



# Trainee INTERNS

Newsletter | May 2019

## DEAR COLLEAGUES,

Welcome! We hope your 2019 and Trainee Intern year is going well. May already... where has the time gone?!

## INTRODUCTIONS

First, allow us to introduce ourselves: NZRDA (New Zealand Resident Doctors' Association) is the representative organisation in New Zealand for all RMOs – or Resident Doctors, as we prefer to be known.

## ABOUT US

The remainder of your year will naturally focus on graduating, however, very soon (November will come around very quickly!...) most of you will no longer be a student but a doctor. It is always good to feel that someone has your back in new environments - especially a working environment. For more info about who we are and what we do, please see our [TI page](#) on the NZRDA website.



## MECA BARGAINING

NZRDA also negotiates members' terms and conditions of employment – we are currently in negotiations as you will probably be aware of (you may have received our MECA Bargaining updates via email). So how will all this impact on you? Firstly, you may be offered an IEA (Individual Employment Agreement) instead of a MECA as your first employment agreement... For important information around being offered an IEA read on below!

## NZRDA AND NZMSA

NZRDA and NZMSA have enjoyed a close working relationship over recent years, recognising your current role as a student and your future role as a doctor. And much has happened that has proved the benefit of collaboration and communication. To that end, NZRDA welcomes TIs as associate members, for free.

## HELPFUL COMMUNICATIONS

As you near the end of your student life and employment comes closer, we provide a step by step introduction to things you might want to know on 'your first day' and into your first week of work. We will also provide regular communications (monthly from now onwards) on what is happening as it relates directly to your future.





## SOCIAL MEDIA

We also recommend you keep an eye on our website for updates and information. Check out our [Facebook](#) page and you can follow our [Twitter account](#) too.

## MEMBERSHIP

Likewise, please feel free to register with the NZRDA (if you have not done so) by going to our website and completing the online application process. Please direct

any questions to [membership@nzrda.org.nz](mailto:membership@nzrda.org.nz). Remember: while you are a TI membership is free, so please do not send us any money! We will send you a reminder to update your membership and start payment when you commence work as a House Officer.

## CONTACT US

If you have any questions or comments please do not hesitate to get in touch with us. You can email the NZRDA office at [ask@nzrda.org.nz](mailto:ask@nzrda.org.nz) or call us on (09) 526 0280 – we look forward to hearing from you!

## Questions about MECA Conditions?

[VISIT OUR FAQs PAGE](#)

[www.nzrda.org.nz/meca/meca-faqs/](http://www.nzrda.org.nz/meca/meca-faqs/)

## IMPORTANT: WHAT HAPPENS WHEN YOU GET YOUR CONTRACT FROM THE DHB...!

Due to a recent law change, as of 6 May 2019 DHBs are required to offer the SToNZ (Specialty Trainees of New Zealand) MECA (Multi Employer Collective Agreement) as an IEA (Individual Employment Agreement) to everyone who commences employment if the MECA has not settled by the time you are offered a position.



## A NUMBER OF REALLY IMPORTANT THINGS TO REMEMBER:

1. **Whatever you are offered will be an IEA** if the MECA has not settled.
2. **You are entitled to negotiate something different** – NZRDA will provide further advice on this soon. In the meantime, we suggest you accept the offer of employment but do not sign the contract offered to you - tell the DHB employer you are seeking advice. Get in touch with us and provide the details of what you have been offered and we can advise further.
3. **Your contract will be an IEA** regardless of what the DHB offers you or what is negotiated. Don't let this phase you.
4. **NZRDA remains your union.** NZRDA will enforce your IEA regardless of its origins although if a SToNZ IEA is accepted, the lesser provisions of the SToNZ MECA will automatically mean that some of the terms and conditions that were previously in the MECA will no longer apply until we get our MECA back.
5. **You do not have to join SToNZ** and we suggest you do not. If you do join SToNZ your IEA will become a MECA and you will be stuck with it until it expires. You will not be able to fight for your own MECA and you will not be able to join our MECA once it is finally settled.

This is of course the employers plan – sufficient RMOs joining SToNZ to make NZRDA obsolete. So far there has been no hint that they will be successful, our membership has held up despite the difficult times we have had and there is no sign of RMOs losing any desire to have their MECA retained. Yes this is a long running dispute, undertaken by your future colleagues and it is their actions that will result in you gaining of the benefits of being a member of the NZRDA and the MECA.

Please let us know if you have any questions regarding this important law change and the agreement you will be offered by emailing us at [ask@nzrda.org.nz](mailto:ask@nzrda.org.nz).

## We'll be in touch again in June. Until then, all the best!

### CONTACT DETAILS

[www.nzrda.org.nz/trainee-interns/](http://www.nzrda.org.nz/trainee-interns/)

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