



NZRDA

New Zealand Resident Doctors' Association

WHEN TO CALL US

Get in touch with us sooner rather than later!

One of the roles of NZRDA is to provide support and advisory services to our members when you need it. NZRDA staff are highly experienced in advocacy services and are particularly skilled in dealing with employment issues both generally and those pertaining to you, your employers and your employment agreement. Here at the NZRDA office, we help numerous members with a variety of situations on a daily basis such as: disciplinary matters, personal grievances and breaches of the terms and conditions of your contract. In a nutshell, we are here to assist and to guide you when (as does happen) things “go wrong”.

However, we stress that when things do “go wrong” you need to get in touch with us sooner rather than later! This might sound relatively straight forward and common sense but you would be surprised at how many members contact us ‘after the fact’.

Say for example, after they have been to an initial (or a number of) meeting(s) with their employer without any support person or, worse still, with their “mother” as a support person (assuming your mother is not a medico-industrial practitioner). In this situation, there is a risk that important points will not be conveyed to the employer, or you may jeopardise your position by acknowledging or agreeing to something without understanding the implications.

It is important to be aware that when talking with an employer in this context, it is rarely ‘just a chat’. You always have the right to representation. So . . . we suggest that when an issue arises, you contact us.

What happens after you call us? Well first we will ask for all the necessary information. In the majority of cases all information comes to light eventually so it is best to be transparent with us and share all the details right from the outset so we can, in turn, give you the best advice.

If you are feeling a little embarrassed – be reassured. Remember, you are not the first or the only one to be in this situation and whilst we may not have heard ‘it all’ we have heard most of ‘it’ before. All members’ issues are treated confidentially, and you will have an advocate assigned to you to provide that support and expert advice you need. We are always here to help you with what might be a difficult or troubling subject. And remember . . . sooner rather than later is best!