The agreement is to commence on the 10th of December 2018 and expire the 9th of December 2020. This means any trainees about to finish training on the 8th of December 2018 will not have any of the benefits the MECA brings. The agreement covers house surgeons, registrars and training registrars.

The WINS:

1. **Medical Education Leave**
   a. House surgeons 2nd year and up and non training registrars get 5 days per year and a one off 3 week block to use. The most medical education leave they can take in one year is 4 weeks.
   b. Training registrars get 12 weeks during training. The most you can take in any one year is 6 weeks.

2. **Conference Leave**
   a. Training registrars who have passed there part 1 or equivalent get 10 days of conference leave over their training which is over an above their medical education leave allowance

3. A fatigue management clause and a commitment from both parties to undertake research to provide an evidence based model for fatigue management.

4. **Hours of Work**
   Based on College guidelines and evidence. Designed to be flexible at a local level.
   a. Max of 72 hours in 7 days
   b. Max of 144 in 14
   c. Max of 12 consecutive days worked
   d. No more that 2 long days in 7
   e. Working towards an average of 60 hours per week max, averaged over a 4-week period.
   f. No more than 4 consecutive night shifts unless the RMO’s agree and there is regular opportunity for rest / sleep.

5. All registrars with at least 1 year of service to the DHB’s are entitled to $2000 per year for the purpose of implements to aid in training. This can be used for textbooks not on the required reading list, subscriptions, computers, tablets etc. This is accruable up to $6000 and transferable between DHB’s.

6. **Parental leave**
   a. If you are the primary care giver you get 14 weeks of fully paid parental leave
   b. If you are the secondary caregiver you get 2 weeks paid immediately, no need to wait 6 months and claim back.
7. Increases in cross cover, on call allowances and the no eight-hour break penalty.

8. Salaries have increased. The STONZ bands have an inbuilt increase to reflect we as a group work more hours, we are more flexible than the RDA and we only get paid for the days we work. We will also have a 2.5% increase now and a 3% increase in 1 year. Please review the section on salaries to get an idea of the increase you will be getting.

9. Additional duty rates have increased:

<table>
<thead>
<tr>
<th></th>
<th>0800 – 2200</th>
<th>2200 - 0800</th>
</tr>
</thead>
<tbody>
<tr>
<td>House Surgeon</td>
<td>60</td>
<td>90</td>
</tr>
<tr>
<td>SHO</td>
<td>75</td>
<td>115</td>
</tr>
<tr>
<td>Registrar</td>
<td>85</td>
<td>130</td>
</tr>
<tr>
<td>Senior Registrar</td>
<td>120</td>
<td>180</td>
</tr>
</tbody>
</table>

10. Joining STONZ (that means paying your fees) before the December the 10th ensures you get the one off lump sum payment of $2000.

The CONCESSIONS

1. If you have to work an RDA compliant roster and have the rostered days off, you will end up with similar pay to the RDA members. Doing the same amount of work so you should get paid the same, you still get the other STONZ benefits.

2. Where a run change is initiated the run description will change unless there is disagreement by more than 1/3 of the RMO’s concerned. This means if you are not happy with changes that may be implemented you have to be actively involved to prevent them / bring them about.

3. Relievers embedded into a roster will be payed the same category as other members on the run. All other relievers will be payed 2 categories above the category of the majority of runs on which they are employed to provide.

4. Rosters will be notified no less than 28 days prior to commencement of the roster. For relievers the notice is 14 days for weekday work and 28 days for weekend work, unless you are in a designated short notice relief run.

5. If you are working on relief or on a relief roster you are expected to attend for duty at 0800 unless informed otherwise. No more sitting at home until you are called.

6. Sick leave has changed. You get 10 days a year with an extra 10 days of discretionary.