shift the annual training year dates.

No action needed here – just so you are in the operational loop if the CE's make a final decision to make the change.

Cheers

Jonathan

Jonathan Christiansen | Chief Medical Officer

Waitemata District Health Board

Mobile [REDACTED]



There is only one day left, always starting over: it is given to us at dawn, and taken away from us at dusk. Jean-Paul Sartre



From: Terina Davis (NRA)
Sent: Monday, 06 July 2020 11:56 a.m.
To: Peter Watson (CMDHB); Jonathan Christiansen (WDHB); Margaret Wilsher (ADHB); David Hughes (CMDHB); Michael Roberts (NDHB)
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Dear All,

Apologies for the late circulation of this. Please find attached draft regional response and cover letter.

I would appreciate your review and comment.

Following this, I am happy to circulate to the regional Chief Executives, or I am happy for you to liaise with your CE direct. Let me know your preference.

Please advise;

1. If you endorse the letter for feedback.
2. Preference for this to be signed out by the Chief Executives or the Chief Medical Officer group
3. Whether you are comfortable for me to circulate to the CEs or whether you will liaise direct with your individual CEs.

Mike – I have written from Auckland perspective, however can broaden to include Northland and can link with Tina if helpful.

I will submit the response on Wednesday, which is final day for feedback.

Terina

From: Terina Davis (NRA)
Sent: Thursday, 18 June 2020 11:01 a.m.
To: Peter Watson (CMDHB); Margaret Wilsher (ADHB); Jonathan Christiansen (WDHB); Michael Roberts (NDHB); David Hughes (CMDHB)
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks Pete.

I am happy to do an initial draft for review and feedback.

I can link with David in the first instance and then bring back to the group.

Terina

From: Peter Watson (CMDHB)
Sent: Thursday, 18 June 2020 10:24 a.m.
To: Margaret Wilsher (ADHB); Jonathan Christiansen (WDHB); Michael Roberts (NDHB); David Hughes (CMDHB); Terina Davis (NRA)
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

I'm thinking this would be something we could respond to as a region – although responding to a proposal we have driven nevertheless a positive affirmation for the change from our sizeable region would be worthwhile?

Pete

From: 20 DHB National Office [<mailto:ALLDHBS@tas.health.nz>]
Sent: Thursday, 18 June 2020 9:27 am
To: O365.DHB - CEOs <DHB-CEOs@tas.health.nz>
Cc: O365.DHB - CMOs <DHB-CMOs@tas.health.nz>; O365.DHB - RMO Unit Managers & Coordinators <DHB-RMOUnitManagersCoordinators@tas.health.nz>; O365.DHB - COOs <DHB-COOs@tas.health.nz>; O365.DHB - GMs Human Resources <DHB-GMsHumanResources@tas.health.nz>; O365.DLIST.DHBERManagersandConsultants.TAS <DLIST.DHBERManagersandConsultants.TAS@tas.health.nz>; o365.TAS – Workforce Team <DHBSS.WorkforceTeam@tas.health.nz>; O365.DLIST.DHBSS_ER_Specialists.TAS <DLIST.DHBSS_ER_Specialists.TAS@tas.health.nz>
Subject: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

To: 20 DHB Chief Executives

Cc: 20 DHB Chief Medical Officers
20 DHB RMO Unit Managers & Co-ordinators

20 DHB Chief Operating Officers
20 DHB GMs HR
20 DHB ER Managers
TAS Workforce and ER Teams

From: Peter Bramley – Chief Executive Lead – RMO Workforce, and
Nick Baker – Chair of National Chief Medical Officers

Dear Colleagues,

Further to recent discussion at the DHB Chief Executives meeting, it was agreed that the proposal to change Resident Medical Officer (RMO) rotation dates from the beginning of the 2021 training year would proceed to consultation with stakeholders.

Attached for your information is a copy of the final consultation document that sets out the proposal, the rationale, and the issues that will need to be considered as part of any transition.

This will be sent out to key stakeholders shortly, and subsequently made available on the TAS website. The key stakeholders are:

- The RMO Unions – NZ Resident Doctors' Association (NZRDA) and Specialty Trainees of NZ (SToNZ)
- The Council of Medical Colleges
- The Medical Council of New Zealand
- The Auckland and Otago University Medical Schools
- The NZ Medical Students' Association (NZMSA)
- The Association of Salaried Medical Specialists (ASMS)
- The NZ Medical Association (NZMA) and
- The Ministry of Health.

DHBs and individuals are welcome to provide a response to proposed change or aspects of it.

The deadline for responses to the proposal is **Wednesday, 1 July 2020**.

DHB Chief Executives will be provided with a summary of stakeholder feedback and a recommendation on whether the proposed change should proceed, and what if any changes to the consultation proposal should be made.

Regards

Peter Bramley
Chief Executive Lead – RMO Workforce

Nick Baker
Chair Chief Medical Officers

From: [Jonathan Christiansen \(WDHB\)](#)
To: [Andrew Brant \(WDHB\)](#)
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Date: Monday, 06 July 2020 21:11:37
Attachments: [Draft -Auckland Region Response- National Training Year Dates v 2.docx](#)
Importance: High

Hi Andrew,

As you are aware there is very strong national CMO support for permanently changing the dates of NZ's training year for RMOs, to align with Australia.

This proposal is open for national consultation through TAS at the moment (as below).

The metro-Auckland CMOs have worked on a regional response to the consultation, which closes this Wednesday.

We are requesting the CE's endorse this letter of response.

Terina from NRA will follow-up with you.

Cheers

Jonathan

From: 20 DHB National Office [<mailto:ALLDHBS@tas.health.nz>]
Sent: Thursday, 18 June 2020 9:27 am
To: O365.DHB - CEOs <DHB-CEOs@tas.health.nz>
Cc: O365.DHB - CMOs <DHB-CMOs@tas.health.nz>; O365.DHB - RMO Unit Managers & Coordinators <DHB-RMOUnitManagersCoordinators@tas.health.nz>; O365.DHB - COOs <DHB-COOs@tas.health.nz>; O365.DHB - GMs Human Resources <DHB-GMsHumanResources@tas.health.nz>; O365.DLIST.DHBERManagersandConsultants.TAS <DLIST.DHBERManagersandConsultants.TAS@tas.health.nz>; o365.TAS – Workforce Team <DHBS.WorkforceTeam@tas.health.nz>; O365.DLIST.DHBSS_ER_Specialists.TAS <DLIST.DHBSS_ER_Specialists.TAS@tas.health.nz>
Subject: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

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To: 20 DHB Chief Executives

Cc: 20 DHB Chief Medical Officers
20 DHB RMO Unit Managers & Co-ordinators
20 DHB Chief Operating Officers
20 DHB GMs HR

20 DHB ER Managers
TAS Workforce and ER Teams

From: Peter Bramley – Chief Executive Lead – RMO Workforce, and
Nick Baker – Chair of National Chief Medical Officers

Dear Colleagues,

Further to recent discussion at the DHB Chief Executives meeting, it was agreed that the proposal to change Resident Medical Officer (RMO) rotation dates from the beginning of the 2021 training year would proceed to consultation with stakeholders.

Attached for your information is a copy of the final consultation document that sets out the proposal, the rationale, and the issues that will need to be considered as part of any transition.

This will be sent out to key stakeholders shortly, and subsequently made available on the TAS website. The key stakeholders are:

- The RMO Unions – NZ Resident Doctors' Association (NZRDA) and Specialty Trainees of NZ (SToNZ)
- The Council of Medical Colleges
- The Medical Council of New Zealand
- The Auckland and Otago University Medical Schools
- The NZ Medical Students' Association (NZMSA)
- The Association of Salaried Medical Specialists (ASMS)
- The NZ Medical Association (NZMA) and
- The Ministry of Health.

DHBs and individuals are welcome to provide a response to proposed change or aspects of it.

The deadline for responses to the proposal is **Wednesday, 1 July 2020**.

DHB Chief Executives will be provided with a summary of stakeholder feedback and a recommendation on whether the proposed change should proceed, and what if any changes to the consultation proposal should be made.

Regards

Peter Bramley
Chief Executive Lead – RMO Workforce

Nick Baker
Chair Chief Medical Officers

To	Auckland Region Chief Executives and Chief Medical Officers
From	Terina Davis, Portfolio Manager
Date	6 July 2020
Subject	Auckland Region Feedback – Proposed Change to Resident Medical Officer Rotation Dates from 2021

Recommendations

It is recommended that the Auckland Region Chief Executives and Chief Medical Officers;

1. **Note** the Proposed Change to Resident Medical Officer Rotation Dates from 2021 is currently out for consultation nationally, with feedback closing Wednesday 08/07.
2. **Note** feedback from regional discussions has been provided to Central TAS and aspects incorporated into the proposal.
3. **Endorse** the draft regional response to be submitted on Wednesday 08/07.

Background

A consultation document on a Proposed Change to Resident Medical Officer Rotation Dates from 2021 was released for feedback nationally in June.

The consultation document was developed following and in response to disruption caused to RMO training by COVID-19.

The consultation also follows informal discussions and increasing appetite over a number of years regarding a change to the Resident Medical Officer training year and rotation dates to align more closely with Australia.

The proposal incorporates feedback from the Auckland region with discussions held through April and May with the Regional Chief Medical Officers and the Regional Training Committee.

A regional response has been drafted confirming the regions support for the proposal and reiterating key points regarding the proposal and transition.

Impacts on Training

The Regional Training Committee (RTC) provided feedback at their May meeting, prior to the formal consultation and proposal being released, on the principle of a change in dates. The consultation has subsequently been provided to them for any further feedback for comment.

The majority of the vocational specialties and the pre-vocational supported a change in rotation dates to commence in January/February each year.

The key focus was on patient care and trainee support with the advantage of not having RMOs who are new to their roles working over the Christmas and New Year period when supervision is limited has been identified as significant. In addition the RTC highlighted the following;

- Benefits for trainees required to rotate DHBs, highlighting the challenges in doing so in December, prior to Christmas due to financial and family impacts particularly where RMOs are required to pull children out of school early, prior to the school year end.
- Benefits of aligning with the Australian training year including a better alignment of college timetables and easing of the movement of trainees between New Zealand and Australia, particular for bi-national training programmes.
- Benefits of interns having a break between finishing Medical School and commencing employment, noting they are unlikely to have such an opportunity for a number of years while in training.

There were a small number of specialties who were against the proposal and emphasised particular concern regarding the ability to manage the transition and potential vacancies which may arise between December and February.

This was seen to particularly impact smaller and more structured programmes such as Radiology, with up to 8 trainees finishing training in December 2020 and the new cohort then not commencing until February 2020.

While this is a risk, it is expected that it will be somewhat offset due to some trainees unable to finish in December this year due to examinations being delayed until early 2020 as a result of COVID-19.

In the larger specialties and at House Officer level this will be mitigated through use of international medical graduates (IMG) or non-trainees

Transition

In terms of transition, the proposal outlines three options, particularly impacting House Officers.

- Option 1 – Q4 rotation date to occur as planned on the 24/08. This results in a shortened Q3 of 9 weeks and an extended Q4 of 21 weeks through to the new training year start date on 18/01.
- Option 2- Q4 rotation date to be extended by 6 weeks to the 05/10. This results in a longer Q3 of 15 weeks (normally 13) and reduces Q4 to 15 weeks.
- Option 3 – Q4 rotation date to be extended by 6 weeks to the 21/09. This results in Q3 being returned to a standard 13 week run, while the Q4 rotation is reduced to 17 weeks.

For the Auckland region it is recommended that we indicate a preference in our feedback for Option 3 based on the following;

- Option 3 enables the Q3 rotation to be returned to a 13 week run, noting that all RMO rotations in the Auckland region (unless by exception) were suspended in May/June impacting 517 House Officers.
- Option 3 acts to smooth out the rotation length and avoids an excessively long Q4 which may be challenging for RMOs particularly those in unpopular runs, and in turn reduces the risk of resignation as a result.
- Option 3 results in a 4 week delay and is preferred over Option 2 which is a 6 week delay, as it minimises the impact of any transition costs as a result of financial disadvantage for those required to remain in Q3 past the initial planned rotation date.

Other factors to be considered, particularly in regard to transition are as follows;

1. Risk of vacancies
 - a) There is potential for an increase in vacancies, particularly in the transition year where RMOs complete training in December or choose to take a break between ending employment in the Auckland region and commencing at another DHB.
 - b) However, this risk is seen to be best managed this year, as due to COVID-19;
 - I. The system is already disrupted
 - II. There is less movement of NZ trained RMOs and they are expected to remain in New Zealand.
 - III. There continues to be high interest from IMG for roles within NZ and they could be utilised to fill training roles on FTC.
 - IV. There will be some trainees who are delayed in completing training due to exams being cancelled or rescheduled to early 2021.
2. Winter rosters
 - a) Winter rosters, with increased RMO FTE are in place for a small number of rosters and ordinarily run in Q3 and Q4 each year.
 - b) As part of the transition we will need to run winter rosters for the full 21 weeks through to 17th Jan.
 - c) Long term we will need to look at a shift for winter rosters to run in Q2 and Q3 (when winter workload will be higher) rather than Q3 and Q4. Impacts of this will need to be worked through.
3. Roster publication and National Offer date
 - a) There is risk if the time to get a decision on the proposal and the associated transition timeframes is delayed.
 - b) Rosters are due for publication for Q4 by no later than the 27th July. There is uncertainty as to which roster should be published, whether a 21 week Q4 or a 4/6 week extension to the Q3 rotation followed by the Q4 rotation in late August.
 - c) Failure to publish rosters with the required 4 week notice period may result in penalty payments to affected RMOs.
 - d) In addition the national offer date for RMOs for employment for the 2021 training year is scheduled for the 10 August for Registrars and 24 August for House Officers. Interviews are currently underway for positions, with a confirmed training year start date needed in advance of offer.

Dr Peter Bramley
Chief Executive Lead – RMO Workforce

07 July 2020

Dear Peter

Feedback on Consultation – Proposed Change to Resident Medical Officer Rotation Dates from 2021

Thank you for the opportunity to provide feedback on the proposal to change the national RMO rotation dates.

The below response represents the combined view of the Auckland Region DHB Chief Medical Officer and Chief Executives and incorporates input from our Regional Training Committee.

Proposal

1. Do you support the proposed change to the 2021 rotation dates?

The Auckland region DHBs are in full support of the proposal to change Resident Medical Officer rotation dates from 2021.

2. Are there amendments you would suggest to the proposed 2021 rotation dates and why?

The Auckland region DHBs support the proposed rotation dates for 2021.

It is acknowledged that the one week gap between House Officer and Registrar rotations may be operationally challenging for DHBs in terms of delivery of orientation and RMO on-boarding.

The public holidays during January and February do limit options for rotation start dates and extending the gap between the House Officer and Registrar rotation to a two week gap would result in the Registrar rotation falling on Auckland Anniversary day annually.

While it is acknowledged that the current proposed Registrar rotation falls on Wellington Anniversary day, the number of overall RMOs impacted is less than employed in those DHBs impacted by the Auckland Anniversary day.

However, in the instance the one week gap was a significant issue for DHBs, the Auckland region would accommodate and support, although not the first preference.

Benefits

3. Do you agree with the identified benefits of the change to rotation dates?

The Auckland region DHBs support the benefits outlined.

4. Are there additional benefits of the change to rotation dates over and above those identified by the DHBs?

In particular, and as emphasised by our Auckland Regional Training Committee, the advantage to not having RMOs who are new to their roles working over Christmas and New Year is significant.

This period is not only harder to provide supervision for (due to SMO leave) but the often four day (stat holiday plus weekend) periods are times of lower overall staffing with services being less active in the hospitals, which is then compounded by reduced access to primary care services.

While historically this period was quieter in hospital, this is no longer the case, and the drop in adult medical work over summer is only minimal.

The reduced supervision aspect of the Christmas and New Year fortnight is compounded by the RMOs unfamiliarity with environment and roles, with these factors combined posing risk in terms of RMO support and patient care.

Issues and Mitigations

5. Do you agree with the issues the DHBs have identified with the proposed change to rotation dates?

The Auckland Region DHBs agree with the issues identified.

- The financial impact on graduating medical students is acknowledged and we would support exploring options to mitigate this, particularly for those students in a situation of hardship.
- The Auckland region and New Zealand as a whole remains reliant on international medical graduates (IMG) who comprise between 20-25% of the RMO workforce, and in particular UK/Ireland graduates.

While COVID-19 poses a risk in terms of access to this workforce it also poses an opportunity. While full impacts are yet to be realised, initial concern regarding a reduction in applicant numbers has not eventuated for the current year. IMG applicant numbers for RMO positions remain high for the Auckland region, with this mirrored nationally based on data collated through June and early July.

- Certainty of RMO staffing over the Christmas and New Year period will pose some risk on-going if the proposal is to proceed but is a specific concern of the transition period.

There is however opportunities to mitigate this through appointment of IMG, particularly at House Officer and Basic Trainee level for which applicant numbers remain high.

In addition implementing the proposal now for 2021 provides the best opportunity to mitigate the impacts in the transition year. The disruption caused by COVID-19 has resulted in examinations for many specialties being cancelled or delayed and as a result there is likely to be some RMOs due to complete training who do not complete or who are delayed in completing which will minimise the likelihood of shortages.

The DHBs also have opportunities to manage the flow of RMOs from House Officer to Registrar positions. For example, the Auckland region, in offering a House Officer outline in the offer letter, that their resignation from House Officer position takes effect the day prior to commencement of their Registrar position.

6. Do you consider there are other issues with the change to rotation dates in addition to those identified by the DHBs?

The change in rotation dates provides an opportunity as part of the transition for the current year to offset the impacts of RMOs having worked a shortened Q3 House Officer or second half Registrar rotation.

This has particular benefit for those RMOs employed in the Auckland region, due to all RMO rotations, being suspended (unless by exception) in May/June 2020 as part of the COVID-19 response and planning. This was unavoidable due to volume of rotations occurring across the Auckland region, with 1300+ RMOs impacted by a shortened rotation.

Implementation

7. Do you agree that the changes to the start of the training year should be implemented through DHB employment offers for 2021?

The Auckland region agrees the changes in rotation dates should be implemented for the 2021 training year and be done so through the DHB employment offers.

The challenges regarding transition will be evident and need to be managed whether the change in rotation dates is undertaken now or for future years. Proceeding for the 2021 year however provides the benefit of offsetting aspects of disruption as a result of COVID-19 including smoothing out otherwise shortened rotations and supporting those RMOs with delayed examinations.

8. Do you consider there are other requirements – professional, legal/regulatory or contractual – to make this change including the effective extension of Q4 (for House Officers) or a second half-year run for Registrars?

The MCNZ has confirmed they will provide flexibility in the accreditation of runs for House Officers/Interns where they work a shortened Q3 rotation.

Further discussions will be required with MCNZ to confirm how accreditation of Q4 will be managed, which will be impacted by the transition approach agreed. If Q4 results in being extended to 21 weeks, opportunities to accredit this as more than one rotation should be explored with MCNZ.

Operationally, consideration of the impact on the MCNZ e-port system will be required and changes in rotation dates within e-port may be required to be undertaken by MCNZ.

Transitional matters

9. Do you think the original House Officer rotation dates for the balance of the 2020 RMO training year should be amended?

- a. **If so do you prefer option 2 or 3 or an alternate option?**
- b. **Are there specific steps or actions required to put your preferred option in place?**

The Auckland region supports the change in the rotation dates for the balance of the 2020 RMO training year as part of the transition.

This would address the issue of a shortened rotation which impacted 1300+ RMOs in the Auckland region, of which 517 were House Officers as a result of the suspension of the May/June planned rotation dates.

Option 3 outlined in the consultation would be the preferred option, pushing the Q4 rotation date to the 21 September. This allows for the Q3 rotation to be returned to a full 13 weeks, while reducing Q4 from a potential 21 to 17 weeks.

Option 3 provides a balance in terms of smoothing out the rotation length while minimising any potential financial disadvantage and cost impact for DHBs.

10. Are there other transitional issues arising from the proposed change to rotation dates?

- a. **If so what are these issues?**
- b. **How would you suggest these are addressed?**

While there are no further transition issues to identify, the Auckland region would reiterate the importance of reaching a decision on the proposal as soon as possible and no later than the 17 July.

This is important to enable planning for RMOs and DHBs in preparation for the transition. Operationally the decision will also have an impact on roster publication and which rosters DHBs are publishing, in addition to offers of employment both which are required to be finalised in July.

Thank you again for the opportunity to provide feedback on this consultation and we look forward to receiving confirmation of the outcome later this month.

Kind Regards,

Kathy Briant (WDHB)

From: Mark Shepherd (WDHB)
Sent: Thursday, 16 July 2020 17:28
To: 'AllDHBs@tas.health.nz'
Cc: Jonathan Christiansen (WDHB); Kathy Briant (WDHB)
Subject: Medical Officer rotations

Happy to support the majority decision which was the change in rotation dates for 2021.

Mark Shepherd | Director

Provider Healthcare Services | Waitematā DHB

Phone: 09 4890527, Mobile: [REDACTED] Facsimile: 09 4888339

Email: Mark.Shepherd@waitematadhb.govt.nz

www.waitematadhb.govt.nz



Waitematā
District Health Board

Best Care for Everyone

From: [Jonathan Christiansen \(WDHB\)](#)
To: [Margaret Wilsher \(ADHB\)](#); [Terina Davis \(NRA\)](#); [David Hughes \(CMDHB\)](#)
Cc: [Peter Watson \(CMDHB\)](#); [Andrew Brant \(WDHB\)](#); [Mark Shepherd \(WDHB\)](#); [Ailsa Claire \(ADHB\)](#)
Subject: RE: All DHBs – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES
Date: Thursday, 16 July 2020 19:21:42

Yes - we can't possibly "employ" - either in actual work or \$ terms - a likely large number of overallocations from late Nov to mid-January.

Finishing TIs must be on a continuing stipend - the \$ value of which will need to be negotiated. It may be higher than the current stipend in this transitional plan.

Jonathan

From: Margaret Wilsher (ADHB)
Sent: Thursday, July 16, 2020 7:13 PM
To: Terina Davis (NRA); David Hughes (CMDHB)
Cc: Peter Watson (CMDHB); Jonathan Christiansen (WDHB); Ailsa Claire (ADHB)
Subject: Re: All DHBs – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

Greetings

This has all the hallmarks of a rostering nightmare. We could end up with two orientations, a pile of over allocations on full pay and nothing for them to do over Xmas. I would suggest a stipend for all and they can all start in January

Thoughts?

Margaret

Sent from my iPad

On 16/07/2020, at 3:06 PM, 20 DHB National Office
<ALLDHBS@tas.health.nz> wrote:

All DHBs – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

To: 20 DHB Chief Executives

Cc: 20 DHB CMOs
20 DHB COOs
20 DHB GMsHR
20 DHB RMO Unit Managers & Co-ordinators
20 DHB CEO EAs
TAS ER and Workforce Teams

From: Peter Bramley – Lead CE RMO Workforce

Dear Colleagues

Further to my update at last week's Chief Executive meeting, please find attached a copy of the proposed decision document for your endorsement.

The document summarises the submissions received in response to the proposal. The majority of submissions were in support of the proposed change.

In response to feedback, a minor amendment to the new rotation dates is proposed. It is also proposed that this year's cohort of Trainee Interns who accept a DHB position through the ACE process are offered the option of an 'early' start on the original 30 November 2020 date. As well as addressing the key concern around potential financial disadvantage for this group from the later start, it addresses a number of other issues around the transition to the new RMO training year. In terms of transition, it is proposed that the current Quarter 3 rotation date is pushed back 4 weeks to mid-September 2020.

The proposed decisions are as follows:

Training Year Dates

- The change of rotation dates will be implemented for the 2021 RMO Training Year
- The proposed dates for House Officer rotations will be as per the proposal, namely
 - Quarter 1 – Monday, 18 January 2021 to Sunday, 18 April 2021 (13 weeks)
 - Quarter 2 – Monday, 19 April 2021 to Sunday, 18 July 2021 (13 weeks)
 - Quarter 3 – Monday, 19 July 2021 to Sunday, 17 October 2021 (13 weeks)
 - Quarter 4 – Monday, 18 October 2021 to Sunday, 16 January 2022 (13 weeks)
- The proposed dates for Registrar rotations will be amended to re-establish a two-week gap between House Officer and Registrar starts, and to fully align to the Australian dates. The amended dates for Registrars will be:
 - First Half – Monday, 1 February 2021 to Sunday, 1 August 2021 (26 weeks)
 - Second Half – Monday, 2 August 2021 to Sunday, 30 January 2022 (26 weeks)

Financial impact on graduating medical students

- As a one-off transitional mitigation; and
- Providing the usual pre-employment requirements are satisfied; then
- Medical students graduating in 2020 will be able to elect to commence DHB employment on the earlier date of 30 November 2020, with their first quarter run aligning to the new dates.

Certainty of RMO staffing over the transition period

- RMO Units and Services will engage with their current RMOs to confirm their intentions around leave and employment over the 2020/21 Christmas/New Year period.

Timing of Registrar rotation relative to RACP Written Examination

- The DHBs acknowledge the concerns of RACP trainees and will work with those sitting the 2021 exam to ensure that they are

supported in their pre-exam study

Impact on GPEP1 2021 intake

- The DHBs will work with the RNZCGP to ensure these transitional issues can be managed with least disruption to RMO training.

Balance of the 2020 RMO training year

- Current House Office Quarter 3 rotations will continue to 20 September 2020; and
- House Officer Quarter 4 rotations will run from Monday, 21 September 2020 to Sunday, 17 January 2021

It remains the case that the sooner we can confirm these decisions, the more time and certainty we can give our current and prospective RMO workforce to adjust to this change. Accordingly, I would appreciate if you can **confirm your support for this change by email to AIDHBs@tas.health.nz by midday tomorrow** (Friday, 17 July 2020)

Concurrently to this email, I will be advising the NZRDA, SToNZ and NZ Medical Students Association (NZMSA), and separately the Council of Medical Colleges, NZ Medical Council, Ministry of Health and the Auckland and Otago Universities Medical School Deans of the decisions that you are being asked to endorse.

There will need to be ongoing work to ensure the transition to the new dates is well managed and any issues that arise can be promptly addressed. To this end I have proposed to the NZRDA, SToNZ and the NZMSA that we meet to set up the necessary arrangements.

Nga mihi

Peter Bramley

Lead CE RMO Workforce

<[2020 07 17](#) RMO Training year dates 2021 Decision Document.pdf>

From: [Derek Wright \(WDHB\)](#)
To: ["ALLDHBS@tas.health.nz"](mailto:ALLDHBS@tas.health.nz)
Cc: [Dale Bramley \(WDHB\)](#); [Christine Hutton \(WDHB\)](#); [Denys Court \(WDHB\)](#); [Jonathan Christiansen \(WDHB\)](#); [Mark Shepherd \(WDHB\)](#); [Peta Molloy \(WDHB\)](#)
Subject: RE: All DHBS – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES
Date: Friday, 17 July 2020 15:39:00
Attachments: [image001.png](#)

Hi

Waitemata support this proposal in principle but we are concerned about possible additional unbudgeted costs.

I am currently seeking some additional advice and will respond on Monday setting out our concerns.

Kind regards

Derek

Derek Wright
Acting Chief Executive
Director Specialist Mental Health & Addictions Services
Waitemata DHB

P: +64 9 487 1413 | M [REDACTED]
A: Private Bag 93503, Takapuna, North Shore 0740 | Level 3, 44 Taharoto Road, Takapuna, Auckland W: www.waitematadhb.govt.nz



From: Peta Molloy (WDHB) **On Behalf Of** Dale Bramley (WDHB)
Sent: Thursday, 16 July 2020 3:55 p.m.
To: Derek Wright (WDHB); Denys Court (WDHB); Christine Hutton (WDHB)
Subject: FW: All DHBS – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES
Importance: High

Please see below for urgent action.

Kind regards

Peta

Peta Molloy

**Executive Officer and Board Secretary
Board Chair and Chief Executive's Office**

Waitemata District Health Board
Level 2, 15 Shea Tce, Takapuna
Private Bag 93 503, Takapuna 0740

DDI: [REDACTED] | EXT: [REDACTED] | Mobile: [REDACTED]

Email: peta.molloy@waitematadhb.govt.nz

www.waitematadhb.govt.nz

From: 20 DHB National Office [<mailto:ALLDHBS@tas.health.nz>]

Sent: Thursday, 16 July 2020 3:07 p.m.

To: O365.DHB - CEOs <DHB-CEOs@tas.health.nz>

Cc: O365.DHB - CMOs <DHB-CMOs@tas.health.nz>; O365.DHB - COOs <DHB-COOs@tas.health.nz>; O365.DHB - GMs Human Resources <DHB-GMsHumanResources@tas.health.nz>; O365.DHB - RMO Unit Managers & Coordinators <DHB-RMOUnitManagersCoordinators@tas.health.nz>; O365.DHB - CEO EAs <DHB-CEOPAs@tas.health.nz>; O365.DLIST.DHBSS_ER_Specialists.TAS <DLIST.DHBSS_ER_Specialists.TAS@tas.health.nz>; o365.TAS – Workforce Team <DHBS.WorkforceTeam@tas.health.nz>

Subject: All DHBs – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

Importance: High

All DHBs – URGENT DECISION – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

To: 20 DHB Chief Executives

Cc: 20 DHB CMOs
20 DHB COOs
20 DHB GMsHR
20 DHB RMO Unit Managers & Co-ordinators
20 DHB CEO EAs
TAS ER and Workforce Teams

From: Peter Bramley – Lead CE RMO Workforce

Dear Colleagues

Further to my update at last week's Chief Executive meeting, please find attached a copy of the proposed decision document for your endorsement.

The document summarises the submissions received in response to the proposal. The majority of submissions were in support of the proposed change.

In response to feedback, a minor amendment to the new rotation dates is proposed. It is also proposed that this year's cohort of Trainee Interns who accept a DHB position through the ACE process are offered the option of an 'early' start on the original 30 November 2020 date. As well as addressing the key concern around potential financial disadvantage for this group from the later start, it addresses a number of other issues around the transition to the new RMO training year. In terms of transition, it is proposed that the current Quarter 3 rotation date is pushed back 4 weeks to mid-September 2020.

The proposed decisions are as follows:

Training Year Dates

- The change of rotation dates will be implemented for the 2021 RMO Training Year
- The proposed dates for House Officer rotations will be as per the proposal, namely
 - Quarter 1 – Monday, 18 January 2021 to Sunday, 18 April 2021 (13 weeks)
 - Quarter 2 – Monday, 19 April 2021 to Sunday, 18 July 2021 (13 weeks)
 - Quarter 3 – Monday, 19 July 2021 to Sunday, 17 October 2021 (13 weeks)
 - Quarter 4 – Monday, 18 October 2021 to Sunday, 16 January 2022 (13 weeks)
- The proposed dates for Registrar rotations will be amended to re-establish a two-week gap between House Officer and Registrar starts, and to fully align to the Australian dates. The amended dates for Registrars will be:
 - First Half – Monday, 1 February 2021 to Sunday, 1 August 2021 (26 weeks)
 - Second Half – Monday, 2 August 2021 to Sunday, 30 January 2022 (26 weeks)

Financial impact on graduating medical students

- As a one-off transitional mitigation; and
- Providing the usual pre-employment requirements are satisfied; then
- Medical students graduating in 2020 will be able to elect to commence DHB employment on the earlier date of 30 November 2020, with their first quarter run aligning to the new dates.

Certainty of RMO staffing over the transition period

- RMO Units and Services will engage with their current RMOs to confirm their intentions around leave and employment over the 2020/21 Christmas/New Year period.

Timing of Registrar rotation relative to RACP Written Examination

- The DHBs acknowledge the concerns of RACP trainees and will work with those sitting the 2021 exam to ensure that they are supported in their pre-exam study

Impact on GPEP1 2021 intake

- The DHBs will work with the RNZCGP to ensure these transitional issues can be managed with least disruption to RMO training.

Balance of the 2020 RMO training year

- Current House Office Quarter 3 rotations will continue to 20 September 2020; and
- House Officer Quarter 4 rotations will run from Monday, 21 September 2020 to Sunday, 17 January 2021

It remains the case that the sooner we can confirm these decisions, the more time and

certainty we can give our current and prospective RMO workforce to adjust to this change. Accordingly, I would appreciate if you can **confirm your support for this change by email to AIIDHBs@tas.health.nz by midday tomorrow** (Friday, 17 July 2020)

Concurrently to this email, I will be advising the NZRDA, SToNZ and NZ Medical Students Association (NZMSA), and separately the Council of Medical Colleges, NZ Medical Council, Ministry of Health and the Auckland and Otago Universities Medical School Deans of the decisions that you are being asked to endorse.

There will need to be ongoing work to ensure the transition to the new dates is well managed and any issues that arise can be promptly addressed. To this end I have proposed to the NZRDA, SToNZ and the NZMSA that we meet to set up the necessary arrangements.

Nga mihi

Peter Bramley
Lead CE RMO Workforce

From: [Jonathan Christiansen \(WDHB\)](#)
To: [Simon Young \(Medicine\) \(WDHB\)](#)
Subject: RE: All DHBs – Information – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES
Date: Monday, 27 July 2020 12:37:42
Attachments: [image002.jpg](#)
[image003.png](#)
[image004.gif](#)

Yes – the RACP has been discussing trying to achieve such a change for at least 10 years – there is a lot going for it.

Jonathan

Jonathan Christiansen Chief Medical Officer

Waitemata DHB Mobile [REDACTED]



There is only one day left, always starting over: it is given to us at dawn, and taken away from us at dusk. Jean-Paul Sartre



From: Simon Young (Medicine) (WDHB)
Sent: Monday, 27 July 2020 12:37 p.m.
To: Jonathan Christiansen (WDHB)
Subject: RE: All DHBs – Information – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

I take it you are in favour?

From: Jonathan Christiansen (WDHB)
Sent: Monday, 27 July 2020 12:29 p.m.
To: Simon Young (Medicine) (WDHB); Cheryl Johnson (WDHB)
Subject: RE: All DHBs – Information – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

I think they contributed to the Council of Medical Colleges submission – as most Colleges did. The CMC is the NZ body that can speak collectively for all Colleges.

Jonathan

From: Simon Young (Medicine) (WDHB)
Sent: Monday, 27 July 2020 11:02 a.m.
To: Jonathan Christiansen (WDHB); Cheryl Johnson (WDHB)
Subject: FW: All DHBs – Information – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES
Importance: High

The RACP did not seem to make any submission about this change?

From: Aishwarya Rahi (NRA)
Sent: Wednesday, 22 July 2020 1:54 p.m.
To: Peter Storey (ADHB); Peter Ruygrok (ADHB); Tony Scott (WDHB) (Cardiologist); Karen Agnew (ADHB); Paul Jarrett (CMDHB); Steven Lamb (ADHB); 'Amanda Oakley'; Weng Chyn Chan (CMDHB); Mark Bolland (ADHB); Ole Schmiedel (ADHB); Brandon Orr-Walker (CMDHB); Simon Young (Medicine) (WDHB); Cheryl Johnson (WDHB); Tracey Mcmillan (ADHB); Melisa Birdling (CMDHB); Laura Young (ADHB); Sharon Jackson (CMDHB); Merit Hanna (WDHB); Edward Theakston (ADHB); Miriam Hurst (ADHB); Anthony Jordan (ADHB); Rupert Handy (ADHB); Stephen McBride (CMDHB); Stephen Ritchie (ADHB); Nick Gow (WDHB); Nicholas

Child (ADHB); Justin Kao (ADHB); Catherine Marnoch (ADHB); Ian Kando (ADHB); Kathryn Chrystal (ADHB); Linda Huggins (CMDHB); Shamsul Shah (ADHB); 'Pam Jennings'; 'Eugenia Romboli'; Carol McAllum (ADHB); Celia Palmer; 'Mandy Parris-Piper'; Mary Seddon (CMDHB); Jonathan Christiansen (WDHB); Debbie Holdsworth (WDHB); 'Soyoung Kim'; Sureshbabu Subramanian (CMDHB); Betsy Mathew (CMDHB); HungKai Chen (ADHB); Lai Peng Tham (ADHB); Paul Manley (ADHB); Elene Ly (CMDHB); Sajed Valappil (WDHB); Nicola Dalbeth (Auckland University); Sunil Kumar (CMDHB); Keith Colvine (WDHB); Stuart Jones (CMDHB); Sally De Boer (ADHB); Megan Cornere (WDHB); Murray Reid (ADHB)

Subject: All DHBs – Information – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

Importance: High

Dear All,

Please find below a copy of a communication to DHBs nationally and subsequent communication to the Auckland Regional Training Committee for reference.

As you may be aware, consultation has now concluded on a proposal to change the National RMO Training Year and rotation dates. The consultation was undertaken nationally and included feedback from;

- The Medical Council of New Zealand
- The NZ Medical Association (NZMA)
- New Zealand Medical Students Association
- The Ministry of Health
- The Council of Medical Colleges (CMC)
- Medical Colleges
- The University of Auckland – Faculty of Health Sciences
- Specialty Trainees of New Zealand
- New Zealand Resident Doctors Associations
- District Health Boards
- Individual SMOs, RMOs and TIs

As a result of the feedback, the National Chief Executives have confirmed a decision to shift the training year to commence in January/February annually, starting from 2021. A copy of this decision is included for your information.

The current Registrar training year will now be extended and continue through until the 01st February 2021. The 2021 training year will commence from the 02nd February 2021, noting the 01 February is a public holiday for Auckland region.

We are working through the planning to operationalise this change from an Auckland region perspective including development of communications to RMOs. The plan will be signed off by the CMOs regionally, with an initial communication to RMOs sent from the CMOs today.

If you have any queries please let us know.

Kind regards,

Aishwarya Rahi (Aish)

Recruitment Consultant – Medicine Registrars

Northern Regional Alliance Limited

Level 2, Unisys Building

650 Great South Road, Penrose

PO Box 112147, Penrose, Auckland 1642

DDI: [REDACTED] | **EXTN:** [REDACTED]



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