

Te Toka Tumai Auckland District Response

OIA HNZ000033146 RMO Understaffing Data CRM:0354014

Requestor: Chrystal Hill

Request	<p>I wish to know the number of house officers and registrars working in your regions – specifically Waitemata, Counties Manukau, and Auckland City. Please treat this as three separate requests for each region.</p> <p>1/ House Officers:</p> <p>A. Time Frame: Week 6 of each quarter in 2023.</p> <p>B/ Information Required:</p> <ol style="list-style-type: none">i. Department and Team Breakdown: Exact number of house officers in each department and team.ii. Relieving Staff Numbers: Total count of relieving house officers during these weeks.iii. Vacant Positions: Detailed list of all vacant house officer positions.iv. Leave Details: Specific numbers of house officers on annual leave, sick leave, and bereavement leave from Monday to Sunday of the specified weeks.v. Extra Shifts and Duties: Detailed account of any additional duties or cross-covering shifts, including those outside normal hours.vi. Changes in Staff Numbers: Clear explanations for any variations in house officer numbers between quarters. <p>2/ Registrars:</p> <p>A/ Time Frame: Weeks 4 and 10 of each half-year rotation in 2023.</p> <p>B/ Information Required:</p> <ol style="list-style-type: none">i. Department and Team Breakdown: Exact number of registrars in each department and team.ii. Relieving Staff Numbers: Total count of relieving registrars during these weeks.iii. Vacant Positions: Detailed list of all vacant registrar positions.iv. Leave Details: Specific numbers of registrars on annual leave, sick leave, and bereavement leave from Monday to Sunday of the specified weeks.v. Extra Shifts and Duties: Detailed account of any additional duties or cross-covering shifts, including those outside normal hours.vi. Changes in Staff Numbers: Clear explanations for any variations in registrar numbers between the specified times.
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QUESTION 1 RESPONSES – HOUSE OFFICERS

Please note that when responding to this question the information provided captures both House Officer and Senior House Officers at each District.

A. Time Frame: Week 6 of each quarter in 2023.

The House Officer rotation dates for the 2023 Training Year were;

- HO Q1 2023 dates 16/01/2023 – 16/04/2023
- HO Q2 2023 dates 17/04/2023 – 16/07/2023
- HO Q3 2023 dates 17/07/2023 – 15/10/2023
- HO Q4 2023 dates 16/10/2023 – 14/01/2024

The week 6 timeframe for each quarter that the data provided covers are as follows;

- HO Q1 2023, week 6 period is 20/02/2023 to 26/02/2023
- HO Q2 2023, week 6 period is 08/05/2023 to 14/05/2023
- HO Q3 2023, week 6 period is 21/08/2023 to 27/08/2023
- HO Q4 2023, week 6 period is 20/11/2023 to 26/11/2023

B/ Information Required:

i. Department and Team Breakdown: Exact number of house officers in each department and team.

The information provided for the response to Question 1 – B(i) details the total number of House Officer positions split by Service and Position Name. The position FTE (full time equivalent) is provided for week 6 in each House Officer rotation and represents the approved number of House Officer positions for the service.

When providing House Officer numbers this includes both House Officer and Senior House Officer positions.

Service and Position Name	HO Q1 WK 6	HO Q2 WK 6	HO Q3 WK 6	HO Q4 WK 6
Anaesthesia	8	8	8	8
Anaesthesia SHO	8	8	8	8
Cardiac	14	14	14	14
Cardiology	6	6	6	6
CTSU	8	8	8	8
Critical Care	2	2	2	2
ICM CVICU SHO	2	2	2	2
Dental Care	9	9	9	9
Dental HO	9	9	9	9
Emergency Medicine	18	18	18	18
Emergency	11	11	11	11
Emergency Department	6	6	6	6
Paediatric Relief/ED	1	1	1	1
Gastroenterology	1	1	1	1
Gastroenterology	1	1	1	1
General Practice Community Based Attachment	1	1	1	1
Community Coast to Coast Health Care Wellsford	1	1	1	1
General Surgery	27	27	27	27
General Surgery	7	7	7	7
General Surgery - ASU/GSU	8	8	8	8
General Surgery & Vascular Surgery Night Reliever	1	1	1	1
Surgical Relief	11	11	11	11
Geriatrics Inpatient	9	9	9	9
Med Geriatrics	8	8	8	8

Med Geriatrics Relief	1	1	1	1
Haematology	2	2	2	2
Haematology	2	2	2	2
Medical Oncology	1	1	1	1
Medical Oncology	1	1	1	1
Medicine	27	27	27	27
General Medicine	14	14	14	14
Medicine Relief	11	11	11	11
Medicine Specialities Night Reliever	1	1	1	1
Medicine Specialities Relief	1	1	1	1
Neurology	2	2	2	2
Neurology	2	2	2	2
Neurosurgery	7	7	7	7
Neurosurgery	7	7	7	7
Obstetrics & Gynaecology	16	16	16	16
O&G	10	10	10	10
O&G Relief	4	4	4	4
O&G SHO	2	2	2	2
Ophthalmology	3	3	3	3
Ophthalmology	3	3	3	3
Orthopaedics	13	13	13	13
Orthopaedics	10	10	10	10
Surg Urology/Ortho Night Reliever	1	1	1	1
Surg Urology/Ortho Relief	2	2	2	2
Otorhinolaryngology	4	4	4	4
ORL/ENT	4	4	4	4
Paediatric Neonatology	1	1	1	1
Neonates	1	1	1	1
Paediatric Orthopaedic Surgery	2	2	2	2
Orthopaedics	2	2	2	2
Paediatric Otolaryngology	1	1	1	1
ENT	1	1	1	1
Paediatric Surgery	2	2	2	2
Surgery	2	2	2	2
Paediatrics	16	17	17	16
Cardiology	1	1	1	1
Gastro/ID	1	1	1	1
Neurology/Metabolic	1	1	1	1
Oncology	1	1	1	1
Paed Neurosurgery and Endocrine	1	1	1	1
Paediatric Relief	7	7	7	7
Paediatric Renal/Rheum	1	1	1	1
Respiratory/Immunology	1	1	1	1
Gen Paeds	2	3	3	2
Palliative Care	1	1	1	1
Community Mercy Hospice	1	1	1	1
Psychiatry	8	8	8	8
Community Mental Health Tupu Ora	1	1	1	1
Psychiatry	4	4	4	4
Psychiatry - FMU	1	1	1	1
Psychiatry CFU	1	1	1	1
Psychiatry Relief	1	1	1	1
Public Health	2	2	2	2
Community Public Health	2	2	2	2
Rehab Medicine	2	2	2	2
Rehab	2	2	2	2
Renal	2	2	2	2
Renal	2	2	2	2
Respiratory	2	2	2	2
Respiratory	2	2	2	2
Urology	3	3	3	3

Urology	3	3	3	3
Vascular	4	4	4	4
Vascular	3	3	3	3
Vascular/HDU	1	1	1	1
Total House Officer Positions Te Toka Tumai Auckland	210	211	211	210

ii. Relieving Staff Numbers: Total count of relieving house officers during these weeks.

The information provided for the response to Question 1 – B(ii) details the total number of dedicated House Officer Reliever positions split by Service and Position Name. The Reliever position FTE (full time equivalent) is provided for week 6 in each House Officer rotation. When providing House Officer numbers this includes both House Officer and Senior House Officer positions.

To provide context we have included the following information in the table as part of the response;

- Reliever Position FTE – this is consistent with the information provided at Question 1 – B(i) and represents the approved position FTE for the service.
- Allocated FTE – this is the number of House Officers allocated to the Reliever position. Where this is more than the position FTE it means that the position is overallocated i.e. there are additional House Officers allocated to the position.

Important note on Relief Models

The total number of dedicated reliever positions set out in the response is not indicative of all relief models in place across services.

There are a number of different relief models utilised by services that do not involve dedicated reliever positions and where this applies they are not included in the reliever table. Examples of the various relief models are set out as follows noting that models 1 to 4 involve dedicated reliever positions.

- Relief Model 1: Designated Service Relief
 - Relieving RMOs are employed into a designated service and only provide relief cover for that specific service roster. As an example, the designated General Surgery relievers only provide relief cover for duties within the General Surgery roster.
- Relief Model 2: Pooled Relief
 - Pooled relief is where relieving RMOs are in one large pool and relief cover is provided from within this pool for multiple services. Rosters for the relief RMOs can include duties from all services covered by the relief pool. For example, a Surgical House Officer relief pool would provide relief cover for all Surgical Specialities (e.g. General Surgery, Orthopaedics, Plastic Surgery, etc.).
- Relief Model 3: Aligned Pooled Relief
 - Aligned pooled relief is where relieving RMOs are in one large relief pool which provides cover for multiple services, however within this each RMO is aligned with 1-2 primary services.
- Relief Model 4: Rotating Relief
 - Rotating Relief is where throughout the run, RMOs rotate from a team position into a period of relief and a relieving RMO rotates into a designated team position. The purpose of this model is to ensure adequate relief cover while reducing the period individual RMOs are in a relief role.
- Relief Model 5: Embedded Relief
 - Embedded relief is where RMOs work a complete roster (no additional support required to staff the baseline roster) and cover RDOs, sleep days and day duties of RMOs on nights within the team without the need for a reliever.
- Relief Model 6: After-Hours (Rostered Additional) Relief
 - The After-Hours Relief model is where RMOs are assigned to a team position Monday – Friday as per their allocation and their relief duties only consist of hours over the ordinary hours such as

evenings, weekends and nights. This is suited to services where the number of RMOs required during the day time is more than the after-hours requirement.

- Relief Model 7: Embedded Relief/Re-allocation
 - This model includes development of a roster template that allows for a set number of RMOs to be away at any given time, with afterhours shared across those remaining within the service. This is done either by writing the roster to accommodate and minimise the impact of pre-approved leave or by RMOs swapping shifts to accommodate leave booked after roster publication. In this model, the roster is written (and remunerated) based on the number of Registrars required at work on any given day instead of the number of RMOs allocated to the service.
- Relief Model 8: Service Changes
 - In certain positions, senior registrars may provide services in the hospital that cannot be adequately covered by a reliever/junior registrar during their absence. In addition, relief roles cannot be implemented at a Senior Registrar level due to college restrictions.

Service and Position	HO Q1 WK 6		HO Q2 WK 6		HO Q3 WK 6		HO Q4 WK 6	
	Position FTE	Allocated FTE	Position FTE	Allocated FTE	Position FTE	Allocated FTE	Position FTE	Allocated FTE
Emergency Medicine	1	1	1	1	1	1	1	1
Paediatric Relief/ED	1	1	1	1	1	1	1	1
General Surgery	12	10	12	11	12	8	12	11
General Surgery & Vascular Surgery Night Reliever	1	0	1	1	1	0	1	1
Surgical Relief	11	10	11	10	11	8	11	10
Geriatrics Inpatient	1	1	1	1	1	0	1	0
Med Geriatrics Relief	1	1	1	1	1	0	1	0
Medicine	13	14	13	12	13	10	13	10
Medicine Relief	11	11	11	10	11	8	11	8
Medicine Specialities Night Reliever	1	1	1	1	1	1	1	1
Medicine Specialities Relief	1	2	1	1	1	1	1	1
Obstetrics & Gynaecology	4	2	4	2.9	4	3	4	4
O&G Relief	4	2	4	2.9	4	3	4	4
Orthopaedics	3	3	3	3	3	3	3	3
Surg Urology/Ortho Night Reliever	1	1	1	1	1	1	1	1
Surg Urology/Ortho Relief	2	2	2	2	2	2	2	2
Paediatrics	7	8	7	7	7	7	7	7
Paediatric Relief	7	8	7	7	7	7	7	7
Psychiatry	1	1	1	1	1	0	1	0
Psychiatry Relief	1	1	1	1	1	0	1	0
Total Reliever House Officer Positions Te Toka Tumai	42	40	42	38.9	42	32	42	36

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iii. Vacant Positions: Detailed list of all vacant house officer positions.

The information provided for the response to Question 1 – B(iii) details the total number of vacant House Officer positions split by Service and Position Name. The vacant House Officer positions are provided for week 6 in each House Officer rotation.

When providing House Officer numbers this includes both House Officer and Senior House Officer positions. To provide context we have included the following information in the table as part of the response;

- Position FTE – this is consistent with the information provided at Question 1 – B(i) and represents the approved position FTE for the service.
- Allocated FTE – this is the number of House Officers allocated to the position. Where this is more than the position FTE it means that the position is overallocated i.e. there are additional House Officers allocated to the position.
- Vacant FTE – this is the number of vacant House Officer positions. Where this is a negative number it means that the position is overallocated and is not a vacancy.

Service and Position Name	HO Q1 WK 6			HO Q2 WK 6			HO Q3 WK 6			HO Q4 WK 6		
	Position FTE	Allocated FTE	Vacant FTE	Position FTE	Allocated FTE	Vacant FTE	Position FTE	Allocated FTE	Vacant FTE	Position FTE	Allocated FTE	Vacant FTE
Anaesthesia	8	8	0	8	8	0	8	8	0	8	8	0
Anaesthesia SHO	8	8	0	8	8	0	8	8	0	8	8	0
Cardiac	14	13	1	14	14	0	14	14	0	14	14	0
Cardiology	6	6	0	6	6	0	6	6	0	6	6	0
CTSU	8	7	1	8	8	0	8	8	0	8	8	0
Critical Care	2	2	0	2	2	0	2	2	0	2	2	0
ICM CVICU SHO	2	2	0	2	2	0	2	2	0	2	2	0
Dental Care	9	8	1	9	8	1	9	8	1	9	8	1
Dental HO	9	8	1	9	8	1	9	8	1	9	8	1
Emergency Medicine	18	18	0	18	16	2	18	17	1	18	18	0
Emergency	11	11	0	11	9	2	11	10	1	11	11	0
Emergency Department	6	6	0	6	6	0	6	6	0	6	6	0
Paediatric Relief/ED	1	1	0	1	1	0	1	1	0	1	1	0
Gastroenterology	1	1	0	1	1	0	1	1	0	1	1	0
Gastroenterology	1	1	0	1	1	0	1	1	0	1	1	0
General Practice Community Based Attachment	1	1	0	1	1	0	1	1	0	1	0	1
Community Coast to Coast Health Care Wellsford	1	1	0	1	1	0	1	1	0	1	0	1
General Surgery	27	29	-2	27	28	-1	27	22.74	4.26	27	26	1
General Surgery	7	10	-3	7	9	-2	7	6.74	0.26	7	7	0
General Surgery - ASU/GSU	8	9	-1	8	8	0	8	8	0	8	8	0
General Surgery & Vascular Surgery Night Reliever	1	0	1	1	1	0	1	0	1	1	1	0
Surgical Relief	11	10	1	11	10	1	11	8	3	11	10	1
Geriatrics Inpatient	9	9	0	9	8	1	9	8	1	9	7	2
Med Geriatrics	8	8	0	8	7	1	8	8	0	8	7	1

Med Geriatrics Relief	1	1	0	1	1	0	1	0	1	1	0	1
Haematology	2	2	0	2	2	0	2	2	0	2	2	0
Haematology	2	2	0	2	2	0	2	2	0	2	2	0
Medical Oncology	1	2	-1	1	2	-1	1	2	-1	1	2	-1
Medical Oncology	1	2	-1	1	2	-1	1	2	-1	1	2	-1
Medicine	27	32	-5	27	27	0	27	24	3	27	25	2
General Medicine	14	18	-4	14	15	-1	14	14	0	14	15	-1
Medicine Relief	11	11	0	11	10	1	11	8	3	11	8	3
Medicine Specialities												
Night Reliever	1	1	0	1	1	0	1	1	0	1	1	0
Medicine Specialities Relief	1	2	-1	1	1	0	1	1	0	1	1	0
Neurology	2	2	0	2	2	0	2	2	0	2	2	0
Neurology	2	2	0	2	2	0	2	2	0	2	2	0
Neurosurgery	7	7	0	7	6	1	7	7	0	7	6	1
Neurosurgery	7	7	0	7	6	1	7	7	0	7	6	1
Obstetrics & Gynaecology	16	14	2	16	14.9	1.1	16	15	1	16	16	0
O&G	10	10	0	10	10	0	10	10	0	10	10	0
O&G Relief	4	2	2	4	2.9	1.1	4	3	1	4	4	0
O&G SHO	2	2	0	2	2	0	2	2	0	2	2	0
Ophthalmology	3	3	0	3	3	0	3	3	0	3	3	0
Ophthalmology	3	3	0	3	3	0	3	3	0	3	3	0
Orthopaedics	13	13	0	13	13	0	13	13	0	13	13	0
Orthopaedics	10	10	0	10	10	0	10	10	0	10	10	0
Surg Urology/Ortho												
Night Reliever	1	1	0	1	1	0	1	1	0	1	1	0
Surg Urology/Ortho Relief	2	2	0	2	2	0	2	2	0	2	2	0
Otorhinolaryngology	4	4	0	4	4	0	4	4	0	4	3	1
ORL/ENT	4	4	0	4	4	0	4	4	0	4	3	1
Paediatric Neonatology	1	1	0	1	1	0	1	1	0	1	1	0
Neonates	1	1	0	1	1	0	1	1	0	1	1	0
Paediatric Orthopaedic Surgery	2	2	0	2	2	0	2	2	0	2	2	0
Orthopaedics	2	2	0	2	2	0	2	2	0	2	2	0
Paediatric Otolaryngology	1	1	0	1	1	0	1	1	0	1	1	0
ENT	1	1	0	1	1	0	1	1	0	1	1	0
Paediatric Surgery	2	2	0	2	2	0	2	2	0	2	2	0
Surgery	2	2	0	2	2	0	2	2	0	2	2	0
Paediatrics	16	17	-1	17	17	0	17	17	0	16	15	1
Cardiology	1	1	0	1	1	0	1	1	0	1	1	0
Gastro/ID	1	1	0	1	1	0	1	1	0	1	1	0
Gen Paeds	2	3	-1	3	3	0	3	3	0	2	1	1
Neurology/Metabolic	1	1	0	1	1	0	1	1	0	1	1	0
Oncology	1	1	0	1	1	0	1	1	0	1	1	0
Paed Neurosurgery and Endocrine	1	1	0	1	1	0	1	1	0	1	1	0
Paediatric Relief	7	8	-1	7	7	0	7	7	0	7	7	0
Paediatric Renal/Rheum	1	0	1	1	1	0	1	1	0	1	1	0

Respiratory / Immunology	1	1	0	1	1	0	1	1	0	1	1	0
Palliative Care	1	1	0	1	1	0	1	1	0	1	1	0
Community Mercy Hospice	1	1	0	1	1	0	1	1	0	1	1	0
Psychiatry	8	9	-1	8	7.93	0.07	8	7	1	8	6	2
Community Mental Health Tupu Ora	1	1	0	1	0.93	0.07	1	1	0	1	0	1
Psychiatry	4	5	-1	4	4	0	4	4	0	4	4	0
Psychiatry - FMU	1	1	0	1	1	0	1	1	0	1	1	0
Psychiatry CFU	1	1	0	1	1	0	1	1	0	1	1	0
Psychiatry Relief	1	1	0	1	1	0	1	0	1	1	0	1
Public Health	2	2	0	2	2	0	2	2	0	2	2	0
Community Public Health	2	2	0	2	2	0	2	2	0	2	2	0
Rehab Medicine	2	2	0	2	1	1	2	2	0	2	2	0
Rehab	2	2	0	2	1	1	2	2	0	2	2	0
Renal	2	2	0	2	2	0	2	2	0	2	2	0
Renal	2	2	0	2	2	0	2	2	0	2	2	0
Respiratory	2	2	0	2	2	0	2	2	0	2	2	0
Respiratory	2	2	0	2	2	0	2	2	0	2	2	0
Urology	3	3	0	3	4	-1	3	3	0	3	3	0
Urology	3	3	0	3	4	-1	3	3	0	3	3	0
Vascular	4	4	0	4	4	0	4	4	0	4	4	0
Vascular	3	3	0	3	3	0	3	3	0	3	3	0
Vascular/HDU	1	1	0	1	1	0	1	1	0	1	1	0
House Officer Total	210	216	-6	211	206.8	4.17	211	199.7	11.26	210	199	11
Te Toka Tumai	210	216	-6	211	206.8	4.17	211	199.7	11.26	210	199	11

iv. Leave Details: Specific numbers of house officers on annual leave, sick leave, and bereavement leave from Monday to Sunday of the specified weeks.

The information provided for the response to Question 1 – B(iv) details the total number of House Officers on annual leave, sick leave and bereavement leave per day in week 6 in each House Officer rotation.

We note that there are more than three types of leave available to RMOs, these are not included in the response as they do not form part of the request;

- Medical Education leave
- Union leave and Employment Relations Education leave
- Parental leave
- Leave without pay
- Special COVID leave
- Alternate Holiday leave
- Time in lieu leave

The data provided has been reported out of the Leader payroll system and each instance of leave recorded has been reported whether that is for a full day or part of a day during the period specified.

Collective Agreement provisions impacting how leave is deducted

The RMO collective agreements set out that leave can only be deducted Monday through Friday. For this reason you will note that there are no House Officers on annual leave on Saturday/Sunday in week 6 of each rotation. The exceptions where leave can be deducted over a weekend are;

- Bereavement Leave
- Sick Leave
- Alternate Holidays

Timeframe	Annual Leave	Bereavement Leave	Sick Leave	Total House Officers on Leave
HO Q1 WK 6	81	3	23	107
20-Feb	15	0	5	20
21-Feb	14	<5	6	21
22-Feb	15	0	6	21
23-Feb	13	<5	<5	16
24-Feb	24	<5	<5	28
25-Feb	0	0	<5	<5
HO Q2 WK 6	55	3	35	93
08-May	12	0	11	23
09-May	10	0	7	17
10-May	10	0	8	18
11-May	10	<5	<5	15
12-May	13	<5	5	20
HO Q3 WK 6	94	<5	22	118
21-Aug	18	0	7	25
22-Aug	17	0	6	23
23-Aug	19	<5	<5	24
24-Aug	18	<5	<5	21
25-Aug	22	0	<5	25
HO Q4 WK 6	95	0	24	119
20-Nov	21	0	6	27
21-Nov	18	0	<5	22
22-Nov	17	0	<5	20
23-Nov	18	0	5	23
24-Nov	21	0	6	27

v. Extra Shifts and Duties: Detailed account of any additional duties or cross-covering shifts, including those outside normal hours.

The information provided for the response to Question 1 – B(v) details the additional duties and cross covering shifts per day in week 6 in each House Officer rotation. This information has been reported out of the Leader payroll system.

In the Additional Duties table we have reported the number of additional duties on each day of week 6 in each House Officer rotation, the number of additional duty hours and the amount of additional duties paid. Shift information is not available this is not captured in the payroll system.

Timeframe	Number of Additional Duties	Additional Duty Hours	Amount Paid
HO Q1 WK 6	35	203.5	\$30,102.50
20-Feb	2	6.5	\$655.00
21-Feb	1	6	\$570.00
22-Feb	5	24.5	\$2,797.50
23-Feb	4	22.5	\$3,875.00
24-Feb	3	22	\$3,880.00
25-Feb	9	49.5	\$7,880.00
26-Feb	11	72.5	\$10,445.00
HO Q2 WK 6	31	161.33	\$25,226.10
08-May	5	20.33	\$2,501.10

10-May	3	12.5	\$1,225.00
11-May	2	7	\$1,240.00
12-May	4	27	\$4,460.00
13-May	10	55	\$8,750.00
14-May	7	39.5	\$7,050.00
HO Q3 WK 6	78	439.81	\$56,542.70
21-Aug	8	41	\$4,720.00
22-Aug	5	25.5	\$2,967.50
23-Aug	7	32.5	\$3,745.00
24-Aug	11	51.5	\$5,212.50
25-Aug	14	55.48	\$6,416.60
26-Aug	17	123.33	\$17,516.10
27-Aug	16	110.5	\$15,965.00
HO Q4 WK 6	79	464.5	\$55,982.50
20-Nov	8	40.5	\$2,820.00
21-Nov	7	39	\$2,870.00
22-Nov	9	48	\$4,397.50
23-Nov	6	29	\$3,165.00
24-Nov	15	75	\$9,030.00
25-Nov	14	97	\$14,015.00
26-Nov	20	136	\$19,685.00
Total HO Additional Duties Te Toka Tumai Auckland	223	1269.14	\$167,853.80

In the Cross Cover table we have reported the number of cross cover instances on each day of week 6 in each House Officer rotation and the amount of the cross cover paid. This represents cross cover in ordinary hours and we have split out where the cross cover has been shared. Where cross cover outside ordinary hours occurs this is paid as additional duties not cross cover and is not captured as a separate category in the payroll data.

Timeframe	Number of Cross Cover	Cross Cover Amount Paid	Number of Shared Cross Cover	Shared Cross Cover Paid
HO Q1 WK 6	18	\$5,400.00	8	\$1,200.00
20-Feb	3	\$900.00	0	0
21-Feb	3	\$900.00	0	0
22-Feb	3	\$900.00	2	\$300.00
23-Feb	3	\$900.00	2	\$300.00
24-Feb	6	\$1,800.00	4	\$600.00
HO Q2 WK 6	5	\$1,500.00	3	\$450.00
08-May	1	\$300.00	3	\$450.00
10-May	1	\$300.00	0	0
11-May	1	\$300.00	0	0
12-May	2	\$600.00	0	0
HO Q3 WK 6	40	\$11,900.00	38	\$5,300.00
21-Aug	10	\$3,000.00	9	\$1,200.00
22-Aug	4	\$1,200.00	5	\$650.00
23-Aug	7	\$2,100.00	7	\$1,050.00
24-Aug	8	\$2,400.00	11	\$1,500.00
25-Aug	10	\$2,900.00	6	\$900.00
27-Aug	1	\$300.00	0	0
HO Q4 WK 6	31	\$9,100.00	55	\$6,675.00
20-Nov	9	\$2,700.00	16	\$1,950.00
21-Nov	6	\$1,800.00	16	\$1,950.00
22-Nov	5	\$1,300.00	5	\$700.00
23-Nov	4	\$1,200.00	7	\$850.00
24-Nov	7	\$2,100.00	11	\$1,225.00
Total HO Cross Cover Te Toka Tumai Auckland	94	\$27,900.00	104	\$13,625.00

vi. Changes in Staff Numbers: Clear explanations for any variations in house officer numbers between quarters.

The table below provides the response to Question 1 – B(vi). It identifies where there are variations in House Officer position FTE between each rotation and provides an explanation for those variations.

Service and Position	Position FTE				Explanation for variations between quarters
	HO Q1 WK 6	HO Q2 WK 6	HO Q3 WK 6	HO Q4 WK 6	
Paediatrics					
Gen Paeds	2	3	3	2	Summer / Winter roster in operation. For winter period across Q2/Q3 Paediatric House Officer positions increase by 1FTE.

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QUESTION 2 RESPONSES – REGISTRARS

Please note that when responding to this question the information provided captures both Registrar and Fellow positions covered by RMO terms and conditions.

A. Time Frame: Weeks 4 and 10 of each half-year rotation in 2023.

The Registrar rotation dates for each half-year rotation in the 2023 Training Year were;

- REG R1 2023 dates 31/01/2023 – 30/07/2023
- REG R2 2023 dates 31/07/2023 – 29/01/2024

The week 4 and week 10 timeframe for each half-year rotation that the data provided covers are;

- REG R1 2023, week 4 period is 20/02/2023 to 26/02/2023
- REG R1 2023, week 10 period is 03/04/2023 to 09/04/2023
- REG R2 2023, week 4 period is 21/08/2023 to 27/08/2023
- REG R2 2023, week 10 period is 02/10/2023 to 08/10/2023

B/ Information Required:

i. Department and Team Breakdown: Exact number of Registrars in each department and team.

The information provided for the response to Question 2 – B(i) details the total number of Registrar positions split by Service and Position Name. The position FTE (full time equivalent) is provided for week 4 and weeks 10 in each rotation and represents the approved number of Registrar positions for the service.

When providing Registrar numbers this includes both Registrar and Fellow RMO positions.

Service and Position Name	REG R1 WK 4	REG R1 WK 10	REG R2 WK4	REG R2 WK10
Anaesthesia	39	39	39	39
Anaes (Card)	6	6	6	6
Anaes (Gen)	18	18	18	18
Anaes (Womens)	7	7	7	7
Anaes Paed	6	6	6	6
Emergency Anaes Trainee	2	2	2	2
Cardiac	20	20	20	20
Cardiology	11	11	11	11
Surg CTSU	1	1	1	1
Surg CTSU (Non-SET)	2	2	2	2
Surg CTSU Cardiac	6	6	6	6
Clinical Education	1	1	1	1
Medical Education Fellow	1	1	1	1
Critical Care	38	38	39	39
Anaes (Cardiac ICU)	3	3	3	3
Anaes DCCM	4	4	4	4
DCCM	1	1	1	1
Emergency DCCM	3	3	3	3
Emergency PICU	2	2	2	2
ICM CVICU	4	4	5	5
ICM DCCM	7	7	7	7
ICM PICU	1	1	1	1
Paed PICU 6/12	2	2	2	2
PICU	11	11	11	11
Dental Care	9	9	8	8
Dental	2	2	2	2
Dental (Non Training)	1	1		

Dental OMS Registrar	1	1	1	1
Dental Paediatrics (Non Training)	2	2	2	2
HSD Non-Training Registrar	1	1	1	1
Oral Medicine Registrar (Non Training)	1	1	1	1
OralMaxFac - Non-Training Registrar	1	1	1	1
Dermatology	3	3	3	3
Dermatology	3	3	3	3
Diabetes	2	2	2	2
Diabetes	2	2	2	2
Emergency Medicine	28	28	28	28
Emergency	17	17	17	17
Emergency Paed CED	6	6	6	6
Paed CED	5	5	5	5
Endocrinology	1	1	1	1
Endocrinology	1	1	1	1
Gastroenterology	3	3	3	3
Gastroenterology	3	3	3	3
General Surgery	21	21	21	21
Surg Breast & Endo Fellow	1	1	1	1
Surg Colorectal Fellow	1	1	1	1
Surg Gen	6	6	6	6
Surg Gen (Non-SET)	3	3	3	3
Surg Gen Rotator (Non-SET)	1	1	1	1
Surg Gen Trauma/Acute Surg Fellow	1	1	1	1
Surg Hepatobiliary Fellow	1	1	1	1
Surg Relief (Non-SET)	6	6	6	6
Surg UGI Fellow	1	1	1	1
Geriatrics	12	12	12	12
Geriatrics	12	12	12	12
Haematology	5	5	5	5
Haematology	4	4	4	4
Haematology Rotator	1	1	1	1
Hepatology	3	3	3	3
Hepatology/Transplant	3	3	3	3
Immunology	2	2	2	2
Immunology	2	2	2	2
Infectious Diseases	2	2	2	2
Infectious Diseases	2	2	2	2
Medical Administration	1	1	1	1
Medical Administration	1	1	1	1
Medical Oncology	11	11	11	11
Medical Oncology	11	11	11	11
Medicine	36	36	36	36
General Medicine	24	24	24	24
Medical Relief	6	6	6	6
Medical Relief - Cardiology	1	1	1	1
Medical Relief - Gastroenterology	1	1	1	1
Medical Relief - Haematology/Oncology	1	1	1	1
Medical Relief - Neurology/OPH	1	1	1	1
Medical Relief - Renal/Diabetes/Endo	1	1	1	1
Medical Relief - Respiratory/ID	1	1	1	1
Neurology	6	6	6	6
Neurology	6	6	6	6
Neurosurgery	6	6	6	6
Surg Neurosurgery	4	4	4	4
Surg Neurosurgery (Non-SET)	2	2	2	2
Obstetrics & Gynaecology	20	20	20	20
O&G	19	19	19	19
Obstetric Medicine	1	1	1	1
Ophthalmology	13	13	13	13
Ophthalmology	8	8	8	8

Ophthalmology Non - Voc	4	4	4	4
Ophthalmology Non - Voc	1	1	1	1
Orthopaedics	19	19	19	19
Surg Arthroplasty Fellow	1	1	1	1
Surg Ortho	3	3	3	3
Surg Ortho (Non-SET)	11	11	11	11
Surg Ortho Spinal Fellow	2	2	2	2
Surg Ortho Trauma	1	1	1	1
Surg Ortho Trauma Fellow	1	1	1	1
Otorhinolaryngology	7	7	7	7
Surg ORL	3	3	3	3
Surg ORL (Non-SET)	1	1	1	1
Surg ORL Relief (Non-SET)	3	3	3	3
Paediatric - Outpatient	1	1	1	1
Paed General Outpatient	1	1	1	1
Paediatric Neonatology	11	11	11	11
Paed Neonates	10	10	10	10
Paed Neonates Relief	1	1	1	1
Paediatric Orthopaedic Surgery	7	7	7	7
Surg Ortho Paed	1	1	1	1
Surg Ortho Paed (Non-SET)	3	3	3	3
Surg Ortho Paed Fellow	2	2	2	2
Surg Ortho Paed Relief (Non-SET)	1	1	1	1
Paediatric Otolaryngology	2	2	2	2
Surg ORL Paeds	1	1	1	1
Surg ORL/Plastics Paeds (non-SET)	1	1	1	1
Paediatric Surgery	9	9	9	9
Surg Paed	2	2	2	2
Surg Paed (Non-SET)	7	7	7	7
Paediatrics	26	26	26	26
Paed Cardiac Surgical (SET)	1	1	1	1
Paed Cardiology	3	3	3	3
Paed Child Abuse	1	1	1	1
Paed Consult Liaison	1	1	1	1
Paed Endocrinology	1	1	1	1
Paed Gastro	1	1	1	1
Paed General	4	4	4	4
Paed Imm/ID	1	1	1	1
Paed Metabolic/Genetics	1	1	1	1
Paed Neurology	1	1	1	1
Paed Oncology/Haem	2	2	2	2
Paed Relief	4	4	4	4
Paed Relief - Subspecialty	2	2	2	2
Paed Renal	1	1	1	1
Paed Resp	2	2	2	2
Palliative Care	2	2	1	1
Palliative Care	2	2	1	1
Pathology	20	20	20	20
Path Chem	1	1	1	1
Path Forensic	2	2	2	2
Path Genetics	1	1	1	1
Path Haem	2	2	2	2
Path Haem Rotator	1	1	1	1
Path Histo Cytology	1	1	1	1
Path Histo Cytology DML	1	1	1	1
Path Histo Forensic	1	1	1	1
Path Histo Paeds	1	1	1	1
Path Histopath	5	5	5	5
Path Microbiology	2	2	2	2
Path Virology	2	2	2	2
Psychiatry	17	17	17	17

Psych Buchanan	1	1	1	1
Psych CFU SSH 1	1	1	1	1
Psych CFU SSH 2	1	1	1	1
Psych CMHC Manaaki House	1	1	1	1
Psych CMHC St Lukes	1	1	1	1
Psych CMHC Taylor Centre	1	1	1	1
Psych CornwallHse/Lotofale	1	1	1	1
Psych Fraser McDonald Unit	1	1	1	1
Psych Kari Centre	1	1	1	1
Psych Liaison ACH	1	1	1	1
Psych Manawanui	1	1	1	1
Psych MHSOP Community	1	1	1	1
Psych Starship Liaison	1	1	1	1
Psych Tu Maia	1	1	1	1
Psych TWT Blue	1	1	1	1
Psych TWT Green	1	1	1	1
Psych TWT ICU	1	1	1	1
Public Health	3	3	3	3
Public Health	2	2	2	2
Public Health - Funding & Planning	1	1	1	1
Radiation Oncology	9	9	9	9
Radiation Oncology	9	9	9	9
Radiology	25	25	25	25
Radiology	25	25	25	25
Rehab Medicine	2	2	2	2
Rehab	2	2	2	2
Renal	5	5	5	5
Renal	5	5	5	5
Respiratory	6	6	6	6
Respiratory	5	5	5	5
Respiratory Sleep Fellow	1	1	1	1
Rheumatology	2	2	2	2
Rheumatology	2	2	2	2
Sexual Health	2	2	2	2
Sexual Health	2	2	2	2
Urology	6	6	6	6
Surg Urology	2	2	2	2
Surg Urology (Non-SET)	4	4	4	4
Vascular	4	4	5	5
Surg Vascular	2	2	2	2
Surg Vascular (Non-SET)	2	2	3	3
Total Registrar Positions				
Te Toka Tumai Auckland	467	467	467	467

ii. Relieving Staff Numbers: Total count of relieving Registrars during these weeks.

The information provided for the response to Question 2 – B(ii) details the total number of dedicated Registrar Reliever positions split by Service and Position Name. The Reliever position FTE (full time equivalent) is provided for week 4 and week 10 in each Registrar rotation. When providing Registrar numbers this includes both Registrar and Fellow RMO positions.

To provide context we have included the following information in the table as part of the response;

- Reliever Position FTE – this is consistent with the information provided at Question 2 – B(i) and represents the approved position FTE for the service.
- Allocated FTE – this is the number of Registrars allocated to the Reliever position. Where this is more than the position FTE it means that the position is overallocated i.e. there are additional Registrars allocated to the position.

Important note on Relief Models

The total number of dedicated reliever positions set out in the response is not indicative of all relief models in place across services.

There are a number of different relief models utilised by services that do not involve dedicated reliever positions and where this applies they are not included in the reliever table. Examples of the various relief models are set out as follows noting that models 1 to 4 involve dedicated reliever positions.

- Relief Model 1: Designated Service Relief
 - Relieving RMOs are employed into a designated service and only provide relief cover for that specific service roster. As an example, the designated General Surgery relievers only provide relief cover for duties within the General Surgery roster.
- Relief Model 2: Pooled Relief
 - Pooled relief is where relieving RMOs are in one large pool and relief cover is provided from within this pool for multiple services. Rosters for the relief RMOs can include duties from all services covered by the relief pool. For example, a Surgical House Officer relief pool would provide relief cover for all Surgical Specialities (e.g. General Surgery, Orthopaedics, Plastic Surgery, etc.).
- Relief Model 3: Aligned Pooled Relief
 - Aligned pooled relief is where relieving RMOs are in one large relief pool which provides cover for multiple services, however within this each RMO is aligned with 1-2 primary services.
- Relief Model 4: Rotating Relief
 - Rotating Relief is where throughout the run, RMOs rotate from a team position into a period of relief and a relieving RMO rotates into a designated team position. The purpose of this model is to ensure adequate relief cover while reducing the period individual RMOs are in a relief role.
- Relief Model 5: Embedded Relief
 - Embedded relief is where RMOs work a complete roster (no additional support required to staff the baseline roster) and cover RDOs, sleep days and day duties of RMOs on nights within the team without the need for a reliever.
- Relief Model 6: After-Hours (Rostered Additional) Relief
 - The After-Hours Relief model is where RMOs are assigned to a team position Monday – Friday as per their allocation and their relief duties only consist of hours over the ordinary hours such as evenings, weekends and nights. This is suited to services where the number of RMOs required during the day time is more than the after-hours requirement.
- Relief Model 7: Embedded Relief/Re-allocation
 - This model includes development of a roster template that allows for a set number of RMOs to be away at any given time, with afterhours shared across those remaining within the service. This is done either by writing the roster to accommodate and minimise the impact of pre-approved

leave or by RMOs swapping shifts to accommodate leave booked after roster publication. In this model, the roster is written (and remunerated) based on the number of Registrars required at work on any given day instead of the number of RMOs allocated to the service.

- Relief Model 8: Service Changes
 - In certain positions, senior registrars may provide services in the hospital that cannot be adequately covered by a reliever/junior registrar during their absence. In addition, relief roles cannot be implemented at a Senior Registrar level due to college restrictions.

Service and Position Name	REG R1 WK 4		REG R1 WK 10		REG R2 WK4		REG R2 WK10	
	Position FTE	Allocated FTE	Position FTE	Allocated FTE	Position FTE	Allocated FTE	Position FTE	Allocated FTE
General Surgery	7	5	7	5	7	6	7	6
Surg Gen Rotator (Non-SET)	1	0	1	0	1	1	1	1
Surg Relief (Non-SET)	6	5	6	5	6	5	6	5
Haematology	1	1	1	1	1	1	1	1
Haematology Rotator	1	1	1	1	1	1	1	1
Medicine	12	4	12	3	12	0	12	0
Medical Relief	6	1	6	1	6	0	6	0
Medical Relief – Cardiology	1	0	1	0	1	0	1	0
Medical Relief – Gastroenterology	1	1	1	1	1	0	1	0
Medical Relief – Haematology/Oncology	1	1	1	0	1	0	1	0
Medical Relief – Neurology/OPH	1	0	1	0	1	0	1	0
Medical Relief – Renal/Diabetes/Endo	1	0	1	0	1	0	1	0
Medical Relief – Respiratory/ID	1	1	1	1	1	0	1	0
Obstetrics & Gynaecology	4	4	4	3	4	4	4	4
O&G	4	4	4	3	4	4	4	4
Ophthalmology	1	1	1	1	1	1	1	0
Ophthalmology Non - Voc	1	1	1	1	1	1	1	0
Otorhinolaryngology	3	3	3	3	3	3	3	3
Surg ORL Relief (Non-SET)	3	3	3	3	3	3	3	3
Paediatric Neonatology	1	1	1	1	1	1	1	0
Paed Neonates Relief	1	1	1	1	1	1	1	0
Paediatric Orthopaedic Surgery	1	1	1	1	1	1	1	1
Surg Ortho Paed Relief (Non-SET)	1	1	1	1	1	1	1	1
Paediatrics	6	6.5	6	6	6	5	6	5
Paed Relief	4	4	4	4	4	3.5	4	3.5
Paed Relief - Subspecialty	2	2.5	2	2	2	1.5	2	1.5
Pathology	1	1	1	1	1	1	1	1
Path Haem Rotator	1	1	1	1	1	1	1	1
Psychiatry	3	2	3	2	3	3	3	3
Psych Buchanan	1	1	1	1	1	1	1	1
Psych Manawanui	1	1	1	1	1	1	1	1
Psych Tu Maia	1	0	1	0	1	1	1	1
Total Registrar Reliever Positions Te Toka Tumai Auckland	40	29.5	40	27	40	26	40	24

iii. Vacant Positions: Detailed list of all vacant Registrar positions.

The information provided for the response to Question 2 – B(iii) details the total number of vacant Registrar positions split by Service and Position Name. The vacant Registrar positions are provided for week 4 and week 10 in each rotation.

When providing Registrar numbers this includes both Registrar and Fellow RMO positions.

To provide context we have included the following information in the table as part of the response;

- Position FTE – this is consistent with the information provided at Question 2 – B(i) and represents the approved position FTE for the service.
- Allocated FTE – this is the number of Registrars allocated to the position. Where this is more than the position FTE it means that the position is overallocated i.e. there are additional Registrars allocated to the position.
- Vacant FTE – this is the number of vacant Registrar positions. Where this is a negative number it means that the position is overallocated and is not a vacancy.

Service and Position Name	REG R1 WK 4			REG R1 WK 10			REG R2 WK			REG R2 WK10		
	Position FTE	Allocated FTE	Vacant FTE	Position FTE	Allocated FTE	Vacant FTE	Position FTE	Allocated FTE	Vacant FTE	Position FTE	Allocated FTE	Vacant FTE
Anaesthesia	39	47.6	-8.6	39	45.6	-6.6	39	39.2	-0.2	39	40	-1
Anaes (Card)	6	8	-2	6	8	-2	6	7	-1	6	8	-2
Anaes (Gen)	18	22.6	-4.6	18	21.6	-3.6	18	17	1	18	18	0
Anaes (Womens)	7	7	0	7	7	0	7	7.2	-0.2	7	7	0
Anaes Paed	6	8	-2	6	8	-2	6	8	-2	6	7	-1
Emergency Anaes Trainee	2	2	0	2	1	1	2	0	2	2	0	2
Cardiac	20	20	0	20	20	0	20	19	1	20	19	1
Cardiology	11	11	0	11	11	0	11	10	1	11	11	0
Surg CTSU	1	1	0	1	1	0	1	1	0	1	1	0
Surg CTSU (Non-SET)	2	2	0	2	2	0	2	2	0	2	2	0
Surg CTSU Cardiac	6	6	0	6	6	0	6	6	0	6	5	1
Clinical Education	1	1	0	1	1	0	1	1	0	1	1	0
Medical Education Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Critical Care	38	33	5	38	34	4	39	37	2	39	39	0
Anaes (Cardiac ICU)	3	3	0	3	3	0	3	3	0	3	3	0
Anaes DCCM	4	4	0	4	4	0	4	5	-1	4	5	-1
DCCM	1	0	1	1	0	1	1	1	0	1	1	0
Emergency DCCM	3	3	0	3	3	0	3	3	0	3	3	0
Emergency PICU	2	2	0	2	2	0	2	2	0	2	2	0
ICM CVICU	4	4	0	4	4	0	5	4	1	5	5	0
ICM DCCM	7	7	0	7	7	0	7	8	-1	7	8	-1
ICM PICU	1	1	0	1	1	0	1	1	0	1	1	0
Paed PICU 6/12	2	2	0	2	2	0	2	2	0	2	2	0
PICU	11	7	4	11	8	3	11	8	3	11	9	2
Dental Care	9	10	-1	9	10	-1	8	9	-1	8	8	0
Dental	2	2	0	2	2	0	2	2	0	2	2	0
Dental (Non Training)	1	1	0	1	1	0	1	1	0	1	1	0
Dental OMS Registrar	1	1	0	1	1	0	1	1	0	1	1	0
Dental Paediatrics (Non Training)	2	2	0	2	2	0	2	2	0	2	1	1
HSD Non-Training Registrar	1	2	-1	1	2	-1	1	2	-1	1	2	-1
Oral Medicine Registrar (Non Training)	1	1	0	1	1	0	1	1	0	1	1	0
OralMaxFac - Non-Training Registrar	1	1	0	1	1	0	1	1	0	1	1	0

Dermatology	3	3	0	3	3	0	3	3	0	3	3	0
Dermatology	3	3	0	3	3	0	3	3	0	3	3	0
Diabetes	2	2	0	2	2	0	2	2	0	2	2	0
Diabetes	2	2	0	2	2	0	2	2	0	2	2	0
Emergency Medicine	28	25.5	2.5	28	27	1	28	27	1	28	26.5	1.5
Emergency	17	15	2	17	15.5	1.5	17	14	3	17	14	3
Emergency Paed CED	6	5.5	0.5	6	6.5	-0.5	6	6	0	6	5	1
Paed CED	5	5	0	5	5	0	5	7	-2	5	7.5	-2.5
Endocrinology	1	1	0	1	1	0	1	1	0	1	1	0
Endocrinology	1	1	0	1	1	0	1	1	0	1	1	0
Gastroenterology	3	4	-1	3	3	0	3	3	0	3	3	0
Gastroenterology	3	4	-1	3	3	0	3	3	0	3	3	0
General Surgery	21	19	2	21	19	2	21	20	1	21	20	1
Surg Breast & Endo Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Surg Colorectal Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Surg Gen	6	6	0	6	6	0	6	6	0	6	6	0
Surg Gen (Non-SET)	3	3	0	3	3	0	3	3	0	3	3	0
Surg Gen Rotator (Non-SET)	1	0	1	1	0	1	1	1	0	1	1	0
Surg Gen Trauma/Acute Surg Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Surg Hepatobiliary Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Surg Relief (Non-SET)	6	5	1	6	5	1	6	5	1	6	5	1
Surg UGI Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Geriatrics	12	12	0	12	12	0	12	12	0	12	11	1
Geriatrics	12	12	0	12	12	0	12	12	0	12	11	1
Haematology	5	5	0	5	5	0	5	5	0	5	5	0
Haematology	4	4	0	4	4	0	4	4	0	4	4	0
Haematology Rotator	1	1	0	1	1	0	1	1	0	1	1	0
Hepatology	3	3	0	3	3	0	3	3	0	3	3	0
Hepatology/Transplant	3	3	0	3	3	0	3	3	0	3	3	0
Immunology	2	2	0	2	2	0	2	2	0	2	2	0
Immunology	2	2	0	2	2	0	2	2	0	2	2	0
Infectious Diseases	2	2	0	2	2	0	2	2	0	2	2	0
Infectious Diseases	2	2	0	2	2	0	2	2	0	2	2	0
Medical Administration	1	0	1	1	0	1	1	0	1	1	0	1
Medical Administration	1	0	1	1	0	1	1	0	1	1	0	1
Medical Oncology	11	9.81	1.19	11	11	0	11	10	1	11	10	1
Medical Oncology	11	9.81	1.19	11	11	0	11	10	1	11	10	1
Medicine	36	24.72	11.28	36	23.72	12.28	36	17.5	18.5	36	17.45	18.55
General Medicine	24	20.72	3.28	24	20.72	3.28	24	17.5	6.5	24	17.45	6.55
Medical Relief	6	1	5	6	1	5	6	0	6	6	0	6
Medical Relief - Cardiology	1	0	1	1	0	1	1	0	1	1	0	1
Medical Relief - Gastroenterology	1	1	0	1	1	0	1	0	1	1	0	1
Medical Relief - Haematology/Oncology	1	1	0	1	0	1	1	0	1	1	0	1
Medical Relief - Neurology/OPH	1	0	1	1	0	1	1	0	1	1	0	1
Medical Relief - Renal/Diabetes/Endo	1	0	1	1	0	1	1	0	1	1	0	1
Medical Relief - Respiratory/ID	1	1	0	1	1	0	1	0	1	1	0	1
Neurology	6	6	0	6	6	0	6	6	0	6	6	0
Neurology	6	6	0	6	6	0	6	6	0	6	6	0
Neurosurgery	6	6	0	6	6	0	6	7	-1	6	7	-1
Surg Neurosurgery	4	5	-1	4	5	-1	4	5	-1	4	5	-1

Surg Neurosurgery (Non-SET)	2	1	1	2	1	1	2	2	0	2	2	0
Obstetrics & Gynaecology	20	20.83	-0.83	20	18.83	1.17	20	20.48	-0.48	20	19.48	0.52
O&G	19	19.83	-0.83	19	17.83	1.17	19	19.48	-0.48	19	18.48	0.52
Obstetric Medicine	1	1	0	1	1	0	1	1	0	1	1	0
Ophthalmology	13	13.7	-0.7	13	13	0	13	13	0	13	12.09	0.91
Ophthalmology	8	8.7	-0.7	8	8	0	8	7	1	8	8.09	-0.09
Ophthalmology Non - Voc	4	4	0	4	4	0	4	4	0	4	2	2
Ophthalmology Non - Voc	1	1	0	1	1	0	1	2	-1	1	2	-1
Orthopaedics	19	20	-1	19	20	-1	19	16	3	19	17	2
Surg Arthroplasty Fellow	1	1	0	1	1	0	1	1	0	1	1	0
Surg Ortho	3	4	-1	3	4	-1	3	4	-1	3	4	-1
Surg Ortho (Non-SET)	11	12	-1	11	12	-1	11	10	1	11	10	1
Surg Ortho Spinal Fellow	2	1	1	2	1	1	2	0	2	2	0	2
Surg Ortho Trauma	1	1	0	1	1	0	1	1	0	1	1	0
Surg Ortho Trauma Fellow	1	1	0	1	1	0	1	0	1	1	1	0
Otorhinolaryngology	7	7	0	7	7	0	7	7	0	7	7	0
Surg ORL	3	3	0	3	3	0	3	3	0	3	3	0
Surg ORL (Non-SET)	1	1	0	1	1	0	1	1	0	1	1	0
Surg ORL Relief (Non-SET)	3	3	0	3	3	0	3	3	0	3	3	0
Paediatric - Outpatient	1	1	0	1	1	0	1	1	0	1	1	0
Paed General Outpatient	1	1	0	1	1	0	1	1	0	1	1	0
Paediatric Neonatology	11	10	1	11	9	2	11	9	2	11	8	3
Paed Neonates	10	9	1	10	8	2	10	8	2	10	8	2
Paed Neonates Relief	1	1	0	1	1	0	1	1	0	1	0	1
Paediatric Orthopaedic Surgery	7	7	0	7	7	0	7	6	1	7	8	-1
Surg Ortho Paed	1	1	0	1	1	0	1	1	0	1	1	0
Surg Ortho Paed (Non-SET)	3	3	0	3	3	0	3	2	1	3	3	0
Surg Ortho Paed Fellow	2	2	0	2	2	0	2	2	0	2	3	-1
Surg Ortho Paed Relief (Non-SET)	1	1	0	1	1	0	1	1	0	1	1	0
Paediatric Otolaryngology	2	2	0	2	2	0	2	2	0	2	2	0
Surg ORL Paeds	1	1	0	1	1	0	1	1	0	1	1	0
Surg ORL/Plastics Paeds (non-SET)	1	1	0	1	1	0	1	1	0	1	1	0
Paediatric Surgery	9	8	1	9	9	0	9	9	0	9	9	0
Surg Paed	2	2	0	2	2	0	2	2	0	2	2	0
Surg Paed (Non-SET)	7	6	1	7	7	0	7	7	0	7	7	0
Paediatrics	26	25.5	0.5	26	26	0	26	25	1	26	25	1
Paed Cardiac Surgical (SET)	1	1	0	1	1	0	1	1	0	1	1	0
Paed Cardiology	3	2	1	3	3	0	3	3	0	3	3	0
Paed Child Abuse	1	1	0	1	1	0	1	1	0	1	1	0
Paed Consult Liaison	1	1	0	1	1	0	1	1	0	1	1	0
Paed Endocrinology	1	1	0	1	1	0	1	1	0	1	1	0
Paed Gastro	1	1	0	1	1	0	1	1	0	1	1	0
Paed General	4	4	0	4	4	0	4	4	0	4	4	0
Paed Imm/ID	1	1	0	1	1	0	1	1	0	1	1	0
Paed Metabolic/Genetics	1	1	0	1	1	0	1	1	0	1	1	0
Paed Neurology	1	1	0	1	1	0	1	1	0	1	1	0
Paed Oncology/Haem	2	2	0	2	2	0	2	2	0	2	2	0

Paed Relief	4	4	0	4	4	0	4	3.5	0.5	4	3.5	0.5
Paed Relief - Subspecialty	2	2.5	-0.5	2	2	0	2	1.5	0.5	2	1.5	0.5
Paed Renal	1	1	0	1	1	0	1	1	0	1	1	0
Paed Resp	2	2	0	2	2	0	2	2	0	2	2	0
Palliative Care	2	1	1	2	1	1	1	2	-1	1	2	-1
Palliative Care	2	1	1	2	1	1	1	2	-1	1	2	-1
Pathology	20	18.8	1.2	20	18.8	1.2	20	19.8	0.2	20	18.8	1.2
Path Chem	1	1	0	1	1	0	1	1	0	1	1	0
Path Forensic	2	1	1	2	1	1	2	2	0	2	1	1
Path Genetics	1	1	0	1	1	0	1	1	0	1	1	0
Path Haem	2	2	0	2	2	0	2	2	0	2	2	0
Path Haem Rotator	1	1	0	1	1	0	1	1	0	1	1	0
Path Histo Cytology	1	1	0	1	1	0	1	2	-1	1	1	0
Path Histo Cytology DML	1	1	0	1	1	0	1	1	0	1	1	0
Path Histo Forensic	1	1	0	1	1	0	1	0	1	1	1	0
Path Histo Paeds	1	1	0	1	1	0	1	1	0	1	1	0
Path Histopath	5	5	0	5	5	0	5	5	0	5	5	0
Path Microbiology	2	1.8	0.2	2	1.8	0.2	2	1.8	0.2	2	1.8	0.2
Path Virology	2	2	0	2	2	0	2	2	0	2	2	0
Psychiatry	17	15.4	1.6	17	15.4	1.6	17	17	0	17	18	-1
Psych Buchanan	1	1	0	1	1	0	1	1	0	1	1	0
Psych CFU SSH 1	1	1	0	1	1	0	1	1	0	1	1	0
Psych CFU SSH 2	1	1	0	1	1	0	1	1	0	1	1	0
Psych CMHC Manaaki House	1	1	0	1	1	0	1	1	0	1	1	0
Psych CMHC St Lukes	1	1	0	1	1	0	1	1	0	1	1	0
Psych CMHC Taylor Centre	1	1	0	1	1	0	1	1	0	1	1	0
Psych CornwallHse/Lotofale	1	1	0	1	1	0	1	1	0	1	1	0
Psych Fraser McDonald Unit	1	1	0	1	1	0	1	1	0	1	1	0
Psych Kari Centre	1	0.8	0.2	1	0.8	0.2	1	1	0	1	1	0
Psych Liaison ACH	1	1	0	1	1	0	1	1	0	1	1	0
Psych Manawanui	1	1	0	1	1	0	1	1	0	1	1	0
Psych MHSOP Community	1	0.6	0.4	1	0.6	0.4	1	1	0	1	1	0
Psych Starship Liaison	1	1	0	1	1	0	1	1	0	1	1	0
Psych Tu Maia	1	0	1	1	0	1	1	1	0	1	1	0
Psych TWT Blue	1	2	-1	1	2	-1	1	1	0	1	2	-1
Psych TWT Green	1	1	0	1	1	0	1	2	-1	1	2	-1
Psych TWT ICU	1	0	1	1	0	1	1	0	1	1	0	1
Public Health	3	2	1	3	1	2	3	4.5	-1.5	3	3.5	-0.5
Public Health	2	2	0	2	1	1	2	4.5	-2.5	2	3.5	-1.5
Public Health - Funding & Planning	1	0	1	1	0	1	1	0	1	1	0	1
Radiation Oncology	9	8.77	0.23	9	8.77	0.23	9	7.86	1.14	9	8.86	0.14
Radiation Oncology	9	8.77	0.23	9	8.77	0.23	9	7.86	1.14	9	8.86	0.14
Radiology	25	25	0	25	24.42	0.58	25	24.42	0.58	25	24	1
Radiology	25	25	0	25	24.42	0.58	25	24.42	0.58	25	24	1
Rehab Medicine	2	2	0	2	2	0	2	2	0	2	2	0
Rehab	2	2	0	2	2	0	2	2	0	2	2	0
Renal	5	5	0	5	5	0	5	5	0	5	5	0
Renal	5	5	0	5	5	0	5	5	0	5	5	0
Respiratory	6	4	2	6	5	1	6	6	0	6	6	0
Respiratory	5	4	1	5	4	1	5	5	0	5	5	0
Respiratory Sleep Fellow	1	0	1	1	1	0	1	1	0	1	1	0
Rheumatology	2	2	0	2	2	0	2	2	0	2	2	0
Rheumatology	2	2	0	2	2	0	2	2	0	2	2	0
Sexual Health	2	2	0	2	2	0	2	2	0	2	2	0

Sexual Health	2	2	0	2	2	0	2	2	0	2	2	0
Urology	6	6	0	6	6	0	6	6	0	6	6	0
Surg Urology	2	2	0	2	2	0	2	2	0	2	2	0
Surg Urology (Non-SET)	4	4	0	4	4	0	4	4	0	4	4	0
Vascular	4	4	0	4	4	0	5	4	1	5	4	1
Surg Vascular	2	2	0	2	2	0	2	2	0	2	2	0
Surg Vascular (Non-SET)	2	2	0	2	2	0	3	2	1	3	2	1
Total Vacant Positions	467	447.6	19.37	467	444.5	22.46	467	436.8	30.24	467	436.7	30.32

iv. Leave Details: Specific numbers of Registrars on annual leave, sick leave, and bereavement leave from Monday to Sunday of the specified weeks.

The information provided for the response to Question 2 – B(iv) details the total number of Registrars on annual leave, sick leave and bereavement leave per day in week 4 and week 10 of each Registrar rotation.

We note that there are more than three types of leave available to RMOs, these are not included in the response as they do not form part of the request;

- Medical Education leave
- Union leave and Employment Relations Education leave
- Parental leave
- Leave without pay
- Special COVID leave
- Alternate Holiday leave
- Time in lieu leave

The data provided has been reported out of the Leader payroll system and each instance of leave recorded has been reported whether that is for a full day or part of a day during the period specified.

Collective Agreement provisions impacting how leave is deducted

The RMO collective agreements set out that leave can only be deducted Monday through Friday. For this reason you will note that there are no Registrars on annual leave on Saturday/Sunday in week 4 and week 10 of each rotation. The exceptions where leave can be deducted over a weekend are;

- Bereavement Leave
- Sick Leave
- Alternate Holidays

Timeframe	Annual Leave	Bereavement Leave	Sick Leave	Total Registrar Leave
REG R1 WK 4	125		34	159
20-Feb	21	0	8	29
21-Feb	21	0	6	27
22-Feb	22	0	7	29
23-Feb	26	0	8	34
24-Feb	33	0	5	38
25-Feb	<5	0	0	<5
26-Feb	<5	0	0	<5
REG R1 WK 10	126	<5	33	161
03-Apr	27	0	8	35
04-Apr	28	0	5	33
05-Apr	34	<5	10	45
06-Apr	36	<5	10	47
07-Apr	<5	0	0	<5
REG R2 WK 4	172	0	60	232
21-Aug	34	0	15	49
22-Aug	31	0	13	44

23-Aug	33	0	11	44
24-Aug	34	0	11	45
25-Aug	40	0	10	50
REG R2 WK 10	188	<5	43	232
02-Oct	38	<5	8	47
03-Oct	32	0	8	40
04-Oct	33	0	10	43
05-Oct	41	0	5	46
06-Oct	44	0	12	56

v. Extra Shifts and Duties: Detailed account of any additional duties or cross-covering shifts, including those outside normal hours.

The information provided for the response to Question 2 – B(v) details the additional duties and cross covering shifts per day in week 4 and week 10 in each rotation. This information has been reported out of the Leader payroll system.

In the Additional Duties table we have reported the number of additional duties on each day of week 4 and week 10 in each rotation, the number of additional duty hours and the amount of additional duties paid. Shift information is not available this is not captured in the payroll system.

Timeframe	Number of Additional Duties	Additional Duty Hours	Amount Paid
REG R1 WK 4	164	913.87	\$181,627.65
20-Feb	17	74.5	\$13,627.50
21-Feb	21	120.5	\$23,840.00
22-Feb	10	50.25	\$9,976.25
23-Feb	25	124	\$24,052.50
24-Feb	27	137.25	\$26,097.50
25-Feb	32	231.12	\$46,831.40
26-Feb	32	176.25	\$37,202.50
REG R1 WK 10	200	1071.13	\$228,362.30
03-Apr	15	83.67	\$16,643.90
04-Apr	21	89	\$17,030.00
05-Apr	20	90	\$16,372.50
06-Apr	31	124.44	\$20,724.30
07-Apr	46	285.52	\$80,109.10
08-Apr	32	203.5	\$39,487.50
09-Apr	35	195	\$37,995.00
REG R2 WK 4	149	723.58	\$129,391.00
21-Aug	22	93.5	\$15,552.50
22-Aug	18	88.75	\$16,485.00
23-Aug	19	76.5	\$12,817.50
24-Aug	18	69.5	\$11,917.50
25-Aug	21	72.25	\$11,267.50
26-Aug	27	150.5	\$28,592.50
27-Aug	24	172.58	\$32,758.50
REG R2 WK 10	205	1008.76	\$172,374.95
02-Oct	28	129.25	\$20,002.50
03-Oct	23	106.5	\$18,695.00
04-Oct	34	153.17	\$25,789.45
05-Oct	40	181.19	\$31,110.00
06-Oct	24	112.5	\$18,720.00
07-Oct	29	158	\$27,705.00
08-Oct	27	168.15	\$30,353.00
Total Registrar Additional Duties Te Toka Tumai Auckland	718	3717.34	\$711,755.90

In the Cross Cover table we have reported the number of cross cover instances on each day of week 4 and week 10 in each rotation and the amount of the cross cover paid. This represents cross cover in ordinary hours and we have split out where the cross cover has been shared. Where cross cover outside ordinary hours occurs this is paid as additional duties not cross cover and is not captured as a separate category in the payroll data.

Timeframe	Number of Cross Cover	Cross Cover Amount Paid	Number of Shared Cross Cover	Shared Cross Cover Paid
REG R1 WK 4	29	\$8,700.00	2	\$200.00
20-Feb	7	\$2,100.00	0	
21-Feb	5	\$1,500.00	0	
22-Feb	5	\$1,500.00	0	
23-Feb	4	\$1,200.00	1	\$100.00
24-Feb	8	\$2,400.00	1	\$100.00
REG R1 WK 10	39	\$11,865.00	0	
03-Apr	8	\$2,400.00	0	
04-Apr	10	\$3,000.00	0	
05-Apr	10	\$3,000.00	0	
06-Apr	11	\$3,465.00	0	
REG R2 WK 4	58	\$17,400.00	7	\$850.00
21-Aug	16	\$4,800.00	3	\$400.00
22-Aug	14	\$4,200.00	0	
23-Aug	11	\$3,300.00	2	\$200.00
24-Aug	8	\$2,400.00	1	\$100.00
25-Aug	9	\$2,700.00	1	\$150.00
REG R2 WK 10	65	\$19,800.00	11	\$1,200.00
02-Oct	15	\$4,500.00	3	\$300.00
03-Oct	9	\$2,700.00	1	\$150.00
04-Oct	12	\$3,900.00	4	\$450.00
05-Oct	11	\$3,300.00	3	\$300.00
06-Oct	18	\$5,400.00	0	
Total Registrar Cross Cover Te Toka Tumai Auckland	191	\$57,765.00	20	\$2,250.00

vi. Changes in Staff Numbers: Clear explanations for any variations in Registrar numbers between the specified times.

The table below provides the response to Question 2 – B(vi). It identifies where there are variations in Registrar position FTE between each half-year rotation and provides an explanation for those variations.

Service and Position Name	Position FTE				Explanation
	REG R1 WK 4	REG R1 WK 10	REG R2 WK4	REG R2 WK10	
Critical Care					
ICM CVICU	4	4	5	5	Increase of 1FTE in ICM Registrar positions at CVICU from second 6 month rotation effective 31 July 2023
Dental					
Dental (Non Training)	1	1			Position only allocated first rotation. DR3 funding for second half moved to DR7 for first rotation of 2024
Palliative Care Service					
Palliative Care	1	1			Palliative Care in hospital position banked for second 6 month rotation Advanced Trainee at Hospice.