



CORPORATE OFFICE

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Ralph.LaSalle@cdhb.health.nz

24 September 2020

9(2)(a)

RE Official information request CDHB 10367 and WCDHB 9456

I refer to your email dated 27 July 2020 requesting the following information under the Official Information Act from Canterbury DHB and West Coast DHB. Specifically:

- 1. All and any correspondence held by Canterbury District Health Board / West Coast District Health Board pertaining to movement of the RMO medical year on a permanent basis since 1st January 2020.**

As advised by TAS we are providing 'Internal' correspondence pertaining to movement of the RMO medical year since 1 January 2020. Please refer to **Appendix 1**

There is no additional information held for West Coast DHB.

Please note: we have redacted or withheld information that is 'out of scope' 'double up emails' or pursuant to the following sections of the Official Information Act.

Section 9(2)(a) "...to protect the privacy of natural persons, including those deceased".

Section 9(2)(g)(i) "....to maintain the effective conduct of public affairs through the free and frank expression of opinions".

We are declining to provide the Consultation Document (June 2020) and the Decision Document (July 2020) pursuant to section 18(d) of the Official Information Act i.e. we are advised by TAS that this information is publicly available.

I trust that this satisfies your interest in this matter.

You may, under section 28(3) of the Official Information Act, seek a review of our decision to withhold information by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz; or Freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Canterbury DHB website and West Coast DHB website after your receipt of this response.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'R La Salle', is positioned above the printed name.

Ralph La Salle
Acting Executive Director
Planning, Funding & Decision Support

Lara Williams (Administrator)

From: Karen Schaab
Sent: Thursday, 9 April 2020 9:09 AM
To: Karen Schaab
Cc: Mark Jeffery; Alan Pithie; David Brandts-Giesen; Karl Haase; Sarah Hutchinson; David Brandts-Giesen
Subject: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS
Importance: High
Follow Up Flag: Follow up
Flag Status: Completed
Categories: Dave to Read

Hello All

A VERY BIG thank you to the 250 RMOs who took the time to respond to this survey monkey in such a short timeframe: this was a great response!

Your input into overall COVID 19 planning is both essential and appreciated.

RDST is currently meeting daily with Drs Mark Jeffery and Alan Pithie, to address COVID 19 issues as they relate to RMOs.

The results of the survey have supported our current view that RMO rotations within the DHB should proceed as normal for the 25 May and 08 June changeovers, while rotations between DHBs should not take place at the May and June changeover dates.

A summary of the survey results is included at the bottom of this message for your information.

We are also grateful for the many useful comments which you took the time to include in your responses.

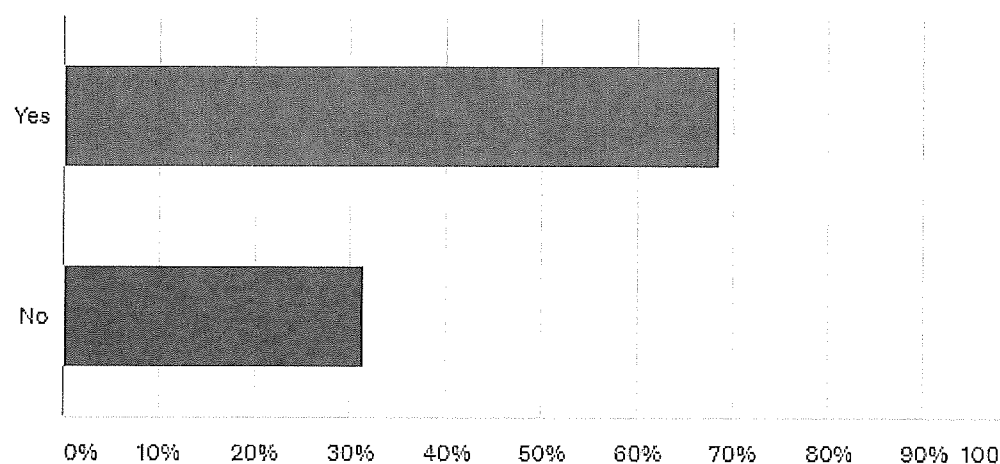
As I mentioned in my initial email, discussions are taking place at a national level regarding whether or not to proceed with the rotations. As part of that process, representatives of the DHBs are meeting with Unions. We have been advised that a final decision on the run allocations will be made next week.

Meanwhile, we'll ensure that the results of the survey monkey and your anonymous comments are forwarded to inform those making the final decisions.

SURVEY RESULTS:

Do you support halting RMO rotations between DHBs?(e.g. MCDHB to NMDHB for training purposes)

Answered: 249 Skipped: 1

**ANSWER CHOICES**

▼ Yes

▼ No

TOTAL

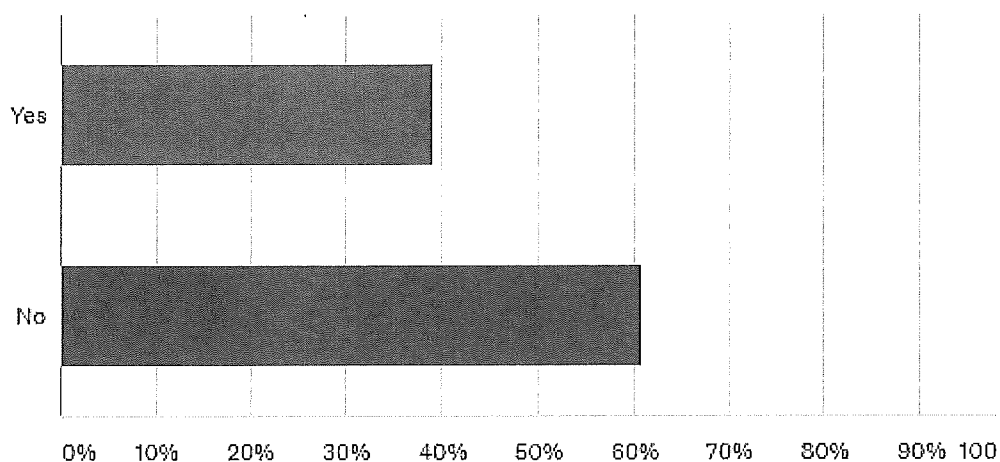
**RESPONSES**

68.67%

31.33%

Do you support halting rotations within the CDHB?(e.g. rotation from Cardiology to General Medicine)

Answered: 250 Skipped: 0



ANSWER CHOICES

▼ Yes

RESPONSES

39.20%

▼ No

60.80%

TOTAL

Thank you again to everyone

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:52 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs - INFORMATION - PROPOSAL TO SUSPEND RMO ROTATIONS DUE TO COVID-19

From: Mark Jeffery
Sent: Friday, 3 April 2020 3:36 p.m.
To: David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Michael Frampton <Michael.Frampton@cdhb.health.nz>
Cc: Alan Pithie <Alan.Pithie@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: RE: 20 DHBs - INFORMATION - PROPOSAL TO SUSPEND RMO ROTATIONS DUE TO COVID-19

Hi David et al,
 Your message below is fully concordant with the views of the senior clinical leaders in the Office of the CMO.
 I am very happy for you to forward our views as required.
 Best wishes
 Mark

Dr Mark Jeffery

Clinical Director - Medical Capability Development
 Acting CMO
 Office of the CMO
 Canterbury District Health Board
 9(2)(a)

Enhancing medical effectiveness and wellbeing



"It's just that you do the right thing. The rest doesn't matter"
 Marcus Aurelius

From: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>
Sent: Friday, 3 April 2020 9:47 a.m.
To: Michael Frampton <Michael.Frampton@cdhb.health.nz>
Cc: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; Alan Pithie <Alan.Pithie@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: 20 DHBs - INFORMATION - PROPOSAL TO SUSPEND RMO ROTATIONS DUE TO COVID-19

Hi Michael

This correspondence has been discussed with the group copied into this email.

We believe that the CDHB should not prevent RMOs from transferring between DHBs to progress their training and employment plans. RMOs at this time are experiencing great disruption to training. Exams have been postponed,

courses cancelled, and in many services there are changes to clinical teaching and supervision. We are supportive of an approach that sees RMOs continue with their existing plans to transfer employment to other DHBs at this time. While there are low levels of COVID in our community and it is thought that the risk of outgoing or incoming RMOs transferring COVID is low.

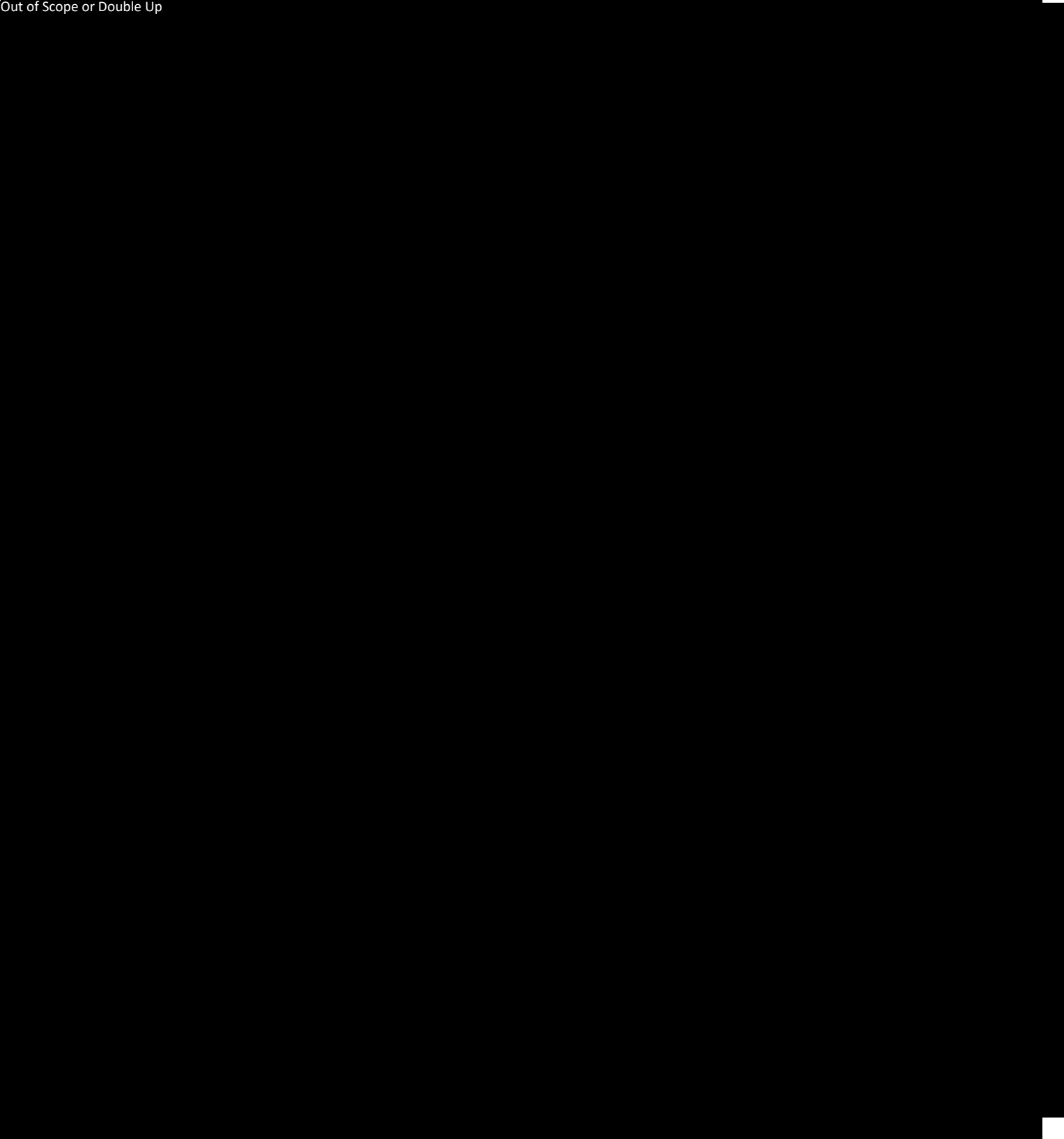
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Thursday, 9 April 2020 10:45 AM
To: Karen Schaab; Karl Haase; Sarah Hutchinson
Subject: RE: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS

Follow Up Flag: Follow up
Flag Status: Completed

Hi

Do we have a sense of: Who is scheduled to rotate to another DHB as separate from who is transferring employment to another DHB?

We should put this on the list to work on next week, not this week.


Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: Karen Schaab
Sent: Thursday, 9 April 2020 11:40 AM
To: David Brandts-Giesen; Karl Haase; Sarah Hutchinson
Cc: Karen Schaab
Subject: RE: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS
Categories: Dave to Read

I think we can work this out – see my email sent earlier in the week, with the rotations in the body of the email and the list of people due to join us attached to it.

Jas is just reviewing the run allocations to identify anyone who is due to leave, for whatever reason. We should call each person next week, to clarify

- 1 why they are leaving
- 2 are they still intending to leave as planned?

Will add to board

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

Lara Williams (Administrator)

From: 9(2)(a)
Sent: Thursday, 9 April 2020 4:41 PM
To: Karen Schaab
Cc: Mark Jeffery; Alan Pithie; David Brandts-Giesen; Karl Haase; Sarah Hutchinson; David Brandts-Giesen
Subject: Re: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS
Attachments: image003.png; image001.jpg; image002.png

Dear all

This is devastating news for me personally. Should your suggestion go forward as national DHB policy, my training (which is all but complete) will be delayed by presumably at least a year. Moving to 9(2)(a) will be the last registrar run of my career.

I have 9(2)(a) all of whom are ready to move and have started packing for our move to 9(2)(a). We have signed a lease and paid bond for a rental in 9(2)(a).

So you are aware, the CDHB has accepted my resignation, in writing.
Will this then become null and void?

What is your plan, should this go through, with regards to my employment? Have you considered compensation for affected rmo's such as my self who will be adversely affected?

I would like to suggest this be survey repeated, with breakdown of participants in terms of training/non-training, House officer/senior house officer/registrar/senior registrar.
This would give a clearer picture of opinions within the very diverse rmo group.

Looking forward to your reponse.

9(2)(a)

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Out of Scope or Double Up

Lara Williams (Administrator)

From: Karen Schaab
Sent: Thursday, 9 April 2020 4:46 PM
To: 9(2)(a)
Cc: Mark Jeffery; Alan Pithie; David Brandts-Giesen; Karl Haase; Sarah Hutchinson; David Brandts-Giesen; Karen Schaab
Subject: RE: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS

9(2)(a)

Thank you for your message and please try not to be concerned.

The final decision on rotations will be made next week at a national level. There will be provision for exceptions in special circumstances, such as your own situation. We understand that decisions on these situations will be left to individual DHBs to manage and we would certainly support you moving to Nelson to complete your training requirements.

I hope this information helps to allay your concerns and that you have an enjoyable Easter weekend

Please let me know if you have any other concerns

Best wishes

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [*Resident Doctors Support Team \(RDST\)*](#) website on the CDHB Intranet



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Lara Williams (Administrator)

From: Karen Schaab
Sent: Thursday, 9 April 2020 4:49 PM
To: Mark Jeffery; Alan Pithie; David Brandts-Giesen; Karl Haase
Cc: Karen Schaab
Subject: FW: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS

All

FYI

Following is the response [REDACTED] sent to [REDACTED] who had similar concerns to [REDACTED] earlier today.

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
 Service Development Manager
 [REDACTED]
 E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

From: Karen Schaab
Sent: Thursday, 9 April 2020 11:50 a.m.
To: [REDACTED]
Cc: Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: RE: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS

[REDACTED]

Thanks for your message and please try not to be concerned.

The final decision on rotations will be made next week at a national level. There will be provision for exceptions in special circumstances, such as your own situation. We understand that decisions on these situations will be left to individual DHBs to manage and we would certainly support you moving to [REDACTED] to complete your training requirements.

I hope this information helps to allay your concerns and that you have an enjoyable Easter weekend

Please let me know if you have any other concerns

Best wishes

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

[REDACTED]

E: karen.schaab@cdhb.health.nz

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Save a tree. Don't print this e-mail unless it's really necessary

From: [REDACTED]
Sent: Thursday, 9 April 2020 11:45 a.m.
To: Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: Re: COVID 19 Planning - Survey Monkey on Run Changeovers - RESULTS

Hi Karen , I have read this result with some astonishment and trepidation - I have voted to both questions that rotation options must proceed as I think you can't do that.

I am due to move to [REDACTED] for my requirements of my rural run for my Facem training . It's been a hard training for me with [REDACTED] at home and I want to finish ..

My time requirements with ACEM (the college in Australia) are tight and this is a difficult enough thing for me to do as I am leaving my family behind in Christchurch for the 6 months due to [REDACTED] requirements- it has taken a lot of planning to ensure my family is supported while I am away [REDACTED] [REDACTED] I have rented a place for myself and so on.

Can you make me stay when I need to go ?
I intend to go there as I need to have this run ticked off.

I resigned from my fellow role in June and accepted a role ^{9(2)(a)} as a registrar for 6 months and intend to return to CDHB in December when I have a new contract as a fellow . So maybe my circumstance is different as I am not currently a full employed RMO?? I only work occasionally as a registrar to cover gaps the other time I am employed on the SMO roster ?

So for those next 6 months I don't have an income or employment and if you would forbid me to rotate - which would be unacceptable -as we are reliant on my income to pay our mortgage.

I would be grateful if you could clarify this for me better for me especially as 30% want to rotate . Can you guarantee a job for me in June ?

Covid in NZ has little community transmission so I don't understand why we can't proceed as planned in NZ..

^{9(2)(a)}

Sent from my iPhone

Out of Scope or Double Up

Lara Williams (Administrator)

From: Karen Schaab
Sent: Thursday, 16 April 2020 10:28 AM
To: Karen Schaab
Cc: Mark Jeffery; David Brandts-Giesen; Jo Cook; Carole Stuart; Greg Devane; Rob Hallinan; Rob Hallinan; Michael Awadalla; Dave Nicholl; John Osborne; Pamela Gordon; Kathy Davenport; Jane Trolove; Erin Wilmshurst; Catherine Parkes; Linda Wood; Alison Watkins; Rebecca Ellis; Jayne Gibson; Michele Pringle; Anne Morgan (Child Health); Deborah Selwood; Julie Jones; Josie Boland; Liz Oliver; Matthew Long; David Bain
Subject: DELAY IN APPLICATION PROCESS FOR RMO ANNUAL RECRUITMENT
Importance: High
Categories: Dave to Read

All

Applications for RMO positions for 2021 (commencing November/ December 2020) were due to open nationally on Monday 13 April 2020.

Due to the COVID 19 situation, the national application process has been delayed until the end of May 2020. We'll let you know the specific opening date for applications as soon as we are advised.

Please note

This decision has been made at a national level and applies to all DHBs.
The delay affects the application process only.

The commencement dates for the 2021 RMO year are not affected and remain as follows:

Registrars	Monday 14 December 2020
HOs	Monday 30 November 2020

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
 Service Development Manager
 9(2)(a)

E: karen.schaab@cdhb.health.nz

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Thursday, 16 April 2020 3:48 PM
To: 9(2)(a)
Subject: RE: RMo rotations

9(2)(a)

This is a very serious matter.
Take care.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

From: 9(2)(a)
Sent: Thursday, 16 April 2020 3:44 p.m.
To: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>
Subject: Re: RMo rotations

Hi David

Thanks for your quick reply. Trust that this will remain confidential.
Im looking forward to hearing tomorrows news.
Im also relieved to hear your position on the matter

Kind regardd

9(2)(a)

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From: David Brandts-Giesen <david.brandts-giesen@cdhb.health.nz>
Sent: Thursday, April 16, 2020 3:31 PM
To: Eggert Eyjolfsson
Subject: RE: RMo rotations

Hi 9(2)(a)

9(2)(g)(i)

9(2)(g)(i)

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

9(2)(a)

From

Sent: Thursday, 16 April 2020 3:17 p.m.

To: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>

Subject: RMO rotations

Hi David.

Have you heard whether RMO rotations between DHBs will be allowed to go ahead for June changeover?

9(2)(a)

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Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Friday, 17 April 2020 7:53 AM
To: Karen Schaab
Subject: RE: DELAY IN APPLICATION PROCESS FOR RMO ANNUAL RECRUITMENT

Thanks Karen

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
 Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

From: Karen Schaab
Sent: Thursday, 16 April 2020 10:28 a.m.
To: Karen Schaab <Karen.Schaab@cdhb.health.nz>
Cc: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>; Jo Cook <Jo.Cook@cdhb.health.nz>; Carole Stuart <Carole.Stuart@cdhb.health.nz>; Greg Devane <Greg.Devane@cdhb.health.nz>; Rob Hallinan <Rob.Hallinan@cdhb.health.nz>; Rob Hallinan <Rob.Hallinan@cdhb.health.nz>; Michael Awadalla <Michael.Awadalla@cdhb.health.nz>; Dave Nicholl <Dave.Nicholl@cdhb.health.nz>; John Osborne <John.Osborne@cdhb.health.nz>; Pamela Gordon <Pamela.Gordon@cdhb.health.nz>; Kathy Davenport <Kathy.Davenport@cdhb.health.nz>; Jane Trolove <Jane.Trolove@cdhb.health.nz>; Erin Wilmshurst <Erin.Wilmshurst@cdhb.health.nz>; Catherine Parkes <Catherine.Parkes@cdhb.health.nz>; Linda Wood <Linda.Wood@cdhb.health.nz>; Alison Watkins <Alison.Watkins@cdhb.health.nz>; Rebecca Ellis <Rebecca.Ellis@cdhb.health.nz>; Jayne Gibson <Jayne.Gibson@cdhb.health.nz>; Michele Pringle <Michele.Pringle@cdhb.health.nz>; Anne Morgan (Child Health) <Anne.Morgan@cdhb.health.nz>; Deborah Selwood <Deborah.Selwood@cdhb.health.nz>; Julie Jones <Julie.Jones@cdhb.health.nz>; Josie Boland <Josie.Boland@cdhb.health.nz>; Liz Oliver <Liz.Oliver@cdhb.health.nz>; Matthew Long <Matthew.Long@cdhb.health.nz>; David Bain <David.Bain@cdhb.health.nz>
Subject: DELAY IN APPLICATION PROCESS FOR RMO ANNUAL RECRUITMENT
Importance: High

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HOs	Monday 30 November 2020

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our *Resident Doctors Support Team (RDST)* website on the CDHB Intranet



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Lara Williams (Administrator)

From: Neil Davidson
Sent: Monday, 20 April 2020 11:01 AM
To: Sarah Hutchinson; Rhonda Faith
Cc: David Brandts-Giesen; Brandon Burke
Subject: RE: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

Yes we are aware of those dates.

We need to double check those dates are still valid as they have moved around on multiple occasions even before Covid.

I shall CC Brandon in as he may be aware so when he gets a chance he can respond.

Neil

From: Sarah Hutchinson
Sent: Monday, 20 April 2020 11:00 a.m.
To: Neil Davidson <Neil.Davidson@cdhb.health.nz>; Rhonda Faith <Rhonda.Faith@cdhb.health.nz>
Cc: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>
Subject: FW: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

9(2)(a) has replied, 9(2)(a) resigned from 9(2)(a) previous DHB in December and is ok to start 8th June.

Looking at 9(2)(a) application it looks as though 9(2)(a) during that time.

Thanks
 Sarah

Sarah Hutchinson
 RDST Analyst
 Extn: 87940
 Email: sarah.hutchinson@cdhb.health.nz

Please note my days of work are Monday, Tuesday and Wednesday morning.



Resident Doctors' Support Team
 Canterbury District Health Board

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet

From: 9(2)(a)
Sent: Monday, 20 April 2020 10:53 a.m.
To: Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>
Subject: Re: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

Hi Sarah,

Yes I have already resigned from my previous DHB (b) (2)(a) in December, so was expecting to start work in chch on June 8th.

Many thanks,

(b) (2)(a)

On Mon, 20 Apr 2020 at 10:45 AM, Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz> wrote:

Dear (b) (2)(a)

We have received the attached notification suspending the national RMO INTER - DHB rotations scheduled for 25 May (House officers) and 8 June (Registrars).

The initial suspension will be for a minimum of 4 weeks.

We are actively working to address the implications of this decision for you and your position with the CDHB.

As your future employer, we are keen to understand how this announcement will affect your own situation, for example:

- Have you resigned from your current position?
- If you have resigned, do you still intend to commence employment at CDHB on your contract start date?
- Do you have specific family circumstances which will be impacted by this decision?

Please could you get back to us as soon as possible, so that we can work with you to address any concerns that you may have around the change to rotations.

We look forward to hearing from you.

Kind regards,

Sarah Hutchinson

RDST Analyst

Extn: 87940

Please note my days of work are Monday, Tuesday and Wednesday.

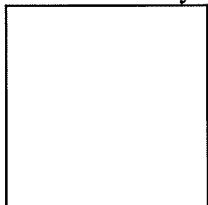


Resident Doctors' Support Team

Canterbury District Health Board

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Lara Williams (Administrator)

From: Sarah Hutchinson
Sent: Monday, 20 April 2020 11:02 AM
To: Neil Davidson; Rhonda Faith
Cc: David Brandts-Giesen^{9(2)(a)}
Subject: RE: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

OK thanks, who has been moving the dates?

^{9(2)(a)}
 has just said she is expecting to start 8th June?

Sarah Hutchinson
 RDST Analyst
 Extn: 87940
 Email: sarah.hutchinson@cdhb.health.nz

Please note my days of work are Monday, Tuesday and Wednesday morning.



Resident Doctors' Support Team
 Canterbury District Health Board

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet

From: Neil Davidson
Sent: Monday, 20 April 2020 11:01 a.m.
To: Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>; Rhonda Faith <Rhonda.Faith@cdhb.health.nz>
Cc: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>; ^{9(2)(a)}

^{9(2)(a)}
Subject: RE: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

Yes we are aware of those dates.

We need to double check those dates are still valid as they have moved around on multiple occasions even before Covid.

I shall CC ^{9(2)(a)} in as ^{9(2)(a)} may be aware so when ^{9(2)(a)} gets a chance he can respond.

Neil

Out of Scope or Double Up

Lara Williams (Administrator)

From: Sarah Hutchinson
Sent: Monday, 20 April 2020 11:11 AM
To: David Brandts-Giesen
Subject: FW: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

FYI – 9(2)(a) will start on time.

From: Neil Davidson
Sent: Monday, 20 April 2020 11:10 a.m.
To: Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>
Subject: RE: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

Yep 8 june perfect

From: Sarah Hutchinson
Sent: Monday, 20 April 2020 11:02 a.m.
To: Neil Davidson <Neil.Davidson@cdhb.health.nz>; Rhonda Faith <Rhonda.Faith@cdhb.health.nz>
Cc: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>; 9(2)(a)
Subject: RE: All DHBs – Action – Joint DHB-SToNZ Communication on suspension of RMO Rotations - INCOMING RMOs

OK thanks, who has been moving the dates?

9(2)(a) has just said 9(2)(a) is expecting to start 8th June?

Sarah Hutchinson
 RDST Analyst
 Extn: 87940
 Email: sarah.hutchinson@cdhb.health.nz

Please note my days of work are Monday, Tuesday and Wednesday morning.



Resident Doctors' Support Team
 Canterbury District Health Board

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet

Out of Scope or Double Up

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Friday, 24 April 2020 11:36 AM
To: Mark Jeffery; John Thwaites; Karl Haase; Karen Schaab
Subject: Letter to the Council of Medical Colleges on impacts of suspending RMO Rotations
Attachments: Letter to CMC re RMO rotations 24 April 2020.docx

FYI

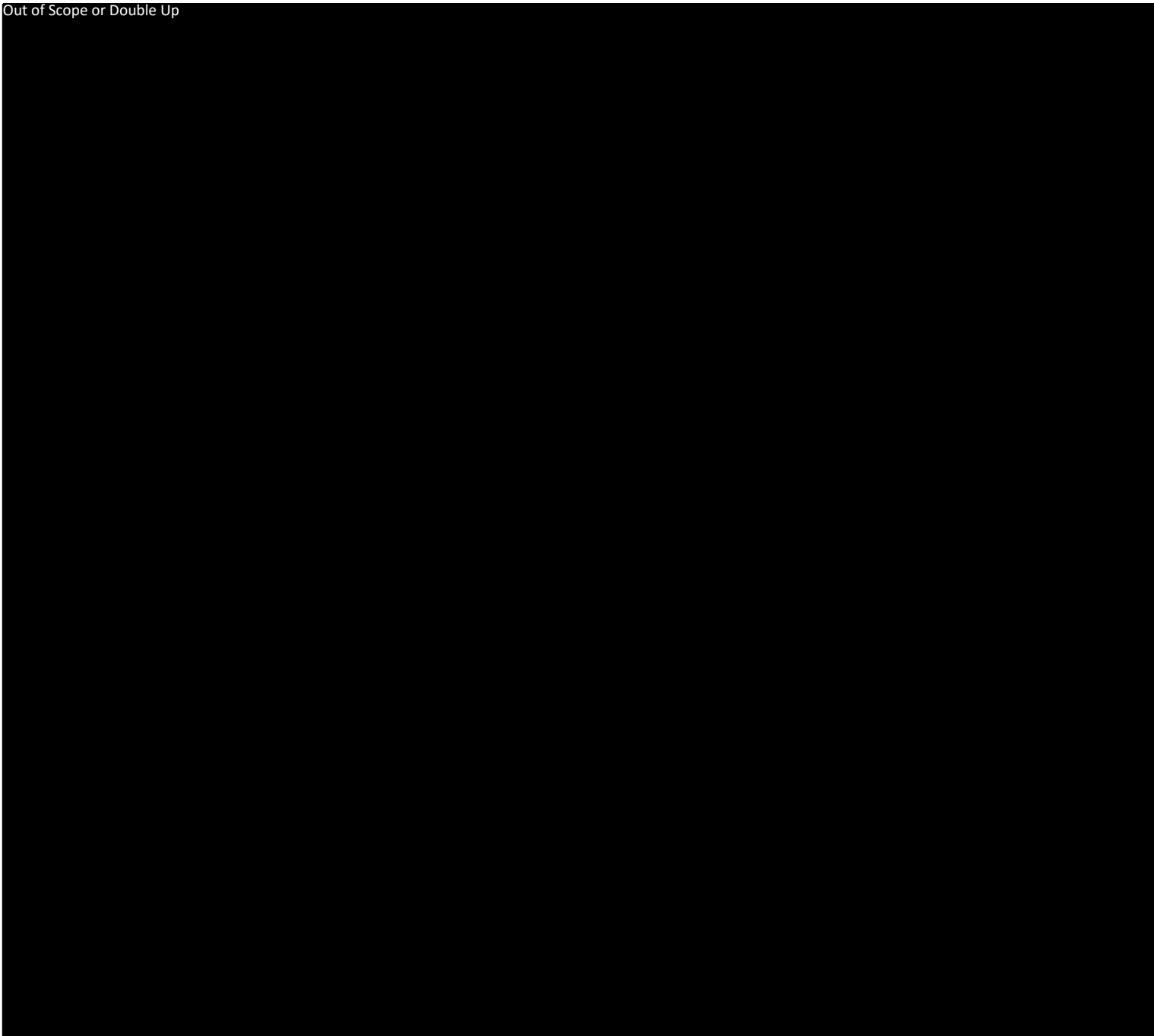
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:56 AM
To: Rochelle Audeau
Subject: FW: Realigning RMO Employment Year With Australian Commencement Dates
Attachments: Realigning RMO Employment Year With Australian Commencement Dates.docx

Importance: High

From: Mark Jeffery
Sent: Tuesday, 28 April 2020 7:57 a.m.
To: Michael Frampton <Michael.Frampton@cdhb.health.nz>; Richard French (Anaesthesia SMO) <Richard.French@cdhb.health.nz>
Subject: Realigning RMO Employment Year With Australian Commencement Dates
Importance: High

Hi Michael,
Here is my best summary of the issue.
There may be more points to consider but the advantages of a delay in RMO commencement date to align with Australia are pretty compelling.
Addressing the issue will require some swift action.
Cheers
Mark

Lara Williams (Administrator)

From: Karl Haase
Sent: Tuesday, 28 April 2020 5:06 PM
To: David Brandts-Giesen; Mark Jeffery; John Thwaites; Acacia Jarden; Christine King; Jasmine Locke; Joanne Foot; Karen Schaab; Karl Haase; Nila Gopal; Sarah Hutchinson
Subject: FW: DHBs - RMO rotations - letter to the Council of Medical Colleges
Attachments: DHBs - RMO Rotations 24 April 2020.pdf

Hi All,

Please see below and attached.

Kind regards,

Karl Haase

Resident Doctors' Acting Team Leader
Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Resident Doctors' Support Team



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A large, solid black rectangular box covering the majority of the lower half of the page, indicating that the content has been redacted.

Lara Williams (Administrator)

From: Karl Haase
Sent: Tuesday, 28 April 2020 5:06 PM
To: David Brandts-Giesen; Mark Jeffery; John Thwaites; Acacia Jarden; Christine King; Jasmine Locke; Joanne Foot; Karen Schaab; Karl Haase; Nila Gopal; Sarah Hutchinson
Subject: FW: DHBs - RMO rotations - letter to the Council of Medical Colleges
Attachments: DHBs - RMO Rotations 24 April 2020.pdf
Categories: Dave to Read

Hi All,

Please see below and attached.

Kind regards,

Karl Haase
Resident Doctors' Acting Team Leader
Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Resident Doctors' Support Team



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Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:55 AM
To: Rochelle Audeau
Subject: FW: Realigning RMO Employment Year With Australian Commencement Dates
Attachments: Realigning RMO Employment Year With Australian Commencement Dates.docx

From: Mark Jeffery
Sent: Wednesday, 29 April 2020 9:04 a.m.
To: Karl Haase <Karl.Haase@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>
Subject: Realigning RMO Employment Year With Australian Commencement Dates

As discussed – I sent this background document to Michael Frampton yesterday – he had been asked for some DHB views on this issue.

It was discussed at C's & C's on Friday with general support

Just to keep you in the loop

If I have missed any key points or key problems that might arise – please let me know

Mark

Lara Williams (Administrator)

From: Karl Haase
Sent: Wednesday, 29 April 2020 9:36 AM
To: Karen Schaab
Cc: David Brandts-Giesen; Mark Jeffery
Subject: FW: Realigning RMO Employment Year With Australian Commencement Dates
Attachments: Realigning RMO Employment Year With Australian Commencement Dates.docx

Hi Karen,

Please see below and attached from Mark.

If you could please have a look over this document and provide any further correspondence/documentation that you have on this topic, that would be much appreciated.

Thank you!

Kind regards,

Karl Haase
 Resident Doctors' Acting Team Leader
 Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Resident Doctors' Support Team



Would you like to save a tree? Don't print this e-mail unless it's really necessary

From: Mark Jeffery
Sent: Wednesday, 29 April 2020 9:04 a.m.
To: Karl Haase <Karl.Haase@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>
Subject: Realigning RMO Employment Year With Australian Commencement Dates

As discussed – I sent this background document to Michael Frampton yesterday – he had been asked for some DHB views on this issue.

It was discussed at C's & C's on Friday with general support

Just to keep you in the loop

If I have missed any key points or key problems that might arise – please let me know

Mark

Lara Williams (Administrator)

From: Karen Schaab
Sent: Wednesday, 29 April 2020 3:23 PM
To: Mark Jeffery
Cc: Kate Rawlings; Karen Schaab; David Brandts-Giesen
Subject: FW: REALIGNMENT OF THE NATIONAL ANNUAL COMMENCEMENT DATES FOR DHB HOUSE OFFICERS - 17.02.20.docx
Attachments: REALIGNMENT OF THE NATIONAL ANNUAL COMMENCEMENT DATES FOR DHB HOUSE OFFICERS - 17.02.20.docx; RE: RMO start dates

Mark

I have just returned from leave and understand that there is increasing interest at a national level in the possibility of a change to the annual commencement dates for RMOs and that you are doing some work on this.

Attached is a draft paper created by Kate Rawlings and me which went to the GMsHR meeting in early March and which they apparently endorsed (see attached email from Shikhia Ngatai at TAS).

Kate and I were in the process of seeking a CMO sponsor (we had approached Nick Baker at Nelson) for the paper and arranging for its broader circulation when COVID 19 happened. It was therefore put on the 'back burner'.

I thought this might be of use to you in the work that you are doing.....

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

Out of Scope or Double Up

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



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Lara Williams (Administrator)

From: Karen Schaab
Sent: Friday, 1 May 2020 9:03 AM
To: Service Managers ChCh Campus; Deborah Selwood; Linda Wood; Michele Pringle
Cc: Karen Schaab
Subject: FW: Annual RMO Recruitment Process
Attachments: 2020 04 17 RMO DHB STonZ Comms - Rotation [signed].pdf

Importance: High

Categories: Dave FYI only - already actioned

All

Please see following message from me

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



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From: Maree Millar

Sent: Friday, 1 May 2020 8:55 a.m.

To: Alfred Dell'ario <Alfred.Dell'ario@cdhb.health.nz>; Allan T. Keast <Allan.Keast@cdhb.health.nz>; Amanda Lyver <Amanda.Lyver@cdhb.health.nz>; Anthony Spencer <Anthony.Spencer@cdhb.health.nz>; Ashley Padayachee <Ashley.Padayachee@cdhb.health.nz>; Charlie Whan <Charlie.Whan@cdhb.health.nz>; Chris Hemmings <Chris.Hemmings@cdhb.health.nz>; Chris Porter <Chris.Porter@cdhb.health.nz>; Clare Doocey <Clare.Doocey@cdhb.health.nz>; Colin Peebles <Colin.Peebles@cdhb.health.nz>; David Gibbs <David.Gibbs@cdhb.health.nz>; David Jardine <David.Jardine@cdhb.health.nz>; David McGregor <David.McGregor@cdhb.health.nz>; David Richards (ED Clinical Director) <David.Richards@cdhb.health.nz>; Edward

Coughlan <Edward.Coughlan@cdhb.health.nz>; Emma Jackson <Emma.Jackson@cdhb.health.nz>; Erik Monasterio <Erik.Monasterio@cdhb.health.nz>; Giovanni Losco <Giovanni.Losco@cdhb.health.nz>; Gordon Beadel <Gordon.Beadel@cdhb.health.nz>; Graham McCrystal <Graham.Mccrystal@cdhb.health.nz>; Grant Coulter <Grant.Coulter@cdhb.health.nz>; Greg Frazer <Greg.Frazer@cdhb.health.nz>; Greg Van Der Hulst <Greg.VanDerHulst@cdhb.health.nz>; James Falvey <James.Falvey@cdhb.health.nz>; Jane Hughes <Jane.Hughes@cdhb.health.nz>; Jason Erasmus <Jason.Erasmus@cdhb.health.nz>; Jeremy Simcock <Jeremy.Simcock@cdhb.health.nz>; Jo Reeves <Jo.Reeves@cdhb.health.nz>; John Fink <John.Fink@cdhb.health.nz>; John Lainchbury <John.Lainchbury@cdhb.health.nz>; John Lyons <John.Lyons@cdhb.health.nz>; Joshua Freeman <Joshua.Freeman@cdhb.health.nz>; Juliet Berkeley <Juliet.Berkeley@cdhb.health.nz>; Kate Gibson <Kate.Gibson@cdhb.health.nz>; Kate Grundy <Kate.Grundy@cdhb.health.nz>; Lester Settle <Lester.Settle@cdhb.health.nz>; Mark Smith <Mark.Smith@cdhb.health.nz>; Martin Lee <Martin.Lee@cdhb.health.nz>; Matt Doogue <Matthew.Doogue@cdhb.health.nz>; Murray Barclay <Murray.Barclay@cdhb.health.nz>; Nicola Austin <Nicola.Austin@cdhb.health.nz>; Peter Chapman <Peter.Chapman@cdhb.health.nz>; Raj Singhal <Raj.Singhal@cdhb.health.nz>; Ramon Pink <Ramon.Pink@cdhb.health.nz>; Rebecca Stack <Rebecca.Stack@cdhb.health.nz>; Richard King <Richard.King@cdhb.health.nz>; Sarah Hurring <Sarah.Hurring@cdhb.health.nz>; Sarah Metcalf <Sarah.Metcalf@cdhb.health.nz>; Seton Henderson <Seton.Henderson@cdhb.health.nz>; Sharyn MacDonald <Sharyn.MacDonald@cdhb.health.nz>; Sigi Schmidt <Sigi.Schmidt@cdhb.health.nz>; Spencer Beasley <Spencer.Beasley@cdhb.health.nz>; Steve Duffy <Steve.Duffy@cdhb.health.nz>; Suzanne Jackson <Suzanne.Jackson@cdhb.health.nz>; Tim Beresford <Tim.Beresford@cdhb.health.nz>; Tom Middelburg <Tom.Middelburg@cdhb.health.nz>; Valerie Fletcher <Valerie.Fletcher@cdhb.health.nz>

Cc: Karen Schaab <Karen.Schaab@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>

Subject: FW: Annual RMO Recruitment Process

Importance: High

From: Karen Schaab

Sent: Friday, 1 May 2020 8:50 AM

To: Maree Millar <Maree.Millar@cdhb.health.nz>

Cc: Karen Schaab <Karen.Schaab@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>

Subject: Annual RMO Recruitment Process

Importance: High

Please could you send the following message and the attachment to all CDs today and ask them to pass it on to their Service Managers.

Thanks

All Clinical Directors and Service Managers

For your Information:

Just a reminder that there is an 8 week delay in the commencement of the Annual RMO Recruitment Process for RMO positions in 2021.

This information was included in the attached communication from the national office which went out on 17 April.

Advertising of RMO positions commencing in November / December 2020 was due to open on Monday 13 April 2020 and has been delayed, probably until 1 June 2020.

RMO Units nationally are currently working with the national office to finalise an amended recruitment timetable for advertising, selection meetings, interviews and offers. This timetable will be published as soon as possible.

RDST will then be in touch with you regarding the specific details for CDHB's RMO selection processes.

In the meantime, if you have any queries, please contact me directly.

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

Out of Scope or Double Up

E: karen.schaab@cdhb.health.nz

Check out our *Resident Doctors Support Team (RDST)* website on the CDHB Intranet



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17 April 2020

Dear Colleagues,

Covid-19: Impact on National Rotations, Redeployment and Rostering, and Annual RMO Recruitment

Following discussion between the NZRDA, STonZ and the 20 DHB representatives, and in line with the recent government announcement regarding Level 3 restrictions, a decision has been confirmed to suspend the national RMO rotations – i.e. those that involve RMOs moving between DHBs - scheduled for the 25 May 2020 for House Officers and 8 June 2020 for Registrars.

The initial suspension will be for a minimum of 4 weeks. This will be reviewed in mid-May by DHB CMOs and in consultation with both RMO unions and will take into account the spread of COVID 19 to that point and any signals regarding changes in government restrictions.

At that point a further decision will be made on whether rotations can recommence, estimated to be from the 22 June 2020 for House Officers and 6 July 2020 for Registrars, one month later than initially scheduled. This should mean RMOs will have a minimum of 6 weeks' notice of their planned rotation proceeding.

The decision to suspend has been made in response to the evolving situation with COVID-19 which the DHBs and each of you as RMOs are actively involved in. While the outlook is improving with a lower number of cases than initial modelling projected, there remains uncertainty about how the situation may develop after the current restrictions are relaxed.

Suspending rotations allows time for the progression of Covid-19 post lockdown to become clear and aims to balance impacts on training, family, and patient and team safety.

Rotations between DHBs nationally are therefore suspended and the expectation is RMOs should continue in their current attachment and DHB, until such time as there is a decision for rotations to recommence. Each DHB is progressing their individual contingency planning, which may include redeployment of RMOs.

The implications of continuing with internal DHB rotations on the scheduled dates are still being considered by the DHB CMOs with the aim of not disadvantaging those RMOs whose rotations are delayed. STonZ will engage with the DHB CMOs on this issue.

It is acknowledged that there may be some exceptions where an RMO is unable to remain in the same attachment and DHB for the additional 4-week minimum period. Exceptions may include health and safety, family circumstances, specific / one-off training experiences or areas of critical workforce shortage. Exceptions should be submitted to the local RMO Unit and will be considered by the Chief Medical Officers of the DHBs concerned, noting in particular the potential impact on smaller DHBs.

RMO Redeployment and Rostering

Planning is underway for rosters which may be required at hospital red alert Level 4.

While rosters may vary from service to service, it is envisaged that in most cases these rosters will be shift rosters by nature and include aspects such as rotating pods and back up to provide cover for exposure and sickness.

There is further work to do on the appropriate remuneration arrangements while such rosters are in place. We can confirm that, as a minimum, it is agreed that RMOs will have their current salary maintained while working such rosters.

Discussions are on-going to identify how hours worked in excess of the current expectations of their run category and those RMOs working back-up are remunerated.

In principle, it is agreed that there should be recognition of situations where RMOs are working more hours than is reflected in their salary category

Currently where rosters have changed in response to the current national lockdown and significant reduction in hospital occupancy and service demand, RMOs should also continue to receive their normal salary payments.

Annual Recruitment Cycle

A decision has also been reached to delay the annual recruitment cycle for RMO appointments for the 2021 training year.

Applications which were due to open 13 April 2020, have been postponed to a minimum of the end of May 2020. Work is in progress to confirm a new timeline and once confirmed this will be communicated.

Conclusion

These are uncertain times and we want to acknowledge the concerns that RMOs might have about the impact of the current disruptions on training.

We cannot provide definitive guidance on these impacts at this point. This is, however, an issue where all parties have a common interest in ensuring disruption is minimised and your progression through your training continues to be supported.

The DHBs and Unions will work closely with Medical Council and the postgraduate medical colleges to ensure that no RMO is adversely affected by the delayed start of attachments.

We recognise your ongoing professionalism and willingness to support the health system's response to Covid-19.

9(2)(a)

Lead DHB Chief Executive

Chair of DHB CMOs

Chairman of SToNZ

Lara Williams (Administrator)

From: Karen Schaab
Sent: Friday, 15 May 2020 8:20 AM
To: Maree Millar
Cc: Karen Schaab; Karl Haase; David Brandts-Giesen
Subject: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT
Attachments: Annual Recruitment Initiating Memo - FINAL - 13 05 20.pdf

Importance: High

Categories: Dave FYI only - already actioned

Maree

The attached memo has been checked by Karl and David Brandts-Giesen and needs to go out as soon as possible.

Pauline has advised me that you have the mailing list for the following groups on the address list at all campuses:

- General Managers
- Clinical Directors
- Service Managers
- Dr Sue Nightingale

Please could you forward the memo to the above groups as soon as possible.

I'll arrange for the memo to go to everyone else on the address list.

Thanks in advance

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



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Canterbury

District Health Board

Te Pori Hauora o Waitaha

Resident Doctors' Support Team
Christchurch Hospital
Private Bag 4710
CHRISTCHURCH

Telephone: 9(2)(a)
Facsimile:

MEMO

To: General Managers
Clinical Directors
Service Managers
Supervisors of Training
Educational Supervisors
Dr Sue Nightingale, Chief Medical Officer

Copy To: Resident Doctors' Support Team
Medical Education and Training Unit
People and Capability Team

From: Karen Schaab, Service Development Manager, Resident Doctors' Support Team

Date: 14 May 2020

SUBJECT: ANNUAL RECRUITMENT FOR RMO POSITIONS IN 2021

The annual recruitment process for RMO positions in 2021 (commencing November / December 2020) was due to commence on Monday 13 April 2020. Due to the COVID19 situation, this date has been delayed.

Applications will now open nationally on Monday 1 June 2020.

Please note that the CDHB will be encouraging RMOs currently on staff to apply via the CDHB intranet from Monday 25 May 2020, for CDHB positions in 2021, to assist the RDST with the shorter processing times.

This is a national process and the key dates in the nationally agreed timeline are as follows:

CDHB APPLICATIONS - CURRENT STAFF ONLY (via CDHB intranet)	Monday	25 May 2020
	Monday	01 June 2020 (Queen's Birthday)
APPLICATIONS OPEN (NZ and International)		
CLOSING DATES - Registrars, SHOs, House Officers - First Year House Officers – ACE Match System	Sunday	28 June 2020
	Friday	31 July 2020
OFFERS GO OUT - Registrars and designated SHO positions* - House Officer positions (post graduate year 2 + positions) - First Year House Officers – ACE Match System	Monday	10 August 2020
	Monday	24 August 2020
	Monday	28 September 2020

OFFERS ACCEPTED <i>- Registrars and designated SHO positions*</i> <i>-House Officer positions (including First Year positions)</i> <i>-First Year House Officers – ACE Match System</i>	Monday	17 August 2020
	Monday	31 August 2020
	Monday	5 October 2020
COMMENCEMENT <i>-All House Officers</i> <i>-Registrars</i>	Monday	30 November 2020
	Monday	14 December 2020

*CDHB's only designated SHO positions are in Anaesthesia

Please note that the timeframe for this process is approximately 8 weeks shorter than in previous years and includes the school holidays. The time available for services to consider applications will therefore be very tight, as will the time available for the RDST staff to undertake the supporting administrative work.

Services will only have approximately 2.5 weeks to consider applications and decide on appointments before the RDST will contact you for confirmation of your selections (either by meeting or email correspondence).

Services will therefore need to ensure that their internal arrangements fit within this timeframe.

Clinical Directors, SMOs, Supervisors of Training and Service Managers will be advised of the precise selection meeting timetable and specific details of selection arrangements for their areas by 31 May 2020.

If you have any queries in the meantime, please contact me directly.

9(2)(a)



Lara Williams (Administrator)

From: Sarah Abbott
Sent: Friday, 15 May 2020 9:14 AM
To: Jessica Malcolm
Cc: Karen Schaab; Hayley Waller
Subject: Re: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021

Hi all,

Just an FYI, general surgery NZ will be holding selection this year. This will likely take place in September. By offering non training reg jobs in August, you will risk some who have accepted subsequently declining if they are accepted on to training.

Best wishes,

Sarah

Sent from my iPhone

On 15 May 2020, at 09:00, Jessica Malcolm <Jessica.Malcolm@cdhb.health.nz> wrote:

Hi All,

Please see attached memo from Karen Schaab in RDST re the Annual Recruitment of 2021 RMO Positions

Kia pai tō rā (Have a good day)

Jess

Jess Malcolm

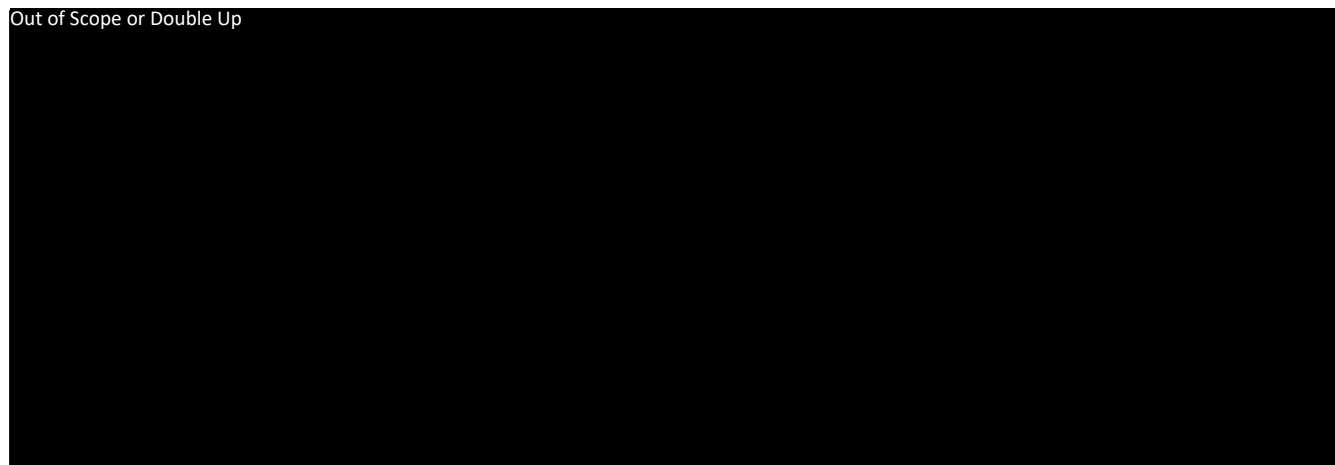
Personal Assistant to Dr. John Thwaites
Medical Education and Training Unit Administrator

9(2)(a)

e: jessica.malcolm@cdhb.health.nz | w: [METU Website](#)

METU, Lower Ground Floor, Parkside East, Christchurch Hospital, 2 Riccarton Avenue, Private Bag 4710, Christchurch 8140
<image002.jpg>

Out of Scope or Double Up



Lara Williams (Administrator)

From: Karen Schaab
Sent: Friday, 15 May 2020 9:45 AM
To: Sarah Abbott; Jessica Malcolm
Cc: Hayley Waller; Mark Jeffery; David Brandts-Giesen; Karl Haase; Karen Schaab
Subject: RE: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021

Hello Sarah

Thanks for your message.

Yes, this is an annual occurrence, even without the 'COVID effect', when we are working with the normal recruitment timetable.

Surgical Colleges in particular tend to select later in the year, after the national annual recruitment process has taken place.

We can't delay the national timetable until after the Colleges select, because of the time needed following recruitment to accommodate the significant administrative work required before RMOs commence. This year is going to be really difficult, because the national timetable is starting later and is therefore shorter than usual

If there were a change to the annual commencement dates of the RMO year, this would mean that the college selections and the Annual Recruitment Timetable could line up better. Meanwhile, we'll just need to deal with any basic surgery registrar resignations resulting from the College Selections, as they arise.

Thanks again

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet


Lara Williams (Administrator)

From: Sarah Abbott
Sent: Friday, 15 May 2020 10:05 AM
To: Karen Schaab
Cc: Jessica Malcolm; Hayley Waller; Mark Jeffery; David Brandts-Giesen; Karl Haase
Subject: Re: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021

I think there are mutterings of annual changeover moving to late January? Certainly the NZ Board in General Surgery is supportive of this. As is Plastics NZ.

Sent from my iPhone

Out of Scope or Double Up



Lara Williams (Administrator)

From: Maree Millar
Sent: Sunday, 17 May 2020 11:58 AM
To: Service Managers ChCh Campus; Sue Nightingale; Kylie Harpur; Alfred Dell'ario; Allan T. Keast; Amanda Lyver; Anthony Spencer; Ashley Padayachee; Charlie Whan; Chris Hemmings; Chris Porter; Clare Doocey; Colin Peebles; David Gibbs; David Jardine; David McGregor; David Richards (ED Clinical Director); Edward Coughlan; Emma Jackson; Erik Monasterio; Giovanni Losco; Gordon Beadel; Graham McCrystal; Grant Coulter; Greg Frazer; Greg Van Der Hulst; James Falvey; Jane Hughes; Jason Erasmus; Jeremy Simcock; Jo Reeves; John Fink; John Lainchbury; John Lyons; Joshua Freeman; Juliet Berkeley; Kate Gibson; Kate Grundy; Lester Settle; Mark Smith; Martin Lee; Matt Doogue; Murray Barclay; Nicola Austin; Peter Chapman; Raj Singhal; Ramon Pink; Rebecca Stack; Richard King; Sarah Hurring; Sarah Metcalf; Seton Henderson; Sharyn MacDonald; Sigi Schmidt; Spencer Beasley; Steve Duffy; Suzanne Jackson; Tim Beresford; Tom Middelburg; Valerie Fletcher
Subject: FW: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT
Attachments: Annual Recruitment Initiating Memo - FINAL - 13 05 20.pdf
Importance: High

From: Karen Schaab
Sent: Friday, 15 May 2020 8:20 AM
To: Maree Millar <Maree.Millar@cdhb.health.nz>
Cc: Karen Schaab <Karen.Schaab@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>
Subject: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT
Importance: High

Maree

The attached memo has been checked by Karl and David Brandts-Giesen and needs to go out as soon as possible.

Pauline has advised me that you have the mailing list for the following groups on the address list at all campuses:

- General Managers – KYLIE – Please distribute, thank you ☺
- Clinical Directors
- Service Managers
- Dr Sue Nightingale

Please could you forward the memo to the above groups as soon as possible.

I'll arrange for the memo to go to everyone else on the address list.

Thanks in advance

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

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Lara Williams (Administrator)

From: Karen Schaab
Sent: Monday, 18 May 2020 12:45 PM
To: Tracey Sutherland (nee Gulbransen); Karl Haase; Sarah Hutchinson; David Brandts-Giesen
Cc: Karen Schaab
Subject: ADVERTISING FOR RMO ANNUAL RECRUITMENT.docx
Attachments: ADVERTISING FOR RMO ANNUAL RECRUITMENT.docx

Importance: High

Categories: Dave FYI only - already actioned

All

Here is the document we agreed on this morning.

Tracey hopes to have it loaded by tomorrow, so that we can then try it out before finalising it.

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [*Resident Doctors Support Team \(RDST\)*](#) website on the CDHB Intranet



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Lara Williams (Administrator)

From: Angela Butler
Sent: Monday, 18 May 2020 2:26 PM
To: David Brandts-Giesen
Subject: RE: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

Categories: Dave to Action

Hi David, I just wanted to give you a heads up about some problems that will occur with recruitment for surgical non-trainee jobs for next year. You may already be aware of these issues

I am currently Chairperson for ORL training in NZ.

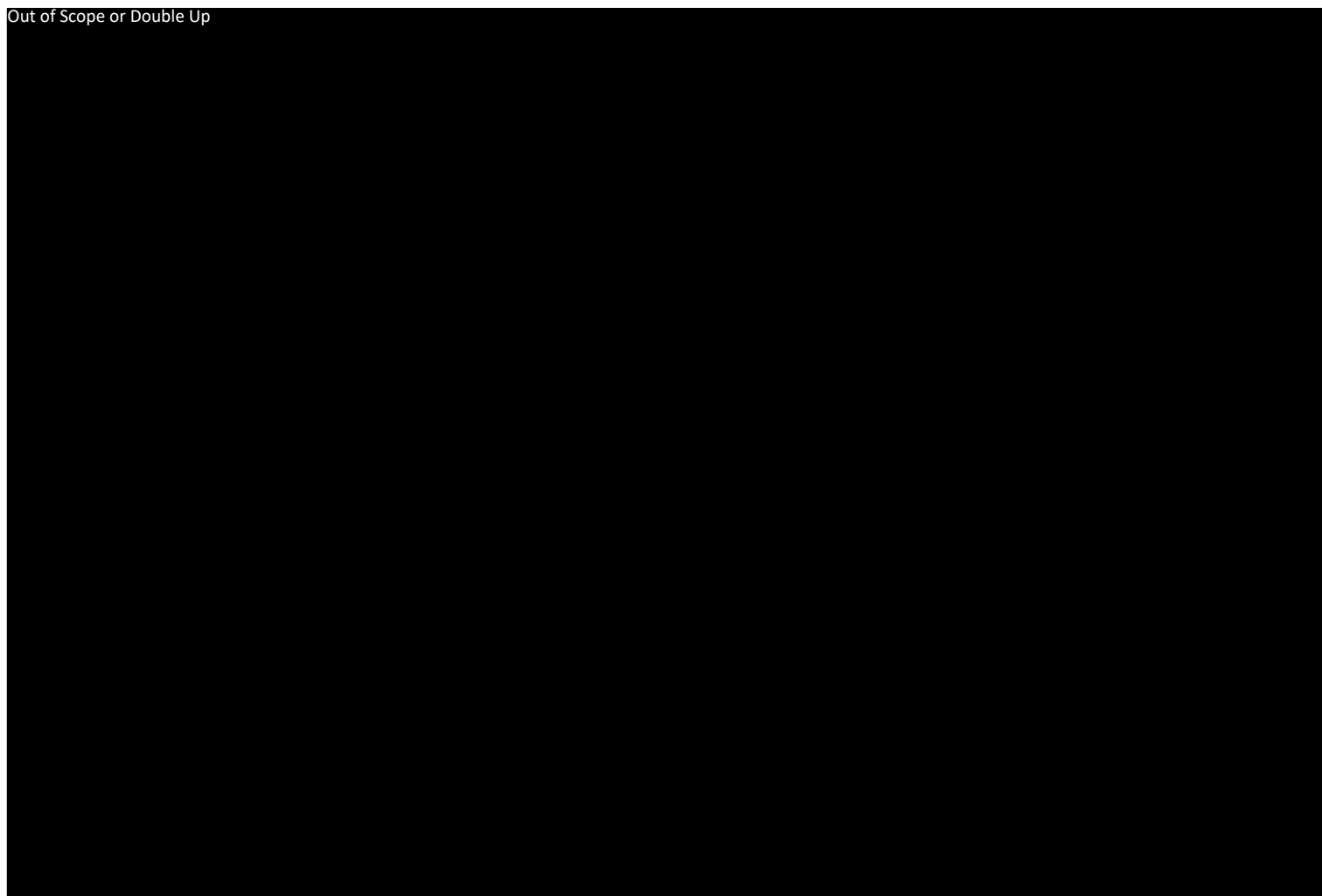
Selection onto the ENT training scheme in NZ will be unlikely to be confirmed until mid October. Interviews for jobs will be on Sep 5th, a number of training jobs will be able to be confirmed at this point. However, a few will not be confirmed until we know who has passed the fellowship exam which is mid October. My understanding is that this will also impact the majority of surgical specialities.

This will mean that there may be a number of registrars applying and being allocated non training registrar jobs, who then get onto training mid October and will pull out of the non-trainee jobs. I am concerned that there will be a large gap created with this problem

Thanks

Dr Angela Butler
Consultant
Otolaryngology - Head and Neck Surgery

Out of Scope or Double Up



Lara Williams (Administrator)

From: Carol Dean
Sent: Monday, 18 May 2020 2:51 PM
To: 9(2)(a); Karyn Dunn
Cc: Giovanni Losco; John Thwaites; Karen Dreaver; Jessica Malcolm; Karl Haase; Karen Schaab; Christian Brett; David McGregor; John Geddes; Josie Todd; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: Changes to Clinical years of med school

Hi, all – hope you are all enjoying the move to level 2!!

9(2)(a) psychological med, is just doing some work regarding the proposed changes to the clinical years. One of the things that is stated in the proposal is that there was extensive consultation with all stake holders. One of the concerns they are trying to address is the concern re preparedness for being a HS.

9(2)(a) was just wondering if any of you were consulted? It seems we would be the ideal group given we work with the PGY1s

Ta
Carol

Lara Williams (Administrator)

From: Karen Schaab
Sent: Monday, 18 May 2020 2:59 PM
To: Angela Butler
Cc: Karen Schaab
Subject: FW: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

Hello Angela

Thanks for your message to David Brandts-Giesen.

Yes, this is an annual occurrence, even without the 'COVID effect', when we are working with the normal recruitment timetable.

Surgical Colleges in particular tend to select later in the year, after the national annual recruitment process has taken place.

We can't delay the national timetable until after the Colleges select, because of the time needed following recruitment to accommodate the significant administrative work required before RMOs commence. This year is going to be really difficult, because the national timetable is starting later and is therefore shorter than usual.

If there were a change to the annual commencement dates of the RMO year, this would mean that the college selections and the Annual Recruitment Timetable could line up better. Meanwhile, we'll just need to deal with any basic surgery registrar resignations resulting from the College Selections, as they arise.

Thanks again

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Lara Williams (Administrator)

From: Chris Hemmings
Sent: Monday, 18 May 2020 4:47 PM
To: Karen Schaab
Subject: RE: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

Yes the NZ committee of the RCPA has been asked to comment on it and from what I've heard so far, most of the feedback has been more in favour than against (with a few caveats about the difficulties involved in transitioning – though that may be mitigated by the current situation!)

Will see what happens – hope you're well meanwhile, and not being driven TOO crazy by all these additional complications!

Regards

A/Prof Chris Hemmings

Department of Anatomic Pathology, Canterbury Health Laboratories

9(2)(a)

From: Karen Schaab
Sent: Monday, 18 May 2020 4:27 p.m.
To: Chris Hemmings <Chris.Hemmings@cdhb.health.nz>
Cc: Karen Schaab <Karen.Schaab@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>
Subject: RE: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

Chris

Thanks for the message. This going to be challenging to say the least!!!

There may be light at the end of the tunnel, however.

You may or may not be aware that there is a move at the national level, supported by the MOH and CMOs, to change the annual commencement date for RMOs from the current Nov / Dec arrangement, to a late Jan / Feb arrangement. This has been being worked on for a while as something which might happen in a couple of years. However, COVID and the resulting delay in the advertising of next year's RMO positions has brought the idea to the forefront of everyone's mind. There is now serious high level discussion about this change happening this year.

This would mean that instead of starting on 14 December 2020, Registrar positions for 2021 would commence in late Jan / early Feb 2021 for the 2021 year.

We are anticipating some decision on this within the next couple of weeks, so I'll keep in touch.

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

From: Chris Hemmings

Sent: Monday, 18 May 2020 9:43 a.m.

To: Karen Schaab <Karen.Schaab@cdhb.health.nz>

Subject: FW: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

Importance: High

Hi Karen,

FYI we won't know for some time whether/how many AP registrar vacancies we'll have for 2021. We have two registrars who were due to sit Part II exams in May and August but the RCPA has postponed the exams – now aiming for slide exams in October with the orals pencilled in for mid December. Even assuming that can go ahead (they don't seem to have a "plan B" if it's still not possible for candidates to get to Sydney from NZ, Singapore or Malaysia!) then they will only get their results just before Christmas, around the time they will have finished their training time and be eligible for FRCPA. (Normally they would have known if they'd passed by early September and still have a few months of time to complete.)

So, they could potentially finish their training and move on to consultant jobs in the new year but we would only have a couple of weeks of notice, right over the holiday period, to find replacements!

In the first instance, if only one passes, we'd probably offer the permanent post to

9(2)(a)

9(2)(a) If they BOTH pass, we would then need a quick turnaround on recruitment – I have had a number of enquiries from people seeking a job for next year, but several of the most promising candidates are from out of town and of course by Christmas a number of them will have needed to secure positions elsewhere, for 2021....

(sigh!)

Regards

Chris

A/Prof Chris Hemmings

Department of Anatomic Pathology, Canterbury Health Laboratories

9(2)(a)

Lara Williams (Administrator)

From: Giovanni Losco
Sent: Monday, 18 May 2020 5:49 PM
To: Carol Dean; 9(2)(a) Karyn Dunn
Cc: John Thwaites; Karen Dreaver; Jessica Malcolm; Karl Haase; Karen Schaab; Christian Brett; David McGregor; John Geddes; Josie Todd; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: RE: Changes to Clinical years of med school

No one asked me... as an ES, as well a CD, as well as the obligatory Clinical Senior Lecturer, one would have thought there would have been a few pathways to obtain feedback. I wonder who they asked?

Giovanni

Mr Giovanni Losco
Adult and Paediatric Urological Surgeon
Clinical Director - Urology, Canterbury DHB
 Christchurch Hospital, Burwood Spinal Unit, Urology Associates and Canterbury Urology Research Trust

9(2)(a)

From: Carol Dean
Sent: Monday, 18 May 2020 2:51 p.m.
To: 9(2)(a) Karyn Dunn <Karyn.Dunn@cdhb.health.nz>
Cc: Giovanni Losco <Giovanni.Losco@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Karen Dreaver <Karen.Dreaver@cdhb.health.nz>; Jessica Malcolm <Jessica.Malcolm@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>; Christian Brett <drchristianbrett@gmail.com>; David McGregor <David.McGregor@cdhb.health.nz>; John Geddes <John.Geddes@cdhb.health.nz>; Josie Todd <Josie.Todd@cdhb.health.nz>; Laura Joyce <laura.Joyce@cdhb.health.nz>; Maggie Meeks <Maggie.Meeks@cdhb.health.nz>; Mark Birch <Mark.Birch@cdhb.health.nz>; Richard Tapper <Richard.Tapper@cdhb.health.nz>
Subject: Changes to Clinical years of med school

Hi, all – hope you are all enjoying the move to level 2!!

9(2)(a) psychological med, is just doing some work regarding the proposed changes to the clinical years. One of the things that is stated in the proposal is that there was extensive consultation with all stake holders. One of the concerns they are trying to address is the concern re preparedness for being a HS.

9(2)(a) was just wondering if any of you were consulted? It seems we would be the ideal group given we work with the PGY1s

Lara Williams (Administrator)

From: John Geddes
Sent: Monday, 18 May 2020 6:58 PM
To: Giovanni Losco
Cc: Carol Dean; ^{9(2)(a)} Karyn Dunn; John Thwaites; Karen Dreaver; Jessica Malcolm; Karl Haase; Karen Schaab; Christian Brett; David McGregor; Josie Todd; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: Re: Changes to Clinical years of med school

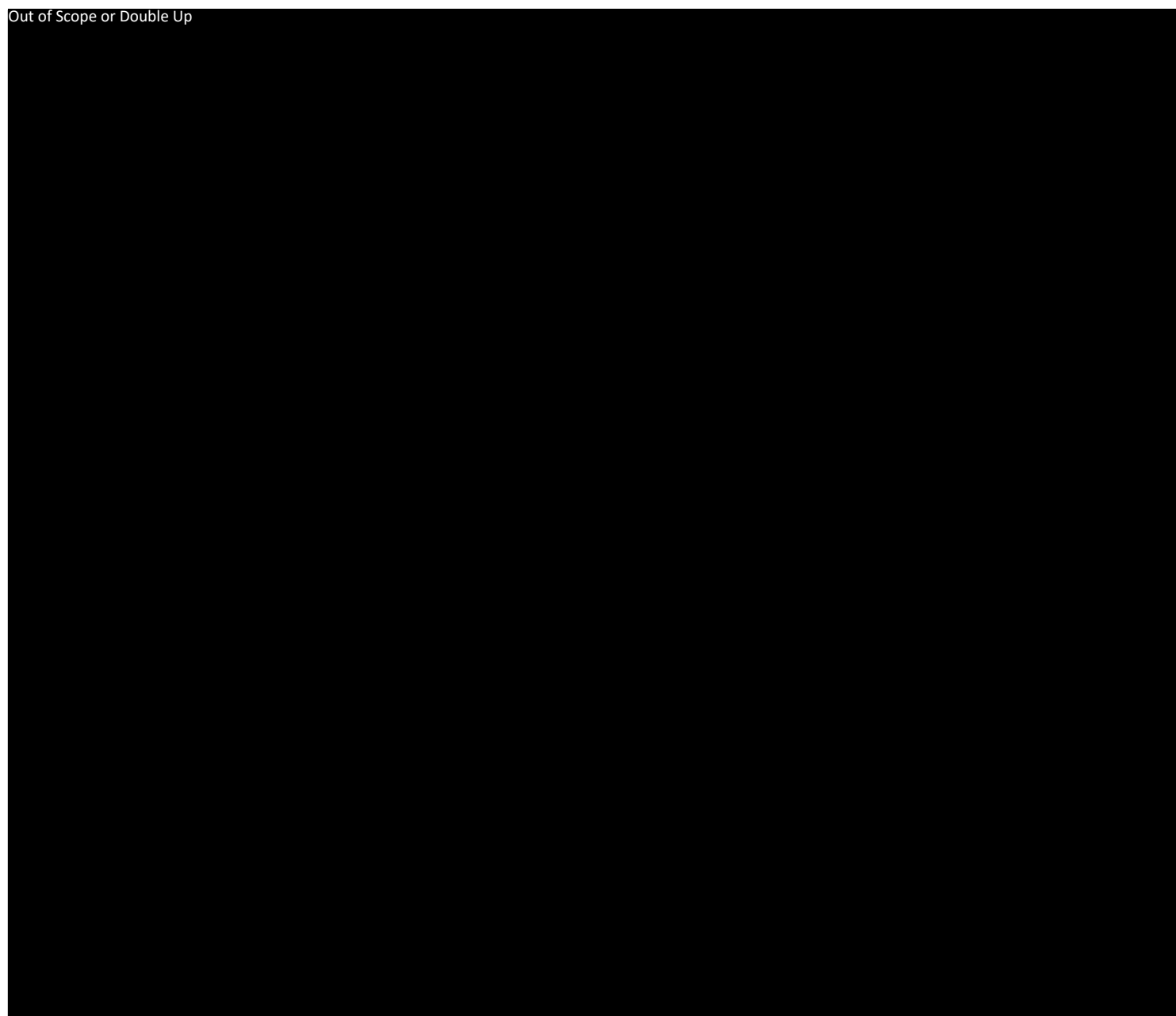
Maybe we should contact the Med School regarding that. It is potentially an ideal (?) time to synch with the Australian calendar and therefore allow orientation without cutting into clinical time and enabling a break and/or remedial work to have been completed by the school.

Certainly we should be consulted should major changes be considered.

JG

Sent from my iPhone

Out of Scope or Double Up



Lara Williams (Administrator)

From: 9(2)(a)
Sent: Monday, 18 May 2020 7:18 PM
To: John Geddes
Cc: Carol Dean; Christian Brett; David McGregor; Giovanni Losco; Jessica Malcolm; John Thwaites; Josie Todd; Karen Dreaver; Karen Schaab; Karl Haase; Karyn Dunn; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: Re: Changes to Clinical years of med school

Kia ora,

I have had several conversations with 9(2)(a) Student Affairs (mainly because we work together at MIHI) and help each other out with ideas regarding helping our students and RMOs that are struggling.

9(2)(a) has a list of medical students who are very stressed and concerned that they will struggle next year because of their reduced clinical time. They have been away for 8 weeks now. 9(2)(a) said that some are so concerned they only want part time work next year.

We could invite 9(2)(a) to one of our meetings, 9(2)(a) maybe able to provide some useful insight.

9(2)(a)

On Mon, 18 May 2020 at 6:58 pm, John Geddes <John.Geddes@cdhb.health.nz> wrote:

Maybe we should contact the Med School regarding that. It is potentially an ideal (?) time to synch with the Australian calendar and therefore allow orientation without cutting into clinical time and enabling a break and/or remedial work to have been completed by the school.

Certainly we should be consulted should major changes be considered.

JG

Sent from my iPhone

Out of Scope or Double Up

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Monday, 18 May 2020 2:51 PM
To: Angela Butler
Subject: RE: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

Thanks Angela

I have forwarded to Karl Haase and Karen Schaab in the RDST.


Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Monday, 18 May 2020 2:47 PM
To: Karen Schaab; Karl Haase
Subject: FW: ANNUAL RECRUITMENT OF RMOs FOR POSITIONS IN 2021 - MEMO TO BE SENT

For you

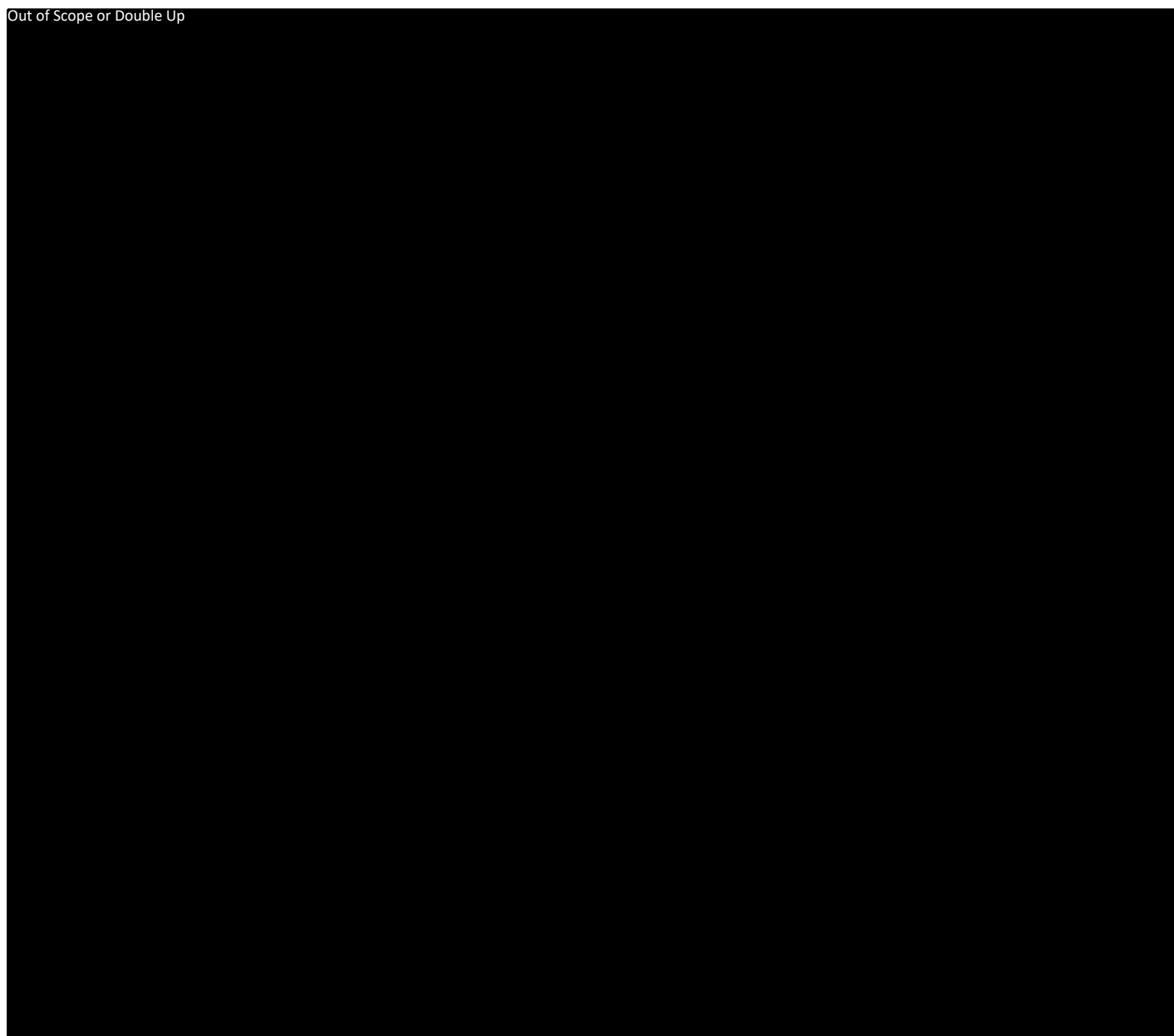
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

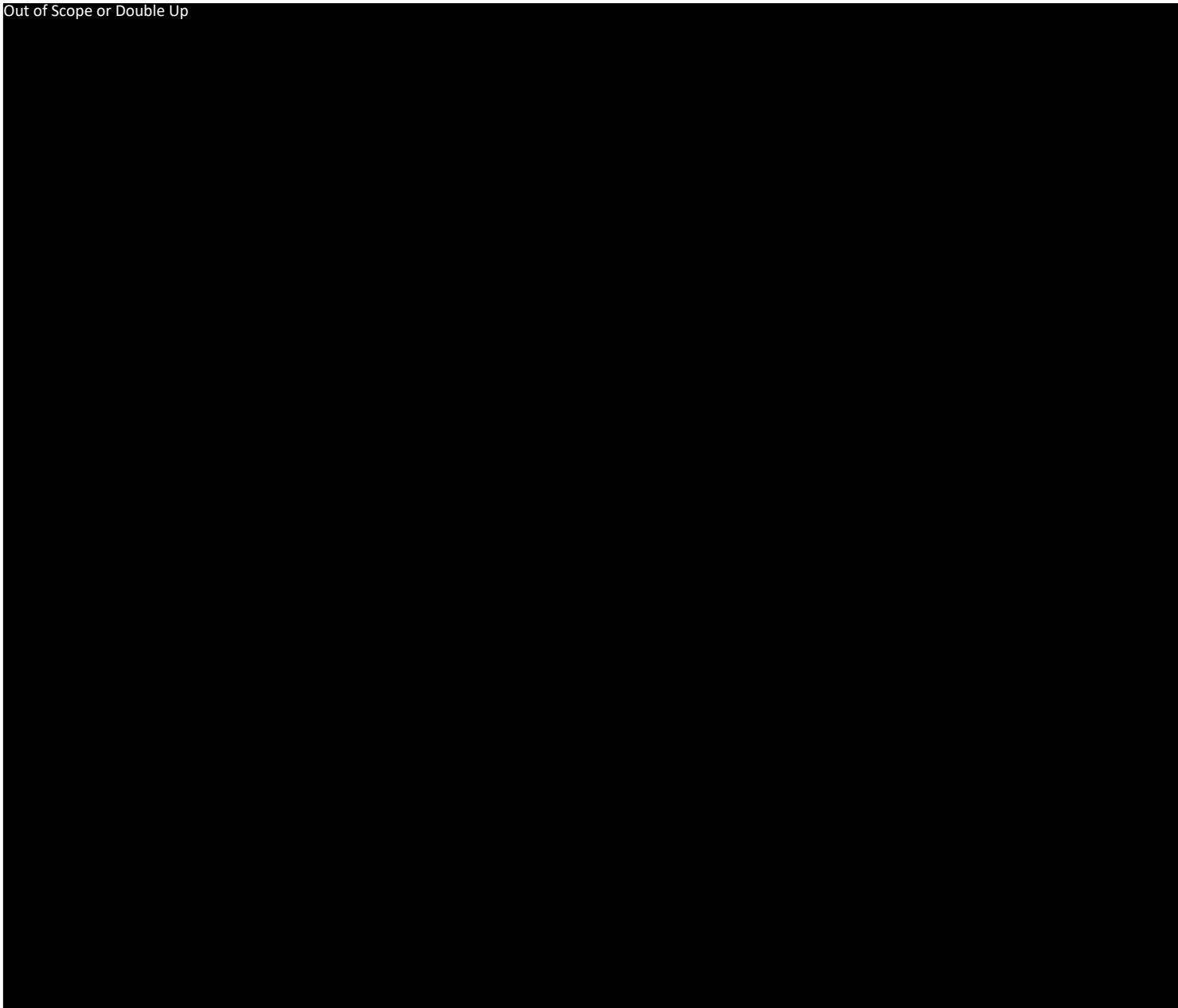
From: Karen Dreaver
Sent: Tuesday, 19 May 2020 9:38 AM
To: 9(2)(a) John Geddes
Cc: Carol Dean; Christian Brett; David McGregor; Giovanni Losco; Jessica Malcolm; John Thwaites; Josie Todd; Karen Schaab; Karl Haase; Karyn Dunn; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: RE: Changes to Clinical years of med school

Hi all,

9(2)(a) I too have spoken with 9(2)(a) and 9(2)(a) is great. We spoke at length about the feasibility of starting the Interns next year in synch with the Australian calendar as John G also suggested. I know this concept is getting bantered around a lot more now, just not sure who can ultimately make that decision. It definitely makes sense on every level to start them early in the new year as opposed to late November. Are you thinking of inviting 9(2)(a) to an ES monthly meeting?

Kind regards
Karen Dreaver

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Tuesday, 19 May 2020 11:42 AM
To: Karl Haase; Karen Schaab; Sarah Hutchinson
Subject: Decision about change of RMO year will now not be made by MoH until mid June.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Lara Williams (Administrator)

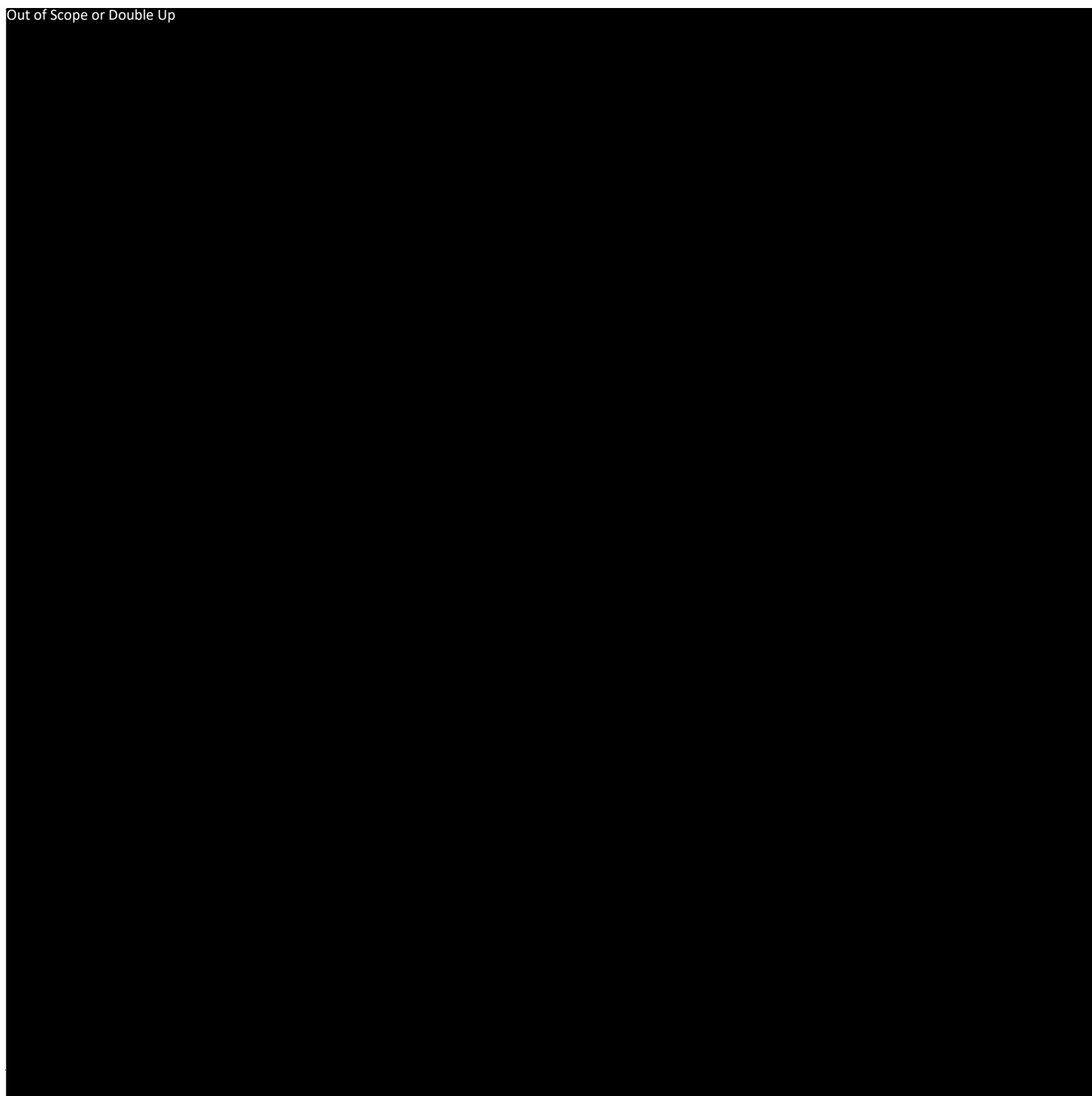
From: John Thwaites
Sent: Tuesday, 19 May 2020 5:00 PM
To: Giovanni Losco; Carol Dean ^{9(2)(a)} [REDACTED] Karyn Dunn
Cc: Karen Dreaver; Jessica Malcolm; Karl Haase; Karen Schaab; Christian Brett; David McGregor; John Geddes; Josie Todd; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: RE: Changes to Clinical years of med school

No I haven't been asked either. Would be very happy to provide feedback.

Cheers

John

Out of Scope or Double Up



Lara Williams (Administrator)

From: Carol Dean
Sent: Tuesday, 19 May 2020 5:07 PM
To: John Thwaites; Giovanni Losco; 9(2)(a) Karyn Dunn
Cc: Karen Dreaver; Jessica Malcolm; Karl Haase; Karen Schaab; Christian Brett; David McGregor; John Geddes; Josie Todd; Laura Joyce; Maggie Meeks; Mark Birch; Richard Tapper
Subject: RE: Changes to Clinical years of med school

It is very interesting that the university claims that they have consulted very widely but none of us were asked!!

Thanks for your response - I will see if I can get the latest versions of the proposal for our meeting on Friday

Carol

Dr Carol Dean

Consultant Psychiatrist

South inpatient Service

ECT Service Co-ordinator

Director of Training for Registrar Training Programme

Educational Supervisor, METU

9(2)(a)

Out of Scope or Double Up

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Wednesday, 20 May 2020 6:11 AM
To: Sarah Hutchinson
Cc: Karl Haase
Subject: RE: Decision about change of RMO year will now not be made by MoH until mid June.

Categories: Dave to Action

Hi Sarah/Karl

Because of the timing of the decision being in June, I think you are correct to not include the question in the run/intentions survey and to manage it separately.
 I think that many stakeholders are in favour of the delay, and really keen to leverage off the delay to Q3 - pushing the year back.

DBG

From: Sarah Hutchinson
Sent: Tuesday, 19 May 2020 2:48 p.m.
To: David Brandts-Giesen
Cc: Karl Haase
Subject: RE: Decision about change of RMO year will now not be made by MoH until mid June.

OK thanks, keen to hear your thoughts on the survey monkey for next week? And are we wanting to include questions around the dates?

Karl and I briefly discussed and wondered if we are better to target the questions at those affected once we have a decision?

The current survey monkey would already gauge who was planning on leaving or wanting to step up to Registrar roles which would assist us to then ask further questions later.

Will try catch you tomorrow to discuss.

Sarah Hutchinson

RDST Analyst
 Extn: 87940

Please note my days of work are Monday, Tuesday and Wednesday.



Resident Doctors' Support Team
 Canterbury District Health Board

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet

From: David Brandts-Giesen
Sent: Tuesday, 19 May 2020 11:42 AM

To: Karl Haase <Karl.Haase@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>; Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>

Subject: Decision about change of RMO year will now not be made by MoH until mid June.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Lara Williams (Administrator)

From: Karl Haase
Sent: Friday, 22 May 2020 2:07 PM
To: Tracey Sutherland (nee Gulbransen); Kimberley Sletcher; Karyn Dunn; Karen Dreaver; Jessica Malcolm; Acacia Jarden; Christine King; Jasmine Locke; Joanne Foot; Karen Schaab; Karl Haase; Nila Gopal; Sarah Hutchinson
Cc: David Brandts-Giesen
Subject: Annual Recruitment Timeline
Categories: Dave to Read

Hi All,

Please find the link below to the Annual Recruitment Timeline that we discussed in Team Meeting last week.

We will go over this at each team meeting to see how we are tracking.

S:\CHC02DataLink\Division\RMO\RMO Unit\Annual Recruitment\Select 2021\AADMINISTRATION\Timeline

Kind regards,

Karl Haase

Resident Doctors' Acting Team Leader
Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Resident Doctors' Support Team



Would you like to save a tree? Don't print this e-mail unless it's really necessary

Lara Williams (Administrator)

From: Neil Davidson
Sent: Thursday, 28 May 2020 11:18 PM
To: David Brandts-Giesen
Cc: Seton Henderson; Karen Schaab; Toby Betteridge; Neil Davidson
Subject: Unilateral Changes to ICU Recruitment Process

Hi

Thank you for the notification of the timeline for selection of ICU Registrars for 2020.

The meeting is usually held individually to the service for 60 to 90 minutes early to mid June for one service.

I note the delay inevitably consequential of Covid 19 planning.

Discrimination

Is there any avenue for a label of discrimination that could be applied to the detail in the application process?

- 25 May 2020 – Soft Launch – Applications Open for Current CDHB RMO's
- 01 June 2020 – Applications Open Nationally
- Selection Criteria
 - NZ Citizens/Permanent Residents – “priority to New Zealand Citizens”
 - NZers currently on staff – “priority of appointment for current staff”
 - NZers wanting to return from provincial hospitals to a tertiary centre – “priority of appointment for Rural Trainees and those returning from provincial hospitals”
 - NZers who have worked in Christchurch Before

As you will have been aware from previous selections we utilise a excel spreadsheet selection screening tool with some of these biases that we send you a copy of at the end of the session.

Selection Committee

Sharing this meeting with ED may have advantages and disadvantages as prior to our usual meeting we have discussions and unofficial inside knowledge of those who are likely to receive acceptance onto training schemes and therefore unlikely to accept a subsequently offered Intensive Care Registrar Meeting.

Last year for example, we had awareness of the above from Anaesthesia (SHO & Registrar Positions), Emergency Medicine and other Surgical Applicants.

Therefore, sharing this meeting in the same or shorter time frame than previous meetings with another specialty is too great a burden of demand on a short period of time and is likely to impede the free flowing discussion between the ICU team and RDST team in the presence of a. n. other specialty.

Therefore, I would urge reconsideration of the prior unilateral decision to hold a shared meeting.

Timeline

I was essentially advised by phone today that the timeline, albeit shortened, is mandatory to run despite clashing significantly with the delayed and essential annual leave for departments at this time (given prior cancelled annual leave during covid). For example, I am on leave from 14-19 July so will be constrained by time to assess the applications thoroughly prior to leave as the meeting is in the morning first back from leave.

I usually share the assessment of our applications to get a team representation with a pre meeting with our team so we can usually present to the RDST a confirmed, balanced decision process on behalf of the ICU SMO Group. The ability to do this with this time frame and the impact of annual leave has the potential to impair this ability.

Karen indicated this potential difficulty is the responsibility of the services to manage but is difficult when meeting notifications are released following leave has been granted and perhaps prior to this meeting notification some consideration of dates for potential absences would not be difficult to predict.

Multiple colleagues are on leave during the period from 3-14 July that the RDST suggests this is collated.

Information

Finally it is really important that to select candidates we need the information presented to us unlike in 2018 when the cover notes and private CV's were missed off the information relayed.

It is important that where possible the following documents must be provided for each applicant

1. CDHB application form
2. Personalised CV
3. Personalised Cover Note
4. References

If you can include Seton Henderson, Toby Betteridge and myself in the initial wave of recipients of this information that would be great and we can disseminate this to the group that are able to review our applications.

Many thanks

Neil

Dr Neil Davidson
Intensive Care Specialist & Clinical Lead Canterbury Air Retrieval Service
Department of Intensive Care - Christchurch Hospital
Canterbury District Health Board
Private Bag 4711
2 Riccarton Avenue
Christchurch 4710
NEW ZEALAND

9(2)(a)

E-mail: neil.davidson@cdhb.health.nz

Web: <https://www.nzflyingdoctors.co.nz/>



Canterbury
District Health Board
Te Pōari Hauora o Waitānā

Lara Williams (Administrator)

From: Karen Schaab
Sent: Thursday, 28 May 2020 2:32 PM
To: Service Managers ChCh Campus; Linda Wood; Deborah Selwood; Michele Pringle
Cc: Karen Schaab; Tracey Sutherland (nee Gulbransen); Karl Haase
Subject: UPDATING RMO INFORMATION FOR YOUR SERVICE(S) ON THE INTRANET

Importance: High

Categories: Dave to Read

All

Please see below highlighted – if you haven't checked your service's information on the web page below, please do so and email me any changes urgently.

RMO Annual Recruitment opens on Monday and our advertisements will be referring applicants to the web page below for information on services. Out of date information is not helpful for candidates.

INSTRUCTIONS FOR UPDATING YOUR SECTION(S):

1. Please go to the following web page to view the information for your service (s):

<https://www.cdhbcareers.co.nz/Resident-Doctors/Service-Specific-Information/>

EITHER

2. email me to confirm no changes are necessary;

OR

3. Cut and paste the text into an email
4. Highlight any changes needed
5. Send me the email by Friday 15 May

This web page is an important source of information for current RMOs, as well as for annual and ongoing recruitment.

Thanks

Karen Schaab



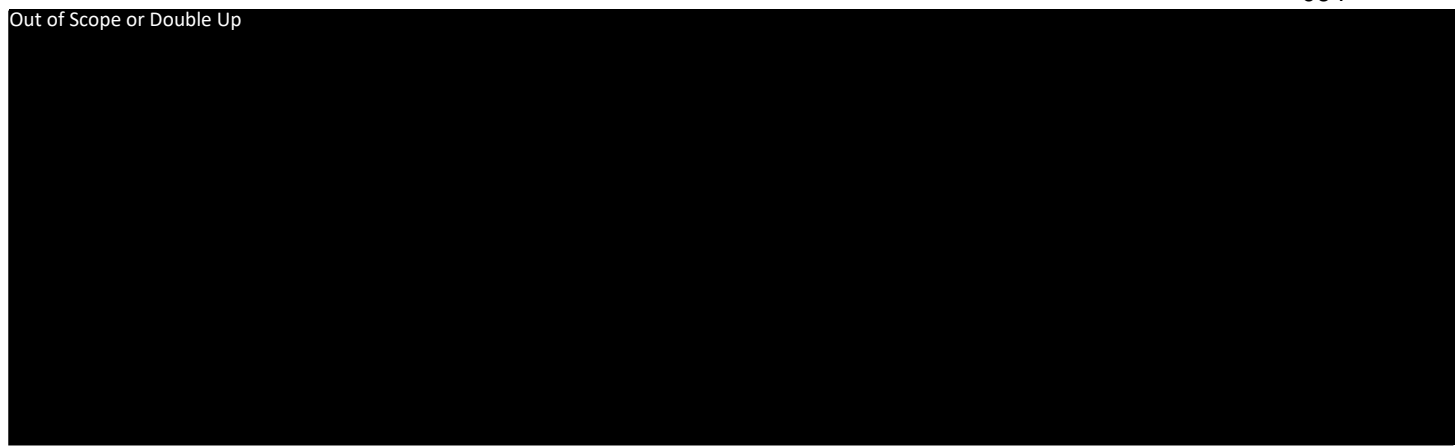
Resident Doctors' Support Team

Karen Schaab
 Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Out of Scope or Double Up



From: Mark Jeffery

Sent: Friday, 5 June 2020 3:26 p.m.

To: Sue Nightingale <Sue.Nightingale@cdhb.health.nz>; Richard French (Anaesthesia SMO)
<Richard.French@cdhb.health.nz>

Subject: FW: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Apologies if you have received it from other sources

M



Out of Scope or Double Up

Lara Williams (Administrator)

From: Kate Rawlings
Sent: Monday, 8 June 2020 8:09 AM
To: Karen Schaab
Subject: RE: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Hi Karen,
No I haven't so thanks for forwarding it on. Maybe this time it will get over the line! Great support from many.

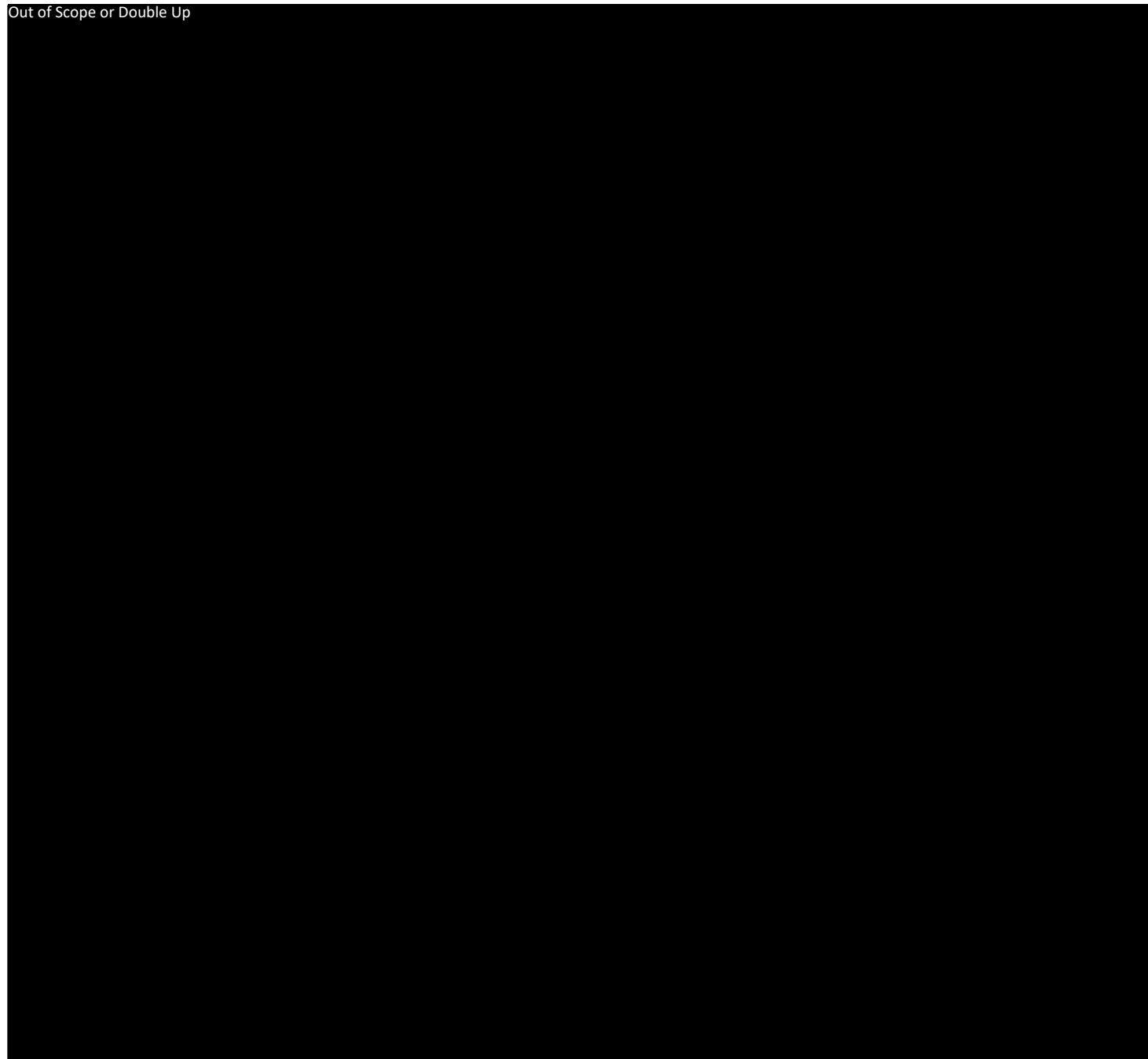
Ngā mihi
Kate

Kate Rawlings | Programme Director | South Island Workforce Development Hub (SIWDH)

9(2)(a)

E: kate.rawlings@siapo.health.nz | www.sialliance.health.nz/our-priorities/workforce-development-hub/
32 Oxford Tce, Level 4. Christchurch

Out of Scope or Double Up



Lara Williams (Administrator)

From: Michael Frampton
Sent: Monday, 8 June 2020 9:06 AM
To: Pauline Clark; Barbara Wilson; Dan Coward; Kirsten Beynon; Bernice Marra; Philip Wheble (WCDHB); Mark Jeffery; Richard French (Anaesthesia SMO); David Brandts-Giesen; Maureen Love; Paul Lamb; Sarah Connell; Stephanie Manning; Tania Beynon; Terezka Trotter; Tyler Brummer
Subject: FW: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021
Attachments: 2020 06 02 Paper to CEs on Change of RMO Rotation dates.pdf
Categories: FYI

FYI

Ngā mihi
Michael

Michael Frampton
Chief People Officer
Canterbury District Health Board and West Coast District Health Board

9(2)(a) E: michael.frampton@cdhb.health.nz
Level 1, Corporate Office, 32 Oxford Terrace | PO Box 1600 | Christchurch | New Zealand
www.cdhb.health.nz | www.wcdhb.health.nz | <https://www.linkedin.com/in/michaelframpton/>

Out of Scope or Double Up

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Wednesday, 10 June 2020 7:03 AM
To: Michael Frampton
Cc: Mark Jeffery; Alan Pithie; Pauline Clark; Karl Haase; Manda Challenger; Karen Schaab
Subject: RE: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Hi Michael

I thought it appropriate to share some comments about this proposal with you.

The RDST is generally supportive of this proposal. We think there are some benefits including:

- New graduates and RMOs who are new the DHBs no longer starting work just before the festive season, when so many experienced clinicians take leave
- Potential for a more stable RMO workforce, with fewer vacancies in early winter months

We have some concerns about managing potential vacancies in the transition year between Nov/Dec 2020 and 18 January 2021. We envisage that RMOs who are moving to positions outside their current DHB (including General Practice training) may decide to leave when they have completed their requirements in Nov/Dec rather than stay on to January. A mitigation for this is to employ any incoming UK and other overseas doctors from Nov/Dec to cover these vacancies. Another mitigation would be redeployment of RMOs from services that are forecast to be less busy in summer to those that remain busy. When the outcome of the proposal is known, the RDST will survey RMOs to be better understand their intentions and this will provide a clearer picture of potential vacancies.

In your role(s) at a national level, it may be worthwhile engaging with MCNZ and Immigration NZ to make sure that they have the capacity to process applications from RMOs entering NZ and moving about NZ in January. Both agencies have tended to close or operate with skeleton staffing in the festive season. Having large scale migration of doctors in January would have implications for their workloads in December/January.

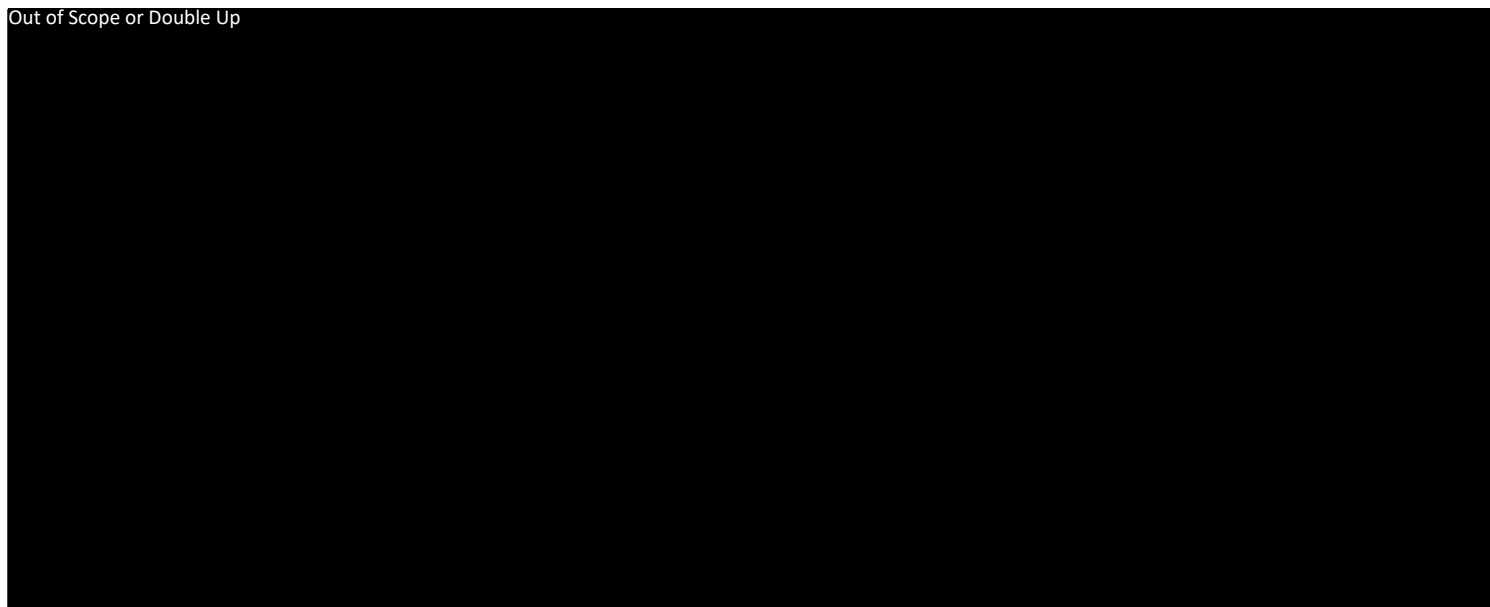
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: Karl Haase
Sent: Wednesday, 10 June 2020 7:04 AM
To: David Brandts-Giesen
Subject: RE: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Thanks Dave!

Kind regards,

Karl Haase
Resident Doctors' Acting Team Leader
Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Resident Doctors' Support Team



Would you like to save a tree? Don't print this e-mail unless it's really necessary

Out of Scope or Double Up

Lara Williams (Administrator)

From: Pauline Clark
Sent: Wednesday, 10 June 2020 7:32 AM
To: Dan Coward; Barbara Wilson; Kirsten Beynon; Philip Wheble; Bernice Marra; Win McDonald; Terezka Trotter
Cc: David Brandts-Giesen
Subject: FW: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

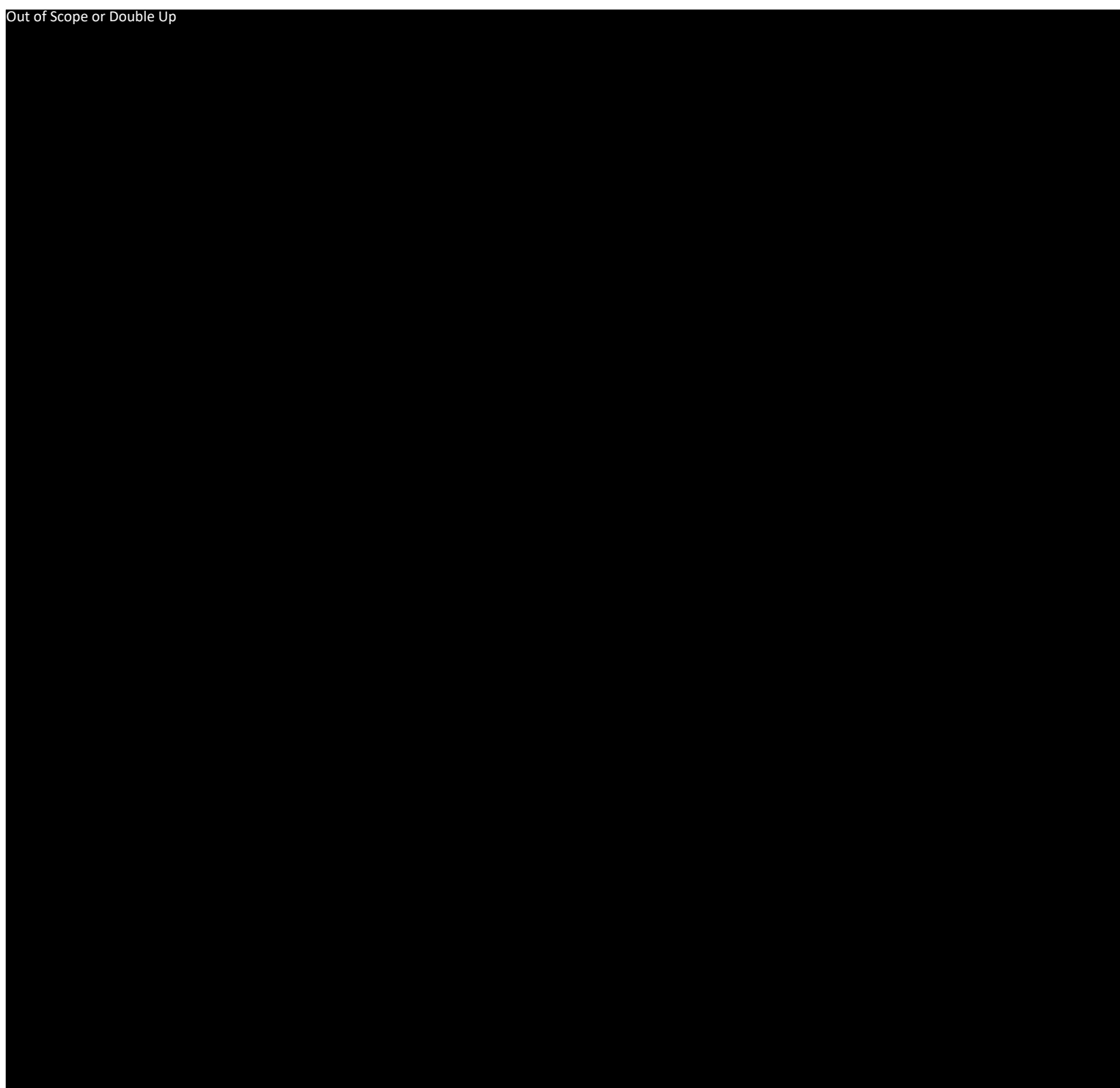
Categories: FYI

Good morning

See note below from David to Michael, the content of which is of interest to us also

P

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:52 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

From: Mark Jeffery

Sent: Wednesday, 10 June 2020 7:51 a.m.

To: David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Michael Frampton <Michael.Frampton@cdhb.health.nz>

Cc: Alan Pithie <Alan.Pithie@cdhb.health.nz>; Pauline Clark <Pauline.Clark@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Manda Challenger <Manda.Challenger@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>

Subject: RE: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Thanks David,

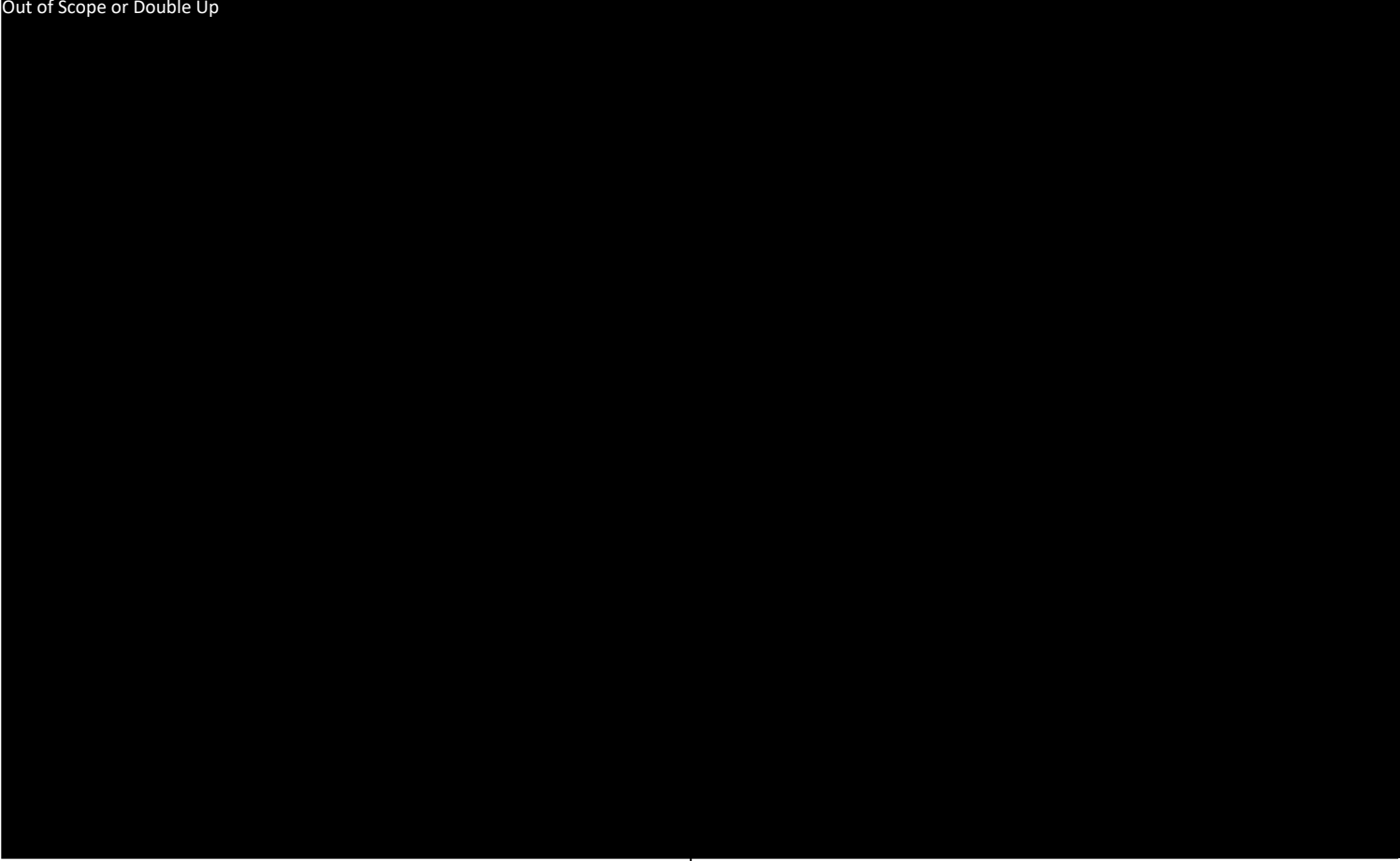
In addition to the issue of managing “the gap” – late November to mid Jan – the MCNZ will register the current cohort of TIs immediately of notification from the Medical Schools.

So there will be a cohort of potentially employable new graduates who could be engaged as locums in advance of the official start date of Jan 18 – of course there would have to be careful consideration of how they were orientated, deployed and supervised but if they were willing to work (some will be motivated by the need to avoid loss of income) then that may help fill any gaps.

Cheers

Mark Jeffery

Out of Scope or Double Up



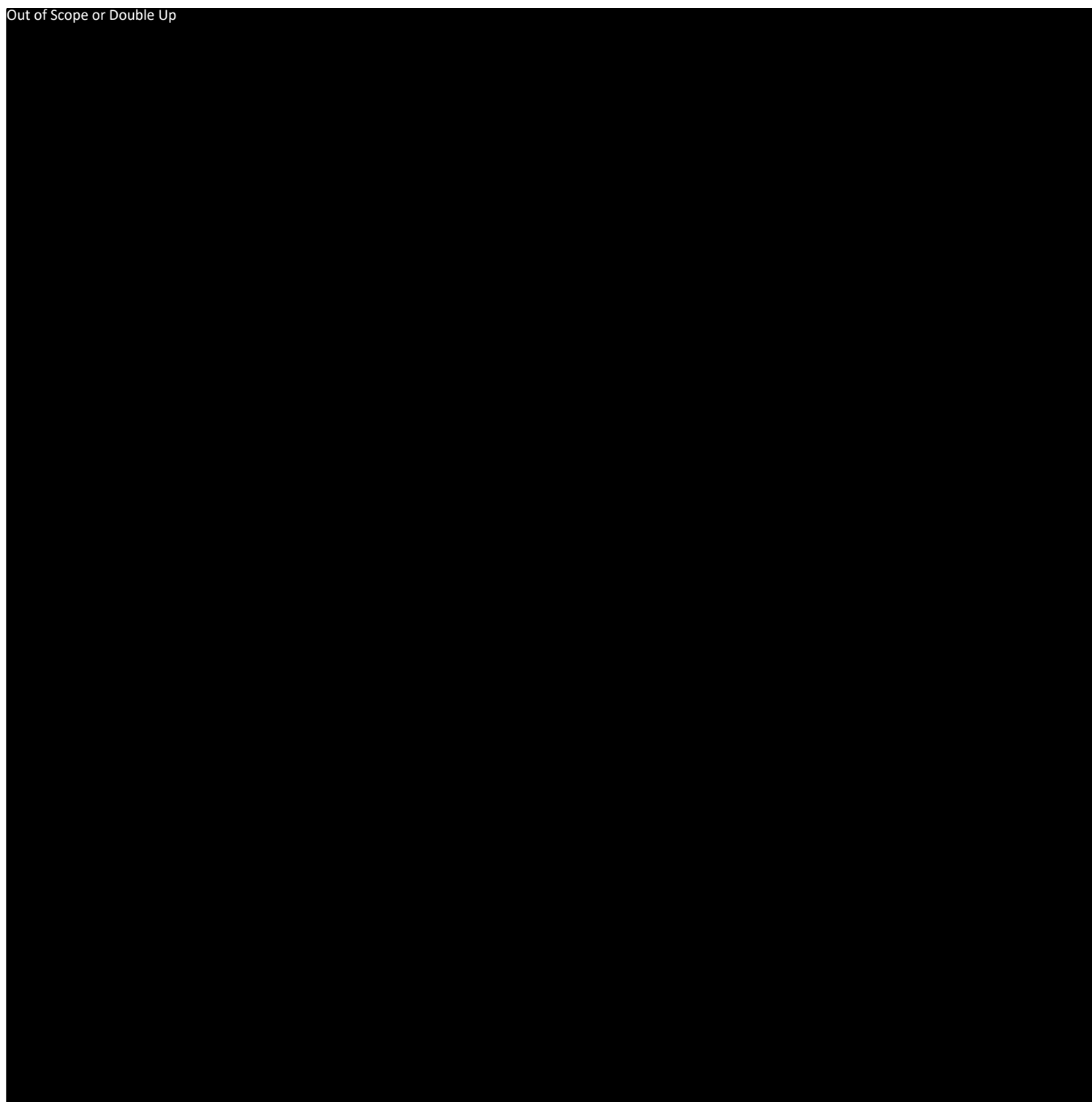
Lara Williams (Administrator)

From: Bernice Marra
Sent: Wednesday, 10 June 2020 8:01 AM
To: Pauline Clark; Dan Coward; Barbara Wilson; Kirsten Beynon; Philip Wheble; Win McDonald; Terezka Trotter
Cc: David Brandts-Giesen
Subject: RE: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Categories: FYI

Thanks Pauline
Helpful to have David BG insight in this.

Out of Scope or Double Up

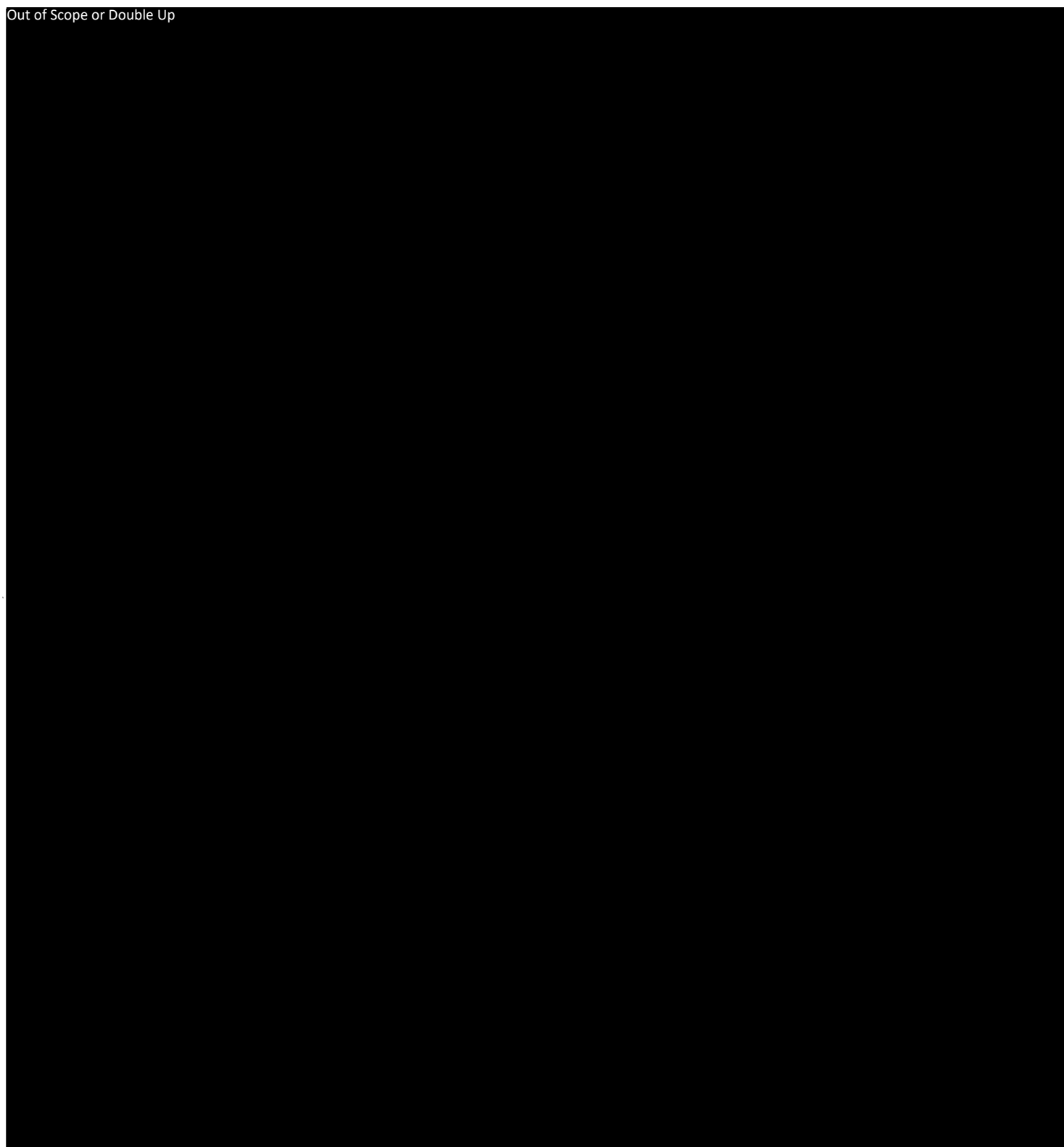


Lara Williams (Administrator)

From: Karen Dreaver
Sent: Wednesday, 10 June 2020 1:55 PM
To: Karen Schaab
Subject: RE: 20 DHBs – INFORMATION – PROPOSAL TO CHANGE RMO ROTATION DATES FOR 2021

Thanks Karen,
I guess we will discuss Orientation dates once the new dates are confirmed.
Karen

Out of Scope or Double Up



Lara Williams (Administrator)

To: Acacia Jarden; Alan Pithie; Anna Evans; Annetta Walker; Barbara Wilson; Bernice Marra; Chris Hemmings; Chris Hewitt; Christine King; Clinical Team Coordinator; Deborah Selwood; Elaine Ryan; George Schwass; Greg Devane; Jasmine Locke; Jessica Malcolm; Jo Cook; Joanne Foot; John Lyons; John Thwaites; Karen Dreaver; Karen Hawke; Karen Schaab; Karl Haase; Karyn Dunn; Kaye Johnston; Linda Wood; Liz Oliver; Maureen Love; Nathan Hood; Nila Gopal; Rhonda Faith; Sarah Hurring; Sarah Hutchinson; Service Managers ChCh Campus; Tracey Sutherland (nee Gulbransen); Keith Wright; Warren Holm; Debbie Hamilton; Lynne Johnson; Mark Crawford; Nicky Graham; Nicky Topp; Norma Campbell; Warren Nairn

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

Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf

FYI and sharing
Sorry if you receive this from another source.

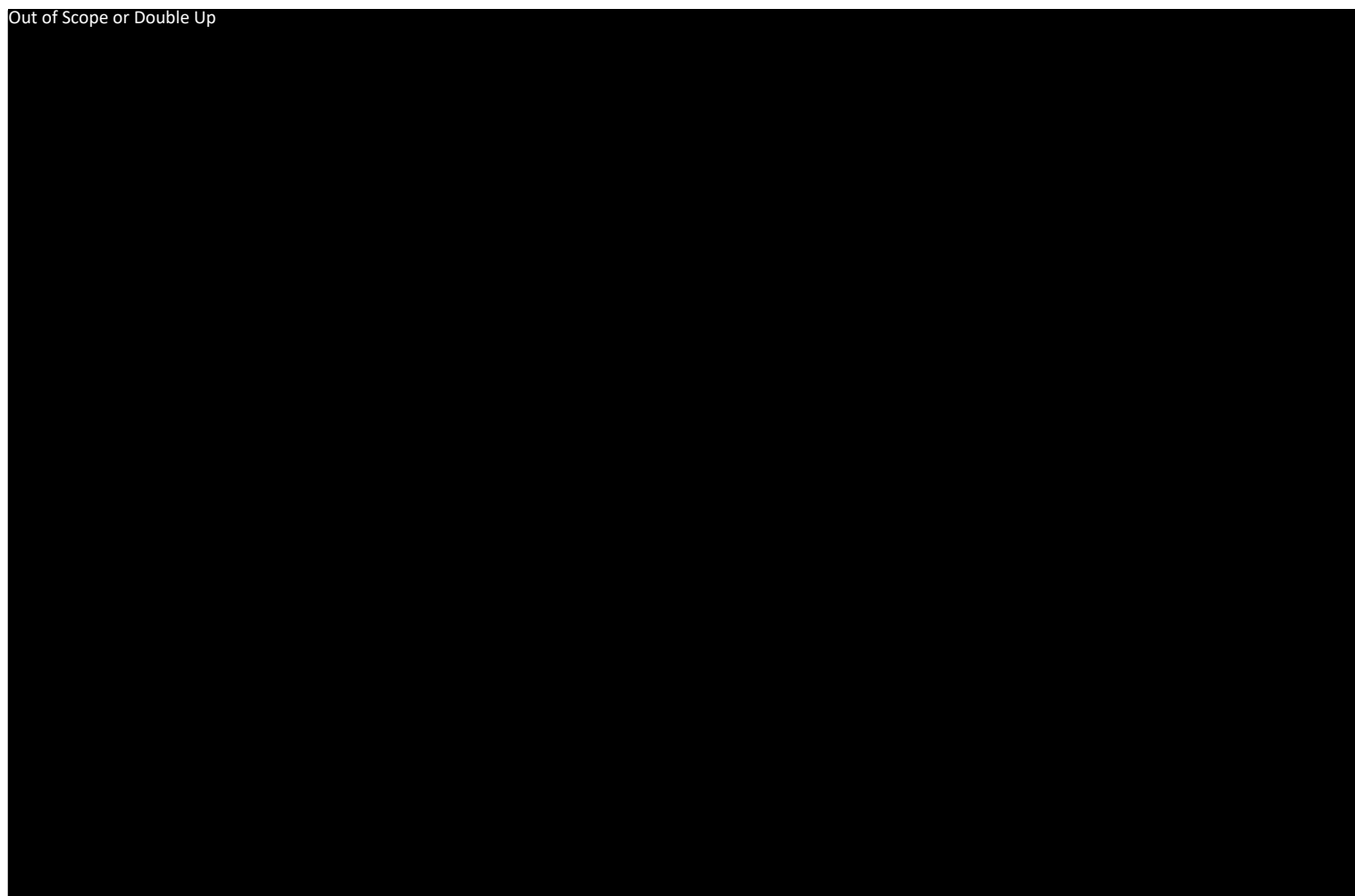
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



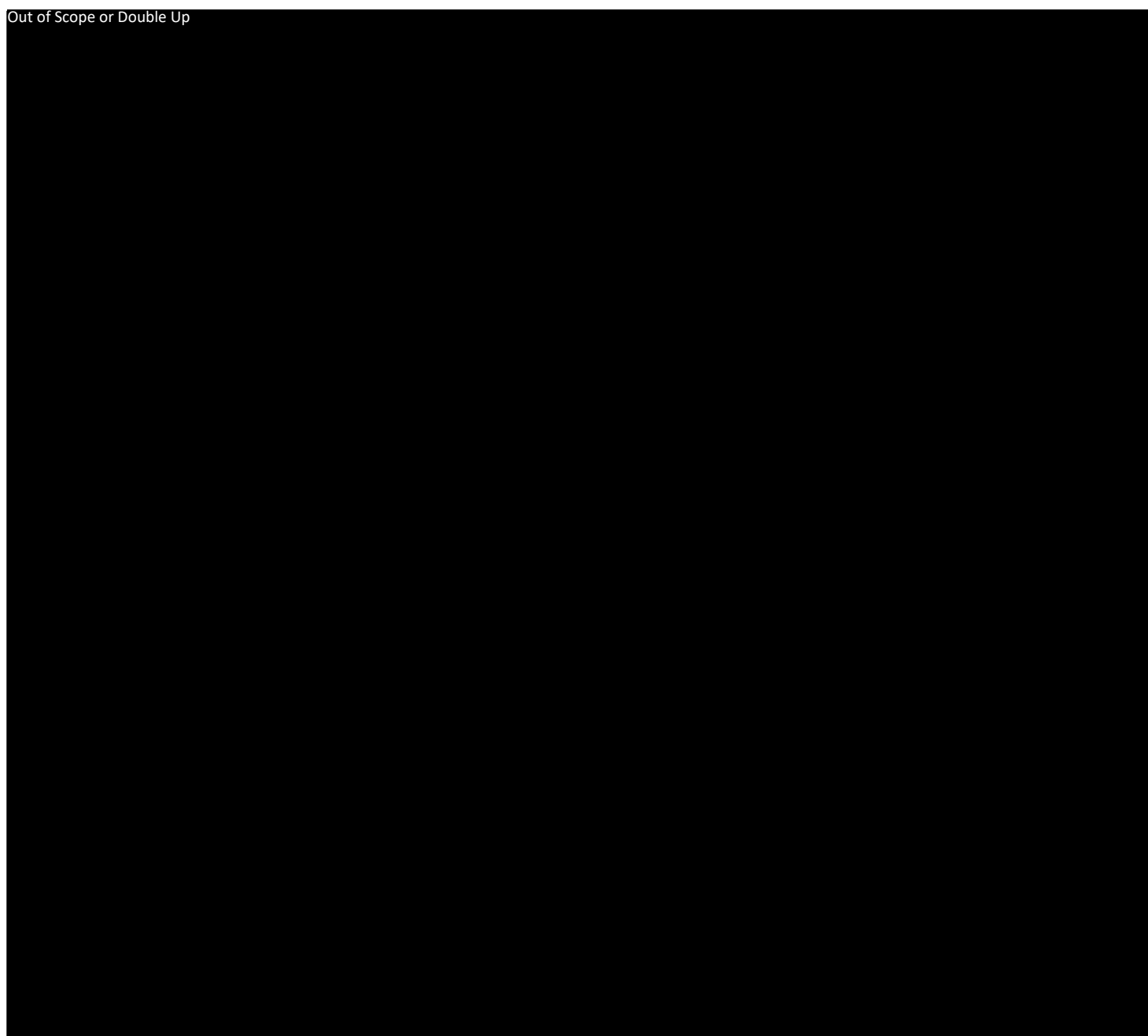
Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:55 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery
Sent: Thursday, 18 June 2020 3:38 p.m.
To: Karl Haase <Karl.Haase@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks Karl – I presume RDST will be making a response.
Happy to be involved if it would help
Mark

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Thursday, 18 June 2020 3:57 PM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf

Rochelle – Could you please forward to CDs


Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

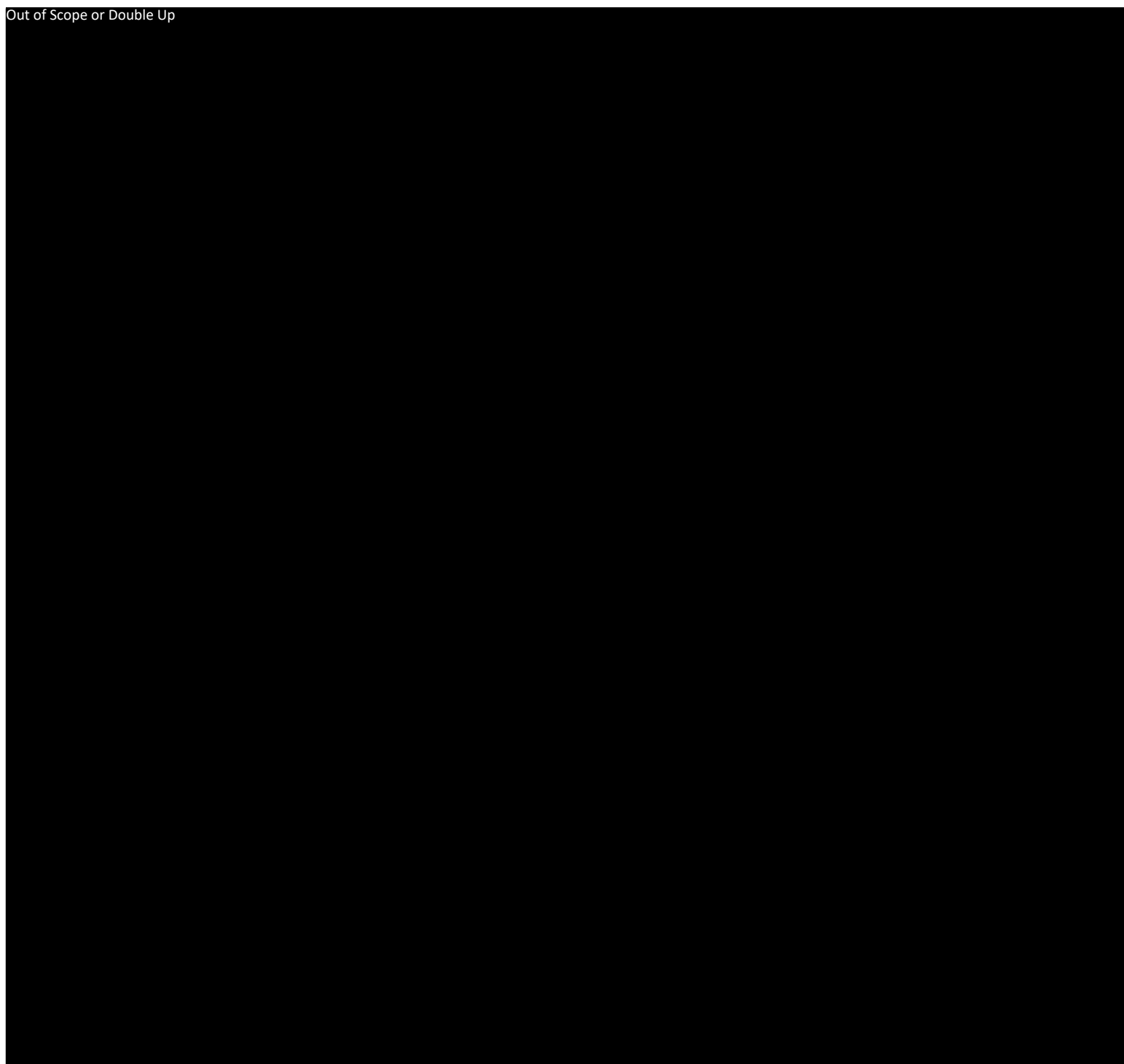
From: Karl Haase
Sent: Thursday, 18 June 2020 4:38 PM
To: Mark Jeffery
Cc: David Brandts-Giesen; Manda Challenger; Karen Schaab
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Hi Mark,


Thanks very much for the offer!

David sent our feedback through to Michael Frampton last week (please see below). Would you like to add anything?

Out of Scope or Double Up



Out of Scope or Double Up



From: Mark Jeffery

Sent: Thursday, 18 June 2020 3:38 p.m.

To: Karl Haase <Karl.Haase@cdhb.health.nz>

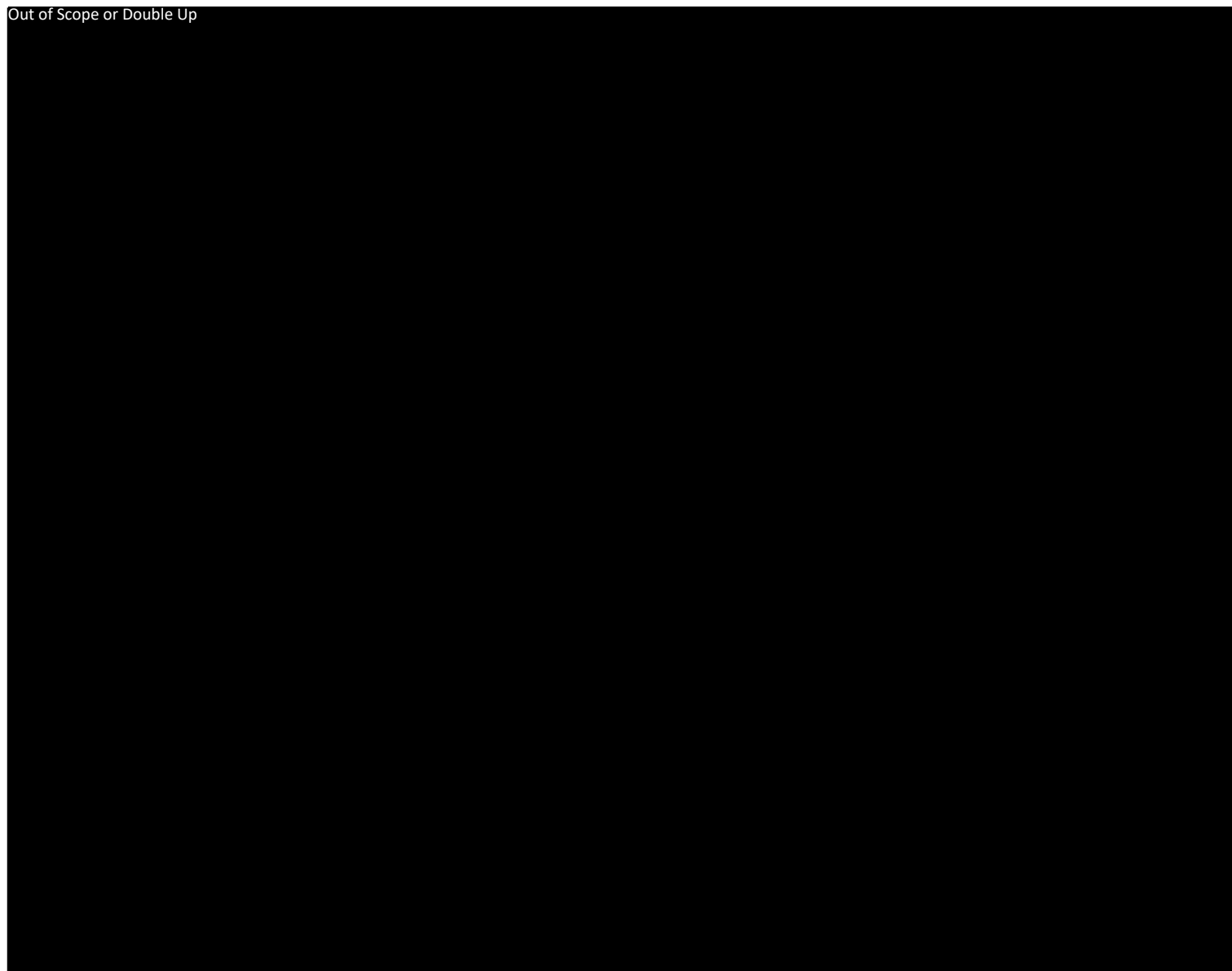
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks Karl – I presume RDST will be making a response.

Happy to be involved if it would help

Mark

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:54 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery

Sent: Thursday, 18 June 2020 4:44 p.m.

To: Karl Haase <Karl.Haase@cdhb.health.nz>

Cc: David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Manda Challenger <Manda.Challenger@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>

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

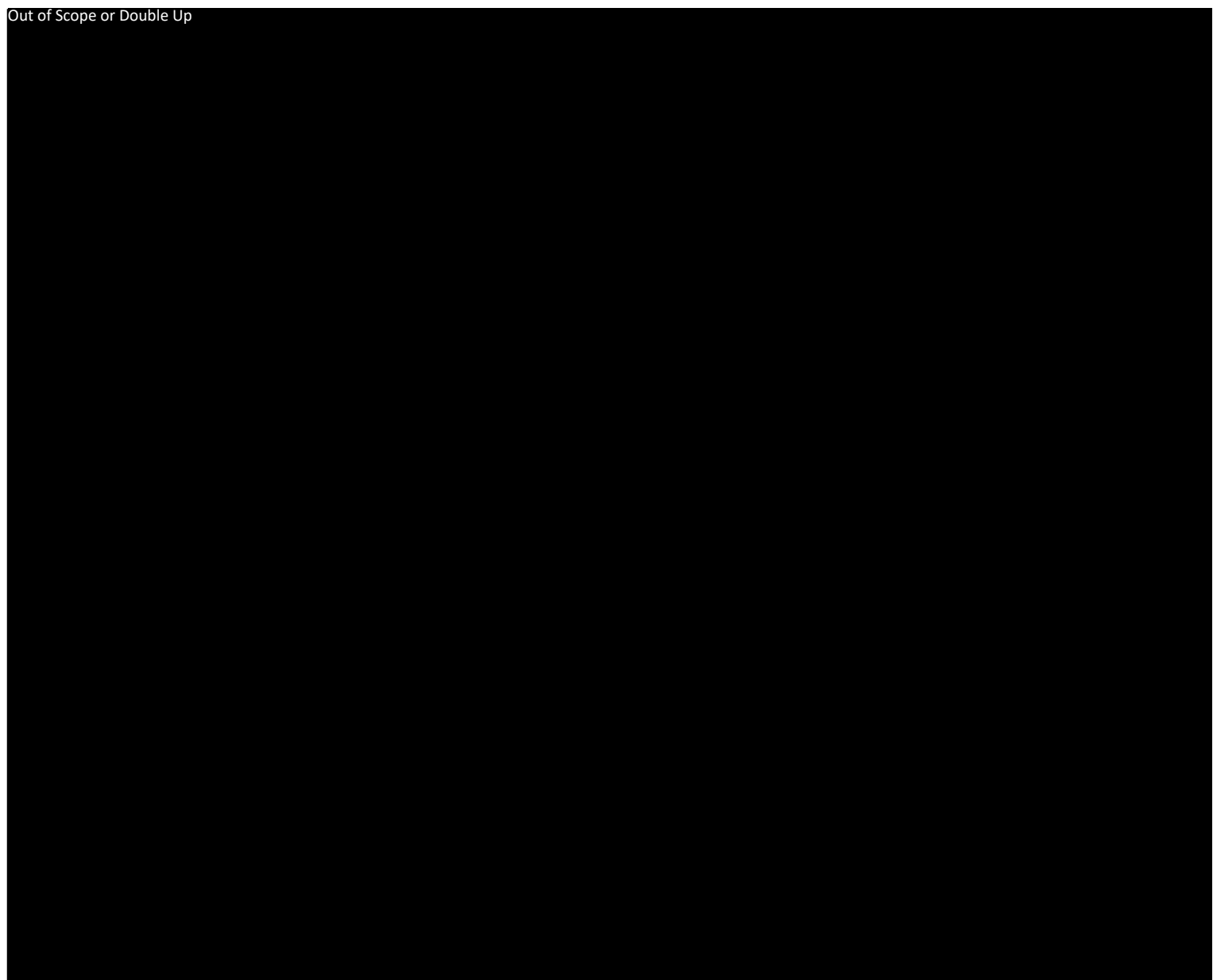
Hi Karl,

That's all good wrt David B-G's feedback.

So does this mean you are leaving it to Michael to collate all the responses and respond formally to all the questions?

Mark

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Friday, 19 June 2020 7:53 AM
To: Mark Jeffery; Karl Haase
Cc: Manda Challenger; Karen Schaab
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Hi Mark

Michael has not responded to me. I wonder if you can ask him how he would like to manage this?


Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:56 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf

From: Mark Jeffery
Sent: Friday, 19 June 2020 8:00 a.m.
To: Michael Frampton <Michael.Frampton@cdhb.health.nz>
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

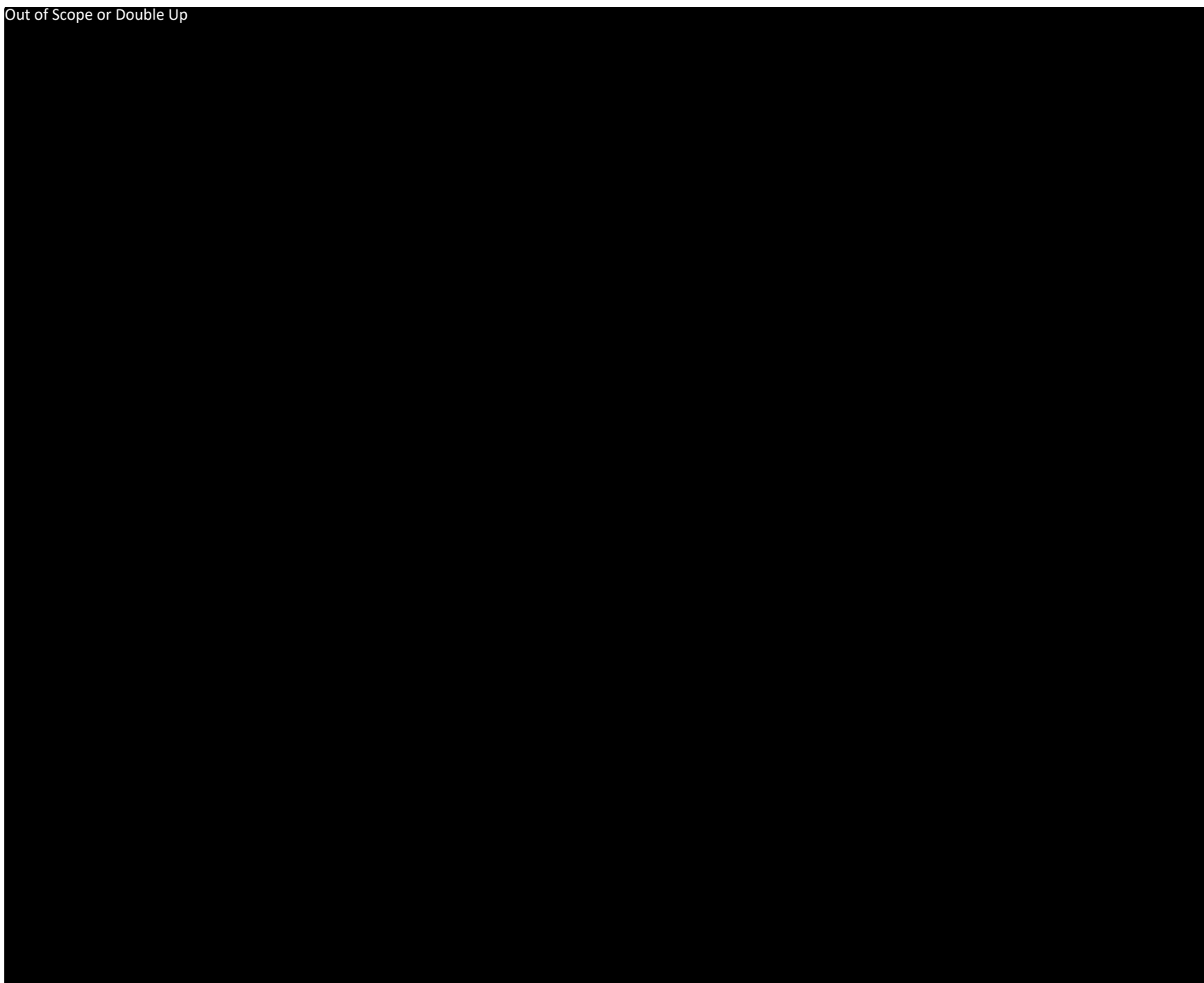
Hi Michael – is there a plan as to how we (CDHB) respond to this consultation document?

Single response or multiple entities?

Cheers

Mark

Out of Scope or Double Up




Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:52 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery
Sent: Friday, 19 June 2020 8:01 a.m.
To: David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>
Cc: Manda Challenger <Manda.Challenger@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Done (via email query)
It's Friday so not holding my breath but will let you know
Mark

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Friday, 19 June 2020 8:35 AM
To: Stephanie Manning; David Brandts-Giesen; John Thwaites; Justine White; Sue Nightingale; Richard French (Anaesthesia SMO); Michael Frampton; Pauline Clark
Cc: David Meates; Susan Fitzmaurice
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf
Importance: High
Categories: Dave awaiting response, Dave to Action

Dear All,

See below and attached.

I have spoken to Michael Frampton about how we might respond to this consultation document.

We are in agreement that a single CDHB response would be best.

There is considerable momentum behind this proposal and the advantages are many.

However.... can we collectively give careful consideration to whether there are any hidden hazards here – financial, logistical, legal, Ministry reporting etc... – that anyone can envisage?

I have undertaken to collate your responses – ***can you send them to me and copy in Michael?***

I will solicit the necessary final input from Chiefs and Chairs (who have discussed this issue a number of times).

Can responses be with me by EOB Friday June 26th please?

EMT endorsement would also be optimal but might have to be by email given the submission ***deadline of Wednesday July 1.***

David M – the response will need to go under your name – I hope you are OK with this approach?

Kind regards

Mark

Dr Mark Jeffery

Clinical Director - Medical Capability Development

Office of the CMO

Canterbury District Health Board

9(2)(a)

Enhancing medical effectiveness and wellbeing



"It's just that you do the right thing. The rest doesn't matter"

Marcus Aurelius

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:50 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf
Importance: High

From: Mark Jeffery
Sent: Friday, 19 June 2020 8:48 a.m.
To: Anja Werno <Anja.Werno@cdhb.health.nz>; Ashley Padayachee <Ashley.Padayachee@cdhb.health.nz>; Clare Doocey <Clare.Doocey@cdhb.health.nz>; David Gibbs <David.Gibbs@cdhb.health.nz>; David Richards (ED Clinical Director) <David.Richards@cdhb.health.nz>; David Smyth <David.Smyth@cdhb.health.nz>; Emma Jackson <Emma.Jackson@cdhb.health.nz>; Gregory Robertson <Gregory.Robertson@cdhb.health.nz>; Helen Skinner <Helen.Skinner@cdhb.health.nz>; Peri Renison <Peri.Renison@cdhb.health.nz>; Richard French (Anaesthesia SMO) <Richard.French@cdhb.health.nz>; Sharyn MacDonald <Sharyn.MacDonald@cdhb.health.nz>; Sue Nightingale <Sue.Nightingale@cdhb.health.nz>
Cc: Alan Pithie <Alan.Pithie@cdhb.health.nz>
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Dear All,
 This emerging proposal has now reached final Consultation Document status.
 I am co-ordinating the CDHB response which will go back under David Meates name with a **deadline of Wednesday July 1**.
 Can you send any specific further thoughts or comments posed by the document's questions to me for incorporation into our response.
 Many thanks
 Mark

Dr Mark Jeffery

Clinical Director - Medical Capability Development
 Office of the CMO
 Canterbury District Health Board
 9(2)(a)

Enhancing medical effectiveness and wellbeing



"It's just that you do the right thing. The rest doesn't matter"
 Marcus Aurelius

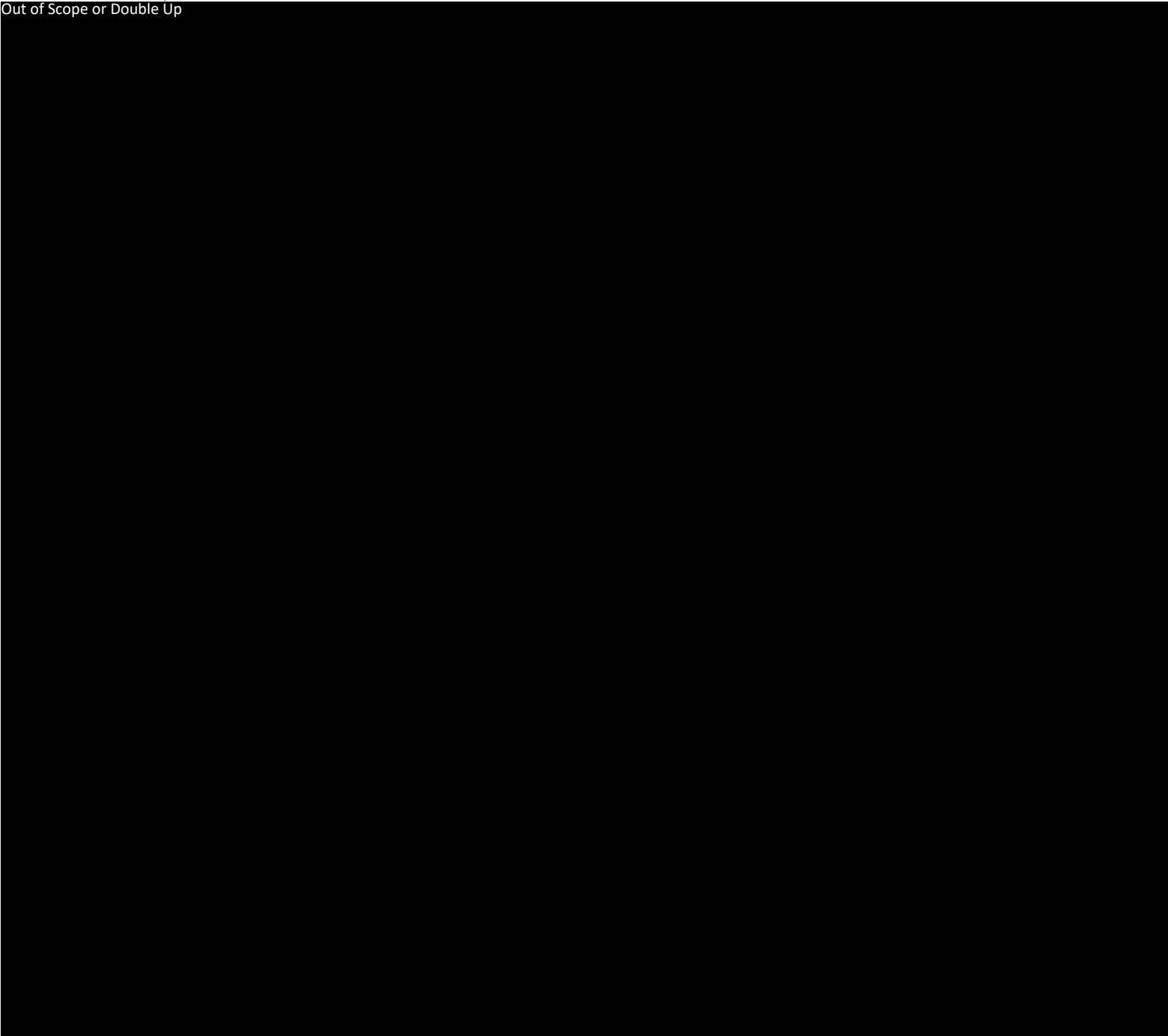
Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Friday, 19 June 2020 8:48 AM
To: Manda Challenger; Karl Haase; Karen Schaab; John Thwaites; Alan Pithie
Cc: Gillian Rooney
Subject: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf
Importance: High

Hi

See below email from Mark Jeffery and an extract from an email that I sent to Michael Frampton last week. Would you like to add anything. Please let me know by Wednesday 24 June.

Out of Scope or Double Up



Lara Williams (Administrator)

From: Karen Schaab
Sent: Friday, 19 June 2020 1:53 PM
To: Karen Schaab
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
 Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

From: Karen Schaab
Sent: Friday, 19 June 2020 1:49 p.m.
To: David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Manda Challenger <Manda.Challenger@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Alan Pithie <Alan.Pithie@cdhb.health.nz>
Cc: Gillian Rooney <Gillian.Rooney@cdhb.health.nz>; Kate Rawlings <Kate.Rawlings@siapo.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

All

As you are aware from the paper which Kate Rawlings and I wrote on this subject at the end of 2019, I fully support the proposed changes to the RMO annual commencement dates from November / December 2020 to January 2021, along with the resulting changes to run rotation dates.

I have read the attached consultation document and my comments are as follows:

Proposal Section

CONSULTATION QUESTIONS

- Do you support the proposed change to the 2021 rotation dates?
- Are there any amendments you would suggest to the proposed 2021 rotation dates, and why?

- Yes, I support the proposed change to the 2021 rotation dates
- Amendments – A gap of x 2 weeks between the commencement of the HOs and the commencement of the Registrars would be preferred for two reasons:
 - Administrative tasks around the commencement of each group
 - There would be more time for HOs to 'come up to speed' with clinical work before the Registrars commenced and therefore would presumably be less disruptive for Patients and Ward staff

Benefits Section

CONSULTATION QUESTIONS

- Do you agree with the identified benefits of the change to rotation dates?
 - If not, which benefit(s) do you think will not be realised or are overstated, and why?
 - What else could be done to ensure or support the realisation of the benefit(s)?
- Are there additional benefits of the change to rotation dates over and above those identified by the DHBs?

- Yes, in general
 - Point 34 – Leave for RMOs is transferrable between DHBs, so this point may not present a significant issue
 - No comment
- The change in dates would bring NZ more into line with the mid-year point of the UK / Irish medical year and may facilitate recruitment of RMOs from those countries

Issues and Mitigations Section

CONSULTATION QUESTIONS

- Do you agree with the issues the DHBs have identified with the proposed change to rotation dates?
 - Are there specific mitigations you think the DHBs should consider to address these issues?
- Do you consider there are other issues with the change to rotation dates in addition to those identified by the DHBs?
 - If so, what are these issues?
 - What mitigations do you think should be put in place to address these?

- Yes in general
 - No comment
- Yes
 - Point 47 – the comments about possible financial hardship for students are valid, but this situation would be no different from that of any other graduate. Those with financial issues might choose to seek temporary part time employment as other students do. There may be such opportunities within DHBs. The benefit of a break before launching into their career should not be underestimated in terms of RMO health and wellbeing.
 - Point 50 – Also valid, however the proposed arrangement would not necessarily prevent IMGs who want to take a holiday on the way to and from NZ from doing so
 - Point 54 – How do we quantify the risk? It may be more evident in the transitional year than subsequently, as people become used to the new timetable. RMOs will still have financial commitments – student loans, mortgages, etc. DHBs will need to actively manage RMO leave, to avoid accumulation of large balances at the end of the year.

Implementation Section

CONSULTATION QUESTIONS

- Do you agree that the changes to the start of the training year should be implemented through DHB employment offers for 2021?
- 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 second half-year run for Registrars?
 - If so, what are these requirements and how should they best be met?

- Yes. Given that most RMOs are on permanent ongoing contracts this should not be a significant issue,

as long as a decision is made sufficiently in advance of the National Offer Dates in August, to allow RMO Units to prepare documentation

- Will Colleges recognise 'provisional advanced trainee' status for registrars who were due to become advanced trainees in December 2020 and who will not now progress until late January 2021?
 - Is this actually an issue?

Transitional Matters

CONSULTATION QUESTIONS

- Do you think the original House Officer rotation dates for the balance of the 2020 RMO training year should be amended?
 - If so, do you prefer option 2 or 3 or an alternate option?
 - Are there specific steps or actions required to put your preferred option in place?
- Are there other transitional issues arising from the proposed change to rotation dates?
 - If so, what are these issues?
 - How would you suggest that these are addressed?

- NO – our rosters for Quarter 4, based on no change, are already written. Other RMO Units may well have done the same.
To delay the commencement of Q 4 would cause a significant increase in workload for RMO Units who are already under pressure workwise, due to the compressed Annual Recruitment timeframe.
 - n/a
 - n/a
- Yes, possibly
 - As with any change, there may well be operational issues which arise, which we are currently not able to identify
 - It will be a matter of looking out for these and having the structure in place to allow a national response to them in a timely manner
 - Point 67 – is this any different from Services which already have 6 month Ho rotations?

Thank you for the opportunity to respond to this document.

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our *Resident Doctors Support Team (RDST)* website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

Out of Scope or Double Up

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:53 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: image001.png; image002.png

From: Mark Jeffery
Sent: Friday, 19 June 2020 2:11 p.m.
To: graham.mccrystal@cdhb.health.nz
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks for the feedback Graham
 Best wishes
 Mark

From: Christine Martin <Christine.Martin@cdhb.health.nz>
Sent: Friday, 19 June 2020 11:19 a.m.
To: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

FYI - Comment from Cardiothoracic

From: Graham McCrystal
Sent: Friday, 19 June 2020 11:17 AM
To: Christine Martin <Christine.Martin@cdhb.health.nz>
Subject: Re: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks. We often have Australian trainees so aligning with their dates will be helpful. Also as things stand we have skeleton staff over xmas new year. The change in dates will mean they are experienced during these times.

Cardiothoracic surgery would encourage change
 Cheers
 Graham

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From: Christine Martin <Christine.Martin@cdhb.health.nz>
Sent: Friday, June 19, 2020 10:52:49 AM
To: Christine Martin <Christine.Martin@cdhb.health.nz>
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Sent on behalf of Greg Robertson, Chief of Surgery


From: Gregory Robertson
Sent: Friday, 19 June 2020 10:48 AM
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Can you please respond to Mark re this proposal which more closely aligns Australian and NZ hospital years, and obviously has some benefits of consistency of staffing for those with Binational training schemes, but also is perceived beneficial from a HO perspective.

Please note deadline 1 July

Greg

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:51 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Sent: Saturday, 20 June 2020 10:53 p.m.
To: Clare Doocey <Clare.Doocey@cdhb.health.nz>
Subject: Re: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Discuss widely
Mark

Sent from my iPad on the move spelling mistakes likely

On 19/06/2020, at 7:36 PM, Clare Doocey <Clare.Doocey@cdhb.health.nz> wrote:

Another query – can this be discussed with SMO group or is it confidential currently?

Clare

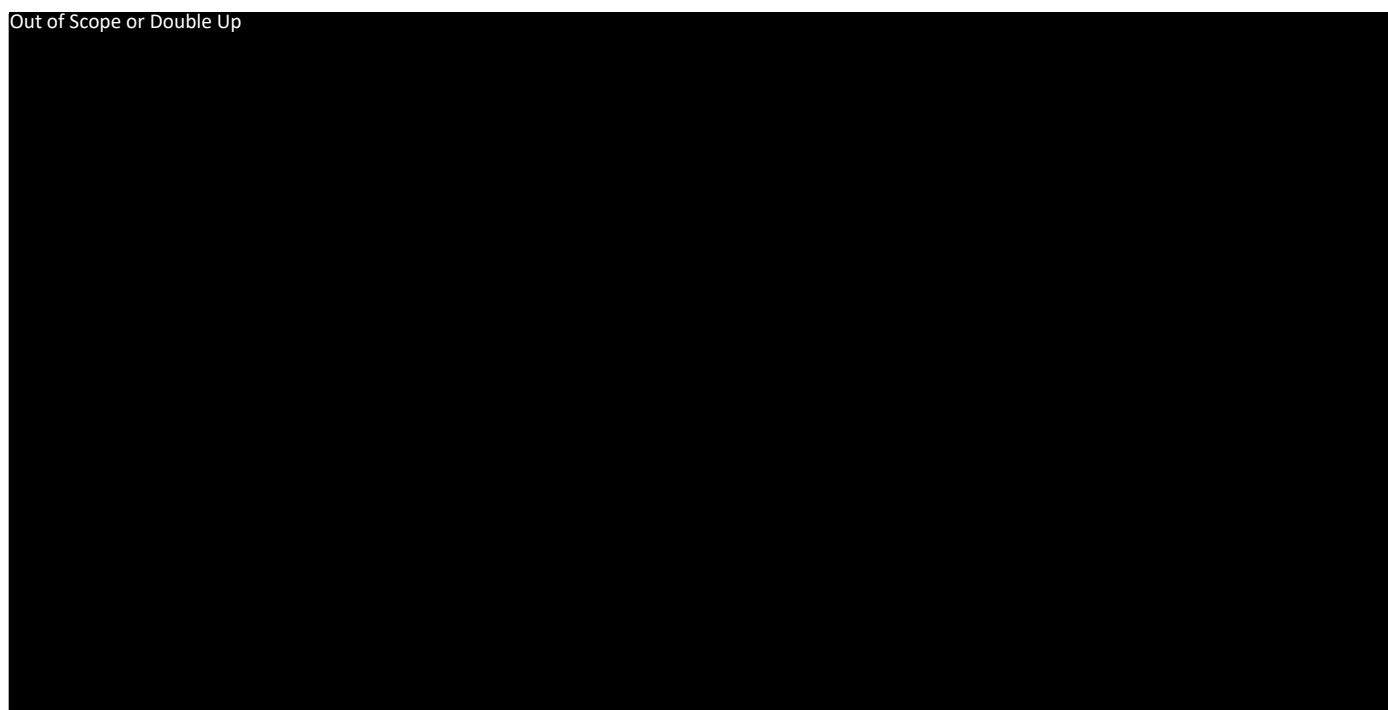
<image003.jpg>

Dr Clare Doocey
Paediatrician
Clinical Director Paediatric Medicine
Canterbury District Health Board

9(2)(a)

Email: Clare.Doocey@cdhb.health.nz
Christchurch Hospital, 2 Riccarton Avenue, Private Bag 4710, Christchurch

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:51 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery
Sent: Monday, 22 June 2020 8:20 a.m.
To: Clare Doocey <Clare.Doocey@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks Clare – much appreciated
 Mark

From: Clare Doocey <Clare.Doocey@cdhb.health.nz>
Sent: Friday, 19 June 2020 7:35 p.m.
To: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Hi Mark,

Agree with change and benefits.

A couple of comments:

1. The College of GPs is said to have confirmed their support informally – think important there is definitive conformation as significant number PGY2's and above move to general practice training from hospital and therefore GP training dates need to be aligned
2. For first year of change think there needs to be some consideration of financial impact on TIs as many won't have budgeted for 6-8 weeks without salary and given COVID times, short term bridging job if needed may not be available
3. Registrars wanting job share positions from December 2020 for examination and family reasons won't have this option for this year only – may cause a small number of trainees some difficulty

Thanks
 Clare

Canterbury
 District Health Board
 Te Pori Hauora o Waitaha

Dr Clare Doocey
 Paediatrician
 Clinical Director Paediatric Medicine
 Canterbury District Health Board
 9(2)(a)

Email: Clare.Doocey@cdhb.health.nz
 Christchurch Hospital, 2 Riccarton Avenue, Private Bag 4710, Christchurch

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:51 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery
Sent: Monday, 22 June 2020 8:30 a.m.
To: Clare Doocey <Clare.Doocey@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

I think so – indication below was that it was “shortly” going to be shared with stakeholders incl unions
 I have sent it to some RMOs so feel free to share
 Mark

From: Clare Doocey <Clare.Doocey@cdhb.health.nz>
Sent: Monday, 22 June 2020 8:24 a.m.
To: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Another question – do RMOs know ?

Had another email this am re job share from December

Clare

Canterbury
 District Health Board
 Te Pōari Hauora o Waitaha

Dr Clare Doocey
 Paediatrician
 Clinical Director Paediatric Medicine
 Canterbury District Health Board
 9(2)(a)

Email: Clare.Doocey@cdhb.health.nz
 Christchurch Hospital, 2 Riccarton Avenue, Private Bag 4710, Christchurch

Out of Scope or Double Up

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:50 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery
Sent: Tuesday, 23 June 2020 3:34 p.m.
To: Alan Faulkner <Alan.Faulkner@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks for taking the time to respond Alan (& Carol).
 All very sensible comments & observations.
 Thanks for taking the time.
 Cheers
 Mark Jeffery

From: Alan Faulkner <Alan.Faulkner@cdhb.health.nz>
Sent: Tuesday, 23 June 2020 2:30 p.m.
To: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Hello Mark. Dr Carol Dean and I have been asked to respond to the proposal above as Directors of Training for our Christchurch Psychiatric Registrar program.

We would support the proposal to have run changes moved to early in the new year and we agree with the benefits outlined in the attached paper. It makes it a lot easier than having registrar run changes just before Christmas, when everyone goes on leave. It will require some temporary administrative changes to our RANZCP training system to accommodate the longer registrar run from June 2020 to 25th Jan 2021, but nothing that would be insurmountable. It would mean that some registrars in this transition might take 6 weeks longer to complete their training, but this is probably not a huge issue in the context of a minimum 5 year long program.

Our main query is why, if the authors are going to go to all the trouble of doing this, don't they go with a 7 week phase shift rather than a 6 week one? This would align it with Australian run change dates (they rotate on Mon 1st Feb 2021 and then 26 weeks later on Mon 2nd Aug), which would be a major advantage from an RANZCP training administration perspective. We also note that the proposed House Officer run change dates (18th Jan and 19th July 2021) are only a week before the proposed Registrar run change dates (25th Jan and 26th July 2021). This would be likely to cause more disruption to services than the existing two week gap between House Officer and Registrar run changes, as it gives less time for the House Officers to familiarise themselves with their new service before the registrars also change, impacting on the continuity of care provided by RMOs. If we shifted the registrar run changes back by a further week to match the Australian dates, this would reinstate a 2 week gap between House Officer and Registrar run changes as well.

Regards,
 Alan Faulkner.

From: Deborah Selwood
Sent: Friday, 19 June 2020 1:21 p.m.

To: Alan Faulkner; Carol Dean; Stephen Harris; Sigi Schmidt

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

Importance: High

Hi All, I think this is best considered by you four.

From: Peri Renison

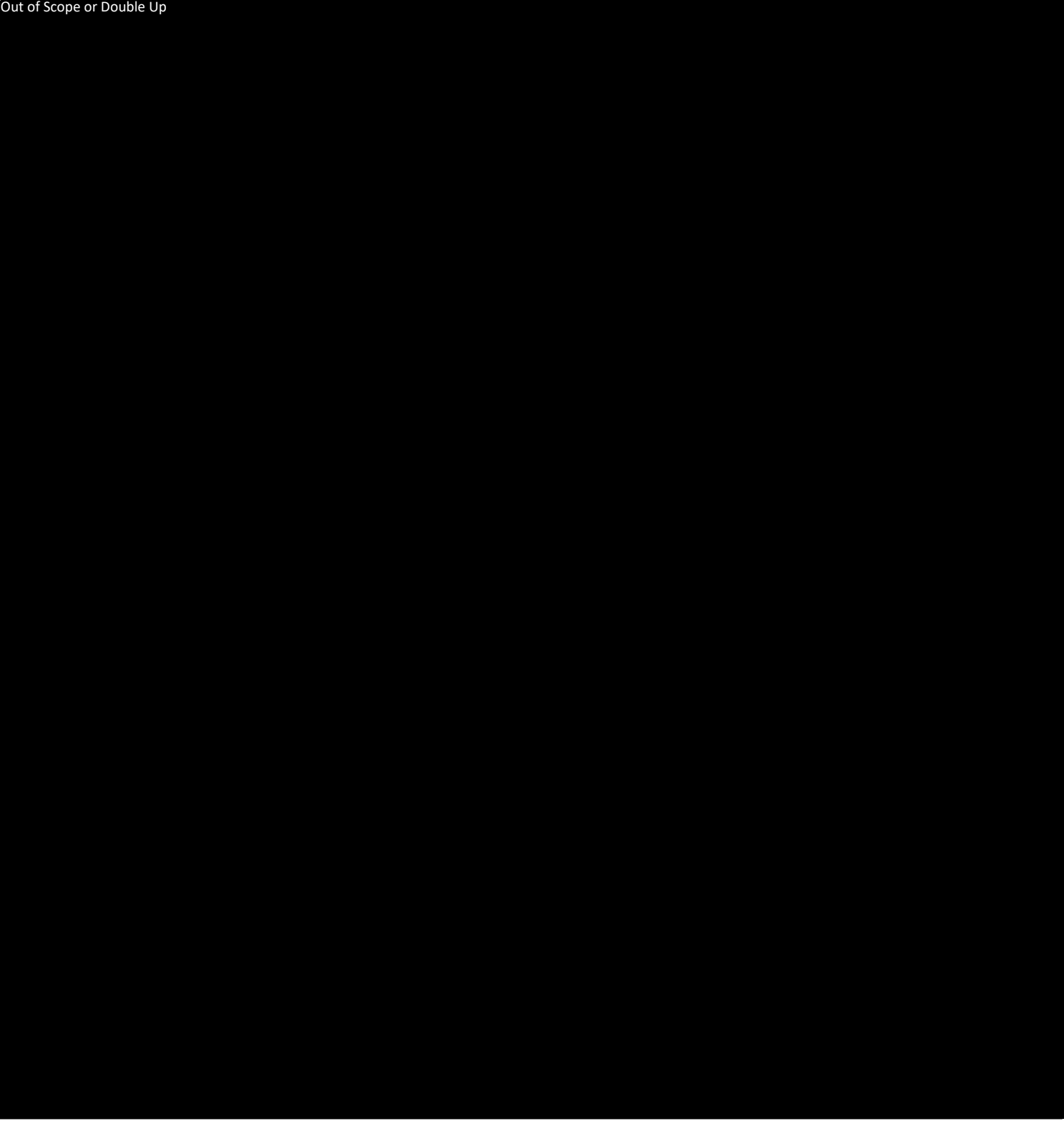
Sent: Friday, 19 June 2020 12:31 PM

To: Carol Dean <Carol.Dean@cdhb.health.nz>; Deborah Selwood <Deborah.Selwood@cdhb.health.nz>; Sigi Schmidt <Sigi.Schmidt@cdhb.health.nz>

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

Importance: High

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:56 AM
To: Rochelle Audeau
Subject: FW: Update - CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021 – EXTENSION OF DEADLINE[EXTERNAL SENDER]

From: Mark Jeffery
Sent: Thursday, 25 June 2020 9:37 a.m.
To: Karl Haase <Karl.Haase@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Alan Pithie <Alan.Pithie@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Manda Challenger <Manda.Challenger@cdhb.health.nz>; Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>
Subject: RE: Update - CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021 – EXTENSION OF DEADLINE[EXTERNAL SENDER]

Thanks Karl,
 I think I will still plan to collate the responses by late tomorrow/early next week.
 The week's extension will allow EMT to review & have input if need be.
 Cheers
 Mark

From: Karl Haase <Karl.Haase@cdhb.health.nz>
Sent: Thursday, 25 June 2020 9:31 a.m.
To: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Alan Pithie <Alan.Pithie@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>; Manda Challenger <Manda.Challenger@cdhb.health.nz>; Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>
Subject: FW: Update - CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021 – EXTENSION OF DEADLINE[EXTERNAL SENDER]

Hi All,

The feedback deadline for the below proposal has now been pushed back by one week to the 08/07 which means that the decision date has also been pushed back one week to **Friday, 17th July**

Thank you.

Kind regards,

Karl Haase
 Resident Doctors' Acting Team Leader
 Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:54 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

From: Mark Jeffery
Sent: Thursday, 25 June 2020 5:35 p.m.
To: John Thwaites <John.Thwaites@cdhb.health.nz>
Cc: Michael Frampton <Michael.Frampton@cdhb.health.nz>
Subject: RE: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Thanks John – appreciate you thoughtful comments
 Mark

From: Jessica Malcolm <Jessica.Malcolm@cdhb.health.nz> **On Behalf Of** John Thwaites
Sent: Thursday, 25 June 2020 4:58 p.m.
To: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Cc: Michael Frampton <Michael.Frampton@cdhb.health.nz>
Subject: FW: 20 DHBs – INFORMATION – CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Hi Mark,

The METU is highly supportive of this proposal. Some of the major benefits we see are as follow:

- Enhanced supervision for the HOs at the beginning of their career. Not as many SMOs will be away on leave, resulting in improved patient safety.
- There will be no requirement for RDST to find leave cover for PGY1s to attend graduation.
- NZ run dates will be better aligned with the Australasian Training College requirements and commencement dates for Australian RMOs.
- PGY1s will have had the opportunity for a holiday break prior to starting.

The only potential issue is the timing of orientation. As this takes place a week prior to the House Officers commencing their quarter 1 run, if the quarter was to start on the 18th January then the orientation would start on the 12th January. This could lead to some potential issues with presenters still being on leave at this time and unable to help facilitate. If the start date of quarter 1 was the 26th January, this would potentially eliminate this issue.

METU would also recommend delaying the Registrar start date to 2 weeks following the HO start date allowing enough time for the HOs to settle in with their existing Registrars and for orientation and administration tasks to be completed prior to commencement of the incoming registrars.

Thank you

Kindest Regards
 John

Lara Williams (Administrator)

From: Manda Challenger
Sent: Friday, 26 June 2020 4:00 PM
Subject: CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf
Importance: High

Dear all,

We would like to advise you of a proposal that is currently out for consultation with key stakeholders.

The proposal document is attached for your information. Please also see the below email for further detail.

Please note the following key points;

- A change in the annual commencement date of the RMO year from November/ December to late January (If the proposal is confirmed this would be a permanent change taking effect from the end of this year).
- A possible extension to Q3 and Q4 to align with the proposed new annual commencement date.

We are expecting a decision regarding the proposal from the Ministry of Health on **17th July**.

Kind regards
Manda

Manda Challenger
Resident Doctors' Team Leader
Canterbury District Health Board

9(2)(a)

E: manda.challenger@cdhb.health.nz



Resident Doctors' Support Team



Would you like to save a tree? Don't print this e-mail unless it's really necessary

Out of Scope or Double Up

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Monday, 29 June 2020 10:25 AM
To: Karen Schaab
Cc: Manda Challenger; David Brandts-Giesen; Sarah Hutchinson; Karl Haase; Nila Gopal
Subject: RE: Proposed Change to RMO Rotation Dates - Advice on Transitional Phase

Thanks Karen et al,

I was going to finalise the advice from CDHB (on behalf of Michael F & David M) later today.

That gives time to inform EMT members and allow any re-work prior to deadline of July 8 for submission.

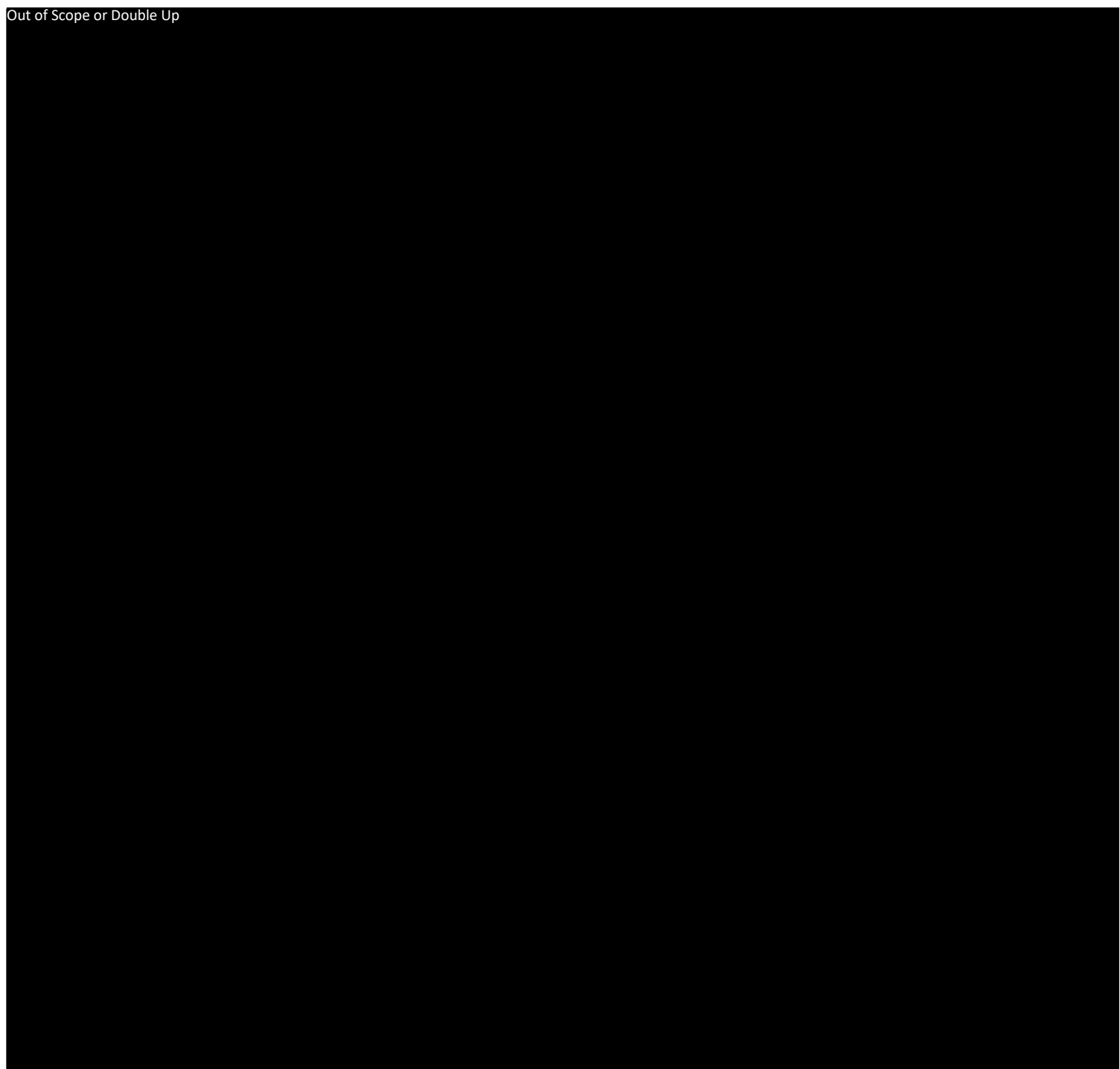
Were we going to survey RMOs on their views re length of Q3 & Q4?

David – your view at the Medical WF Strategy grp (favouring option1) was reflecting service managers – is that correct?

Cheers

Mark

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Monday, 29 June 2020 10:43 AM
To: Mark Jeffery; Karen Schaab
Cc: Manda Challenger; Sarah Hutchinson; Karl Haase; Nila Gopal
Subject: RE: Proposed Change to RMO Rotation Dates - Advice on Transitional Phase

Hi Mark

As discussed -

Referring to the highlighted – That view was based on the thinking of the RDST at that time not SMs.
 SMs have mixed views and mostly favour a move that will minimise the risk of vacancies in December/January.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
 Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

From: Mark Jeffery
Sent: Monday, 29 June 2020 10:25 a.m.
To: Karen Schaab <Karen.Schaab@cdhb.health.nz>
Cc: Manda Challenger <Manda.Challenger@cdhb.health.nz>; David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>; Sarah Hutchinson <Sarah.Hutchinson@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Nila Gopal <Nila.Gopal@cdhb.health.nz>
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Cheers

Mark

Out of Scope or Double Up

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:58 AM
To: Rochelle Audeau
Subject: FW: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Attachments: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021.docx; 2020 06 17 RMO Training year dates 2021 Consultation Document.pdf; RE: Update - CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021 – EXTENSION OF DEADLINE[EXTERNAL SENDER]
Importance: High

From: Mark Jeffery
Sent: Monday, 29 June 2020 4:19 p.m.
To: Sarah Connell <Sarah.Connell@cdhb.health.nz>; Michael Frampton <Michael.Frampton@cdhb.health.nz>
Subject: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Hi Sarah,

As discussed here is the text (word document) for the CDHB response to the attached consultation document.

I have just “snipped” the consultation panels and then placed the response to questions below each panel. It will need some formatting to make it look professional, letterhead etc...

I’m presuming David M & Michael F will be the authors.

The deadline was July 1 but the deadline has been extended to July 8 (see attached).

Michael did mention about maybe asking for EMT review – not sure whether that is needed but we now have more time.

For MF & DM’s information in seeking feedback I had responses from:

- Clare Doocey, Chief of Child Health
- John Thwaites, Head of METU
- RDST team
- Matt Doogue, CD Clinical Pharmacology
- Chris Porter, CD Plastic Surgery
- Alan Faulkner and Carol Dean, Director of Training for Psychiatry
- John Fink, CD Neurology and just retired Director of Physician Training
- Scott Babington, CD Radiation Oncology
- Graham McCrystal, Cardiothoracic Surgery

Best wishes

Mark Jeffery

Dr Mark Jeffery

Clinical Director - Medical Capability Development
 Office of the CMO
 Canterbury District Health Board

9(2)(a)

Enhancing medical effectiveness and wellbeing



"It's just that you do the right thing. The rest doesn't matter"

Marcus Aurelius

Lara Williams (Administrator)

From: Karen Schaab
Sent: Tuesday, 30 June 2020 8:28 AM
To: Maree Millar
Cc: Karen Schaab; Manda Challenger; David Brandts-Giesen
Subject: RMO Annual Recruitment - Applications and Selections Memo
Attachments: Annual Recruitment Applications and Selections Memo - FINAL -29.06.20.pdf

Importance: High

Categories: FYI

Maree

Further to conversation just now, please could you forward the attached memo to the following groups as soon as possible:

- General Managers
- Clinical Directors
- Service Managers
- Dr Sue Nightingale

I'll arrange for the memo to go to everyone else on the address list.

RMO applications for 2021 positions will be delivered to Services on Thursday 2 July, so this memo needs to reach everyone before that date.

Thanks in advance

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
 Service Development Manager
 9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



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Canterbury

District Health Board

Te Poari Hauora o Waitaha

Resident Doctors' Support Team
Christchurch Hospital
Private Bag 4710
CHRISTCHURCH

9(2)(a)

MEMO

To: General Managers
Clinical Directors
Service Managers
Supervisors of Training
Educational Supervisors
Dr Sue Nightingale, Chief Medical Officer

Copy To: Resident Doctors' Support Team
Medical Education and Training Unit
People and Capability Team

From: Karen Schaab, Service Development Manager, Resident Doctors' Support Team

Date: 29 June 2020

SUBJECT: ANNUAL RECRUITMENT FOR RMO POSITIONS IN 2021:
Applications and Selections

Applications for RMO positions in 2021 closed on Sunday 28 June 2020.

Applications are now being collated and will be delivered to the relevant Clinical Directors and Service Managers on Thursday 2 July 2020. If application numbers are too large for email, applications will be loaded onto a flashdrive and delivered to Services by hand.

Next Steps

As previously advised, the overall RMO recruitment process is significantly shorter than in previous years, due to the delays resulting from the COVID 19 situation. The next steps in the process are as follows:

Thursday 2 July 2020	Applications are delivered to Services
Friday 03 July 2020 – Tuesday 14 July 2020	Services consider applications and rank their preferred candidates
Wednesday 15 July 2020	Services send their lists of ranked candidates to RDST
Week Commencing Monday 20 July 2020	RDST meets briefly with Services to confirm selections (please refer to your electronic diaries for appointment details)

RMO Annual Recruitment is a nationally coordinated process and for information, the remainder of the process timeline is as follows:

G:\Division\RMO\RMO Unit\Annual Recruitment\Select 2021\ADMINISTRATION\Memos\Annual Recruitment Applications and Selections Memo - FINAL -29.06.20.doc29/06/2020

OFFERS GO OUT <i>- Registrars and designated SHO positions*</i> <i>- House Officer positions (post graduate year 2 + positions)</i> <i>- First Year House Officers – ACE Match System</i>	Monday	10 August 2020
	Monday	24 August 2020
	Monday	28 September 2020
OFFERS ACCEPTED <i>- Registrars and designated SHO positions*</i> <i>-House Officer positions (including First Year positions)</i> <i>-First Year House Officers – ACE Match System</i>	Monday	17 August 2020
	Monday	31 August 2020
	Monday	5 October 2020
COMMENCEMENT ** <i>-All House Officers</i> <i>-Registrars</i>	Monday	30 November 2020
	Monday	14 December 2020

**CDHB's only designated SHO positions are in Anaesthesia*

*** Commencement dates are currently the subject of national discussions and we await the outcome.*

Please note the following points:

- All application information is confidential and is not to be shared with anyone outside the Selectors within the Service concerned
- Information regarding offers to be made is confidential until after the offer dates shown above.

If you have any queries, please contact me directly.

9(2)(a)



Lara Williams (Administrator)

From: Karen Schaab
Sent: Tuesday, 20 June 2020 1:39 PM
To: 9(2)(a)
Cc: Karen Schaab
Subject: Impact of delays in College exams - any advice?

Aaron

Have just received the following from one of the RMOs:

I've applied for an 9(2)(a) registrar job, I was just wondering if you could clarify for me what the offers actually entail. I've been in contact with 9(2)(a) who is Director of 9(2)(a) Service in Christchurch Hospital. Due to covid, this year the examination for final year registrars will not be held until December, so Dr 9(2)(a) has told me that the department will not be able to make offers until then because they won't know until then how many places they will have in 2021. Does that mean that the registrar offers on 10 August are conditional?

I am thinking that for smaller Departments where vacancies absolutely depend on incumbent registrars passing exams and exiting, we probably will need to make any offers sent on 10 August conditional upon vacancies.

-? Maybe we need to wait for a decision on 17 July before we can make further plans????
 I would be interested in your thoughts

Thanks in advance!

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
 Service Development Manager
 9(2)(a)

E: karen.schaab@cdhb.health.nz

Lara Williams (Administrator)

From: Sarah Hutchinson
Sent: Wednesday, 1 July 2020 8:36 AM
To: David Brandts-Giesen; Karl Haase; Manda Challenger; Karen Schaab; Nila Gopal
Subject: Q3 Q4 date changes

I meant to mention at strategy meeting yesterday that I had a very quick look at some of the things we discussed Monday around the date changes

- I can only see one RMO moving between HO and Reg during these Q's and that is [REDACTED] but [REDACTED] change is in October so shouldn't impact anything.
- All 6 Ashburton HOs rotate at Q3/Q4 change over so we will need to make sure we are communicating well with Ashburton around changes.
- We have 9 HO New starts during this period (3 on 24/8, 6 on 31/8) , 7 of which are offered relief type runs, this will give us some flexibility which is great.
- We have 11 HOs on Fixed term contract expiring 29/11 and 14 Registrars on Fixed term contracts expiring 13/12.

Sarah Hutchinson
 RDST Analyst
 Extn: 87940

Please note my days of work are Monday, Tuesday and Wednesday.



Resident Doctors' Support Team
 Canterbury District Health Board

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet

Lara Williams (Administrator)

From: Neil Davidson
Sent: Wednesday, 1 July 2020 9:17 AM
To: David Brandts-Giesen
Subject: RE: RMO Annual Recruitment - Applications and Selections Memo

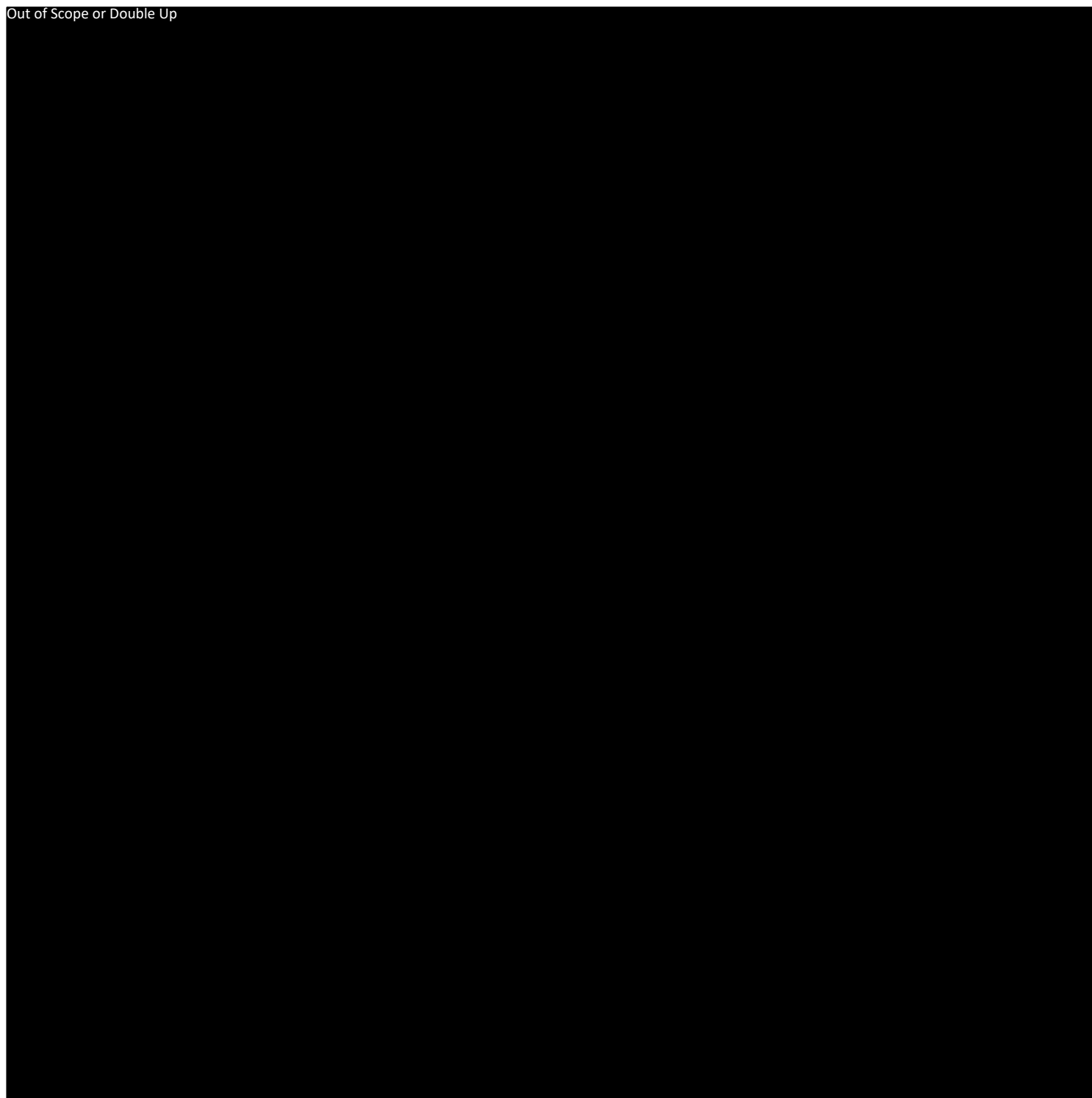
Thanks got this yesterday.

9(2)(a) is my right hand man too so if you can include him in any e mails.

I sent him this yesterday

Neil

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Wednesday, 1 July 2020 5:24 PM
To: Sarah Hutchinson; Karl Haase; Manda Challenger; Karen Schaab; Nila Gopal
Subject: RE: Q3 Q4 date changes

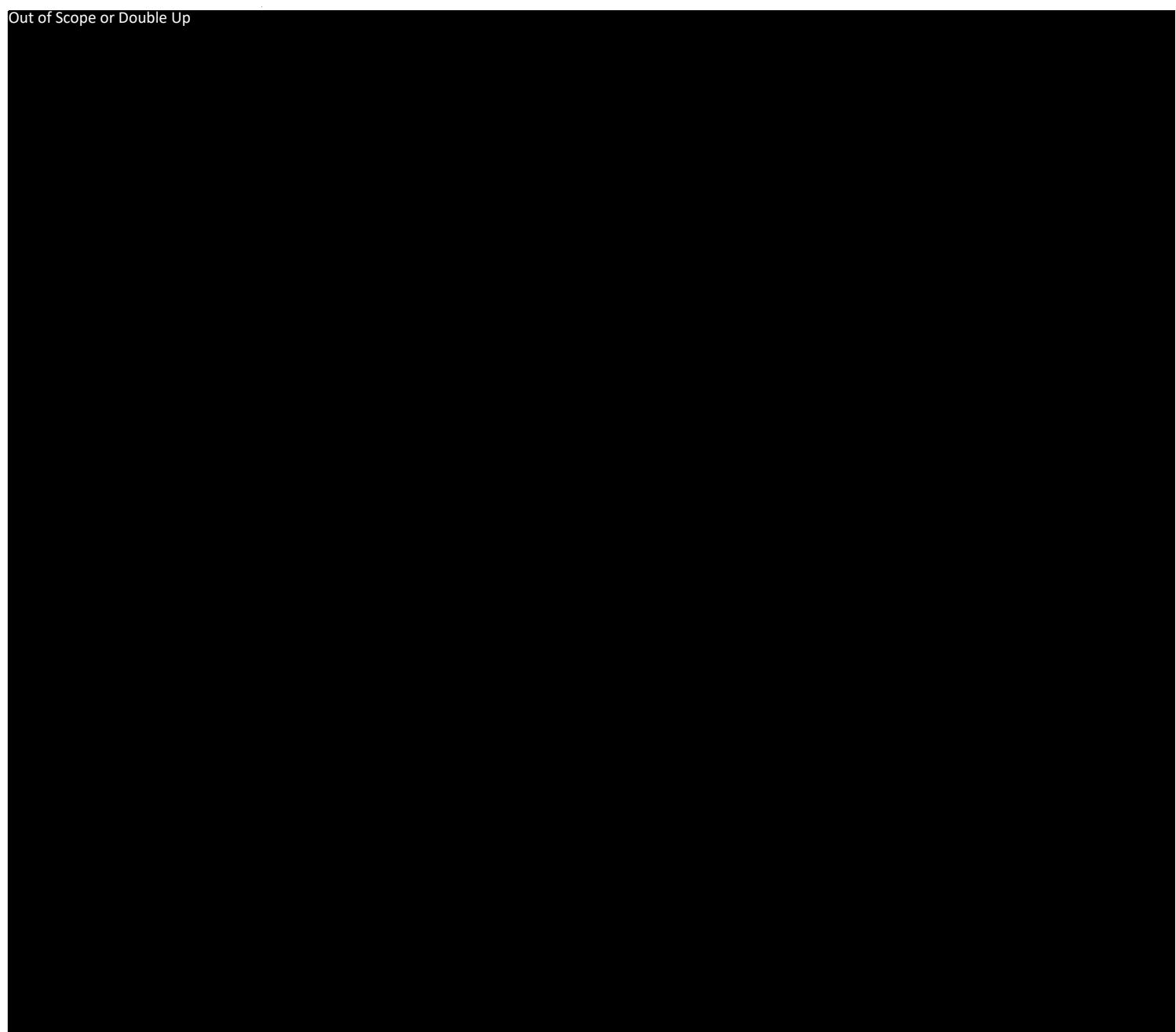
Thanks Sarah

I agree- early communication with affected services about run date chsnages is essential.

With regard to fixed term expires- I would be good to make contact with them and see if they would consider extensions should that be required.

Sent from my Samsung Galaxy smartphone.

Out of Scope or Double Up



Lara Williams (Administrator)

From: Karl Haase
Sent: Thursday, 2 July 2020 7:23 AM
To: David Brandts-Giesen; Sarah Hutchinson; Manda Challenger; Karen Schaab; Nila Gopal
Subject: RE: Q3 Q4 date changes

Hi All,

Thanks Sarah!

I will be gathering data today for all of the below and Jaz & Karen will assist me to find some tentative answers.

I will be back in touch with the results once we have them.

Thanks!

Kind regards,

Karl Haase

Resident Doctors' Acting Team Leader
Canterbury District Health Board

9(2)(a)

E: Karl.Haase@cdhb.health.nz



Resident Doctors' Support Team



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Out of Scope or Double Up

Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:59 AM
To: Rochelle Audeau
Subject: FW: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Importance: High

From: Mark Jeffery
Sent: Friday, 3 July 2020 12:19 p.m.
To: Susan Fitzmaurice <Susan.Fitzmaurice@cdhb.health.nz>
Subject: FW: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Just noted a typo (of mine)!
 "RNZCG"
 should be RNZCGP
 Cheers
 Mark

From: Mark Jeffery
Sent: Friday, 3 July 2020 12:15 p.m.
To: Susan Fitzmaurice <Susan.Fitzmaurice@cdhb.health.nz>; Michael Frampton <Michael.Frampton@cdhb.health.nz>
Subject: RE: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Hi Susan,
 I hadn't considered that and so I hadn't forwarded it to any WCDHB staff.
 I doubt they would have come up with a different view but I can't be certain about that.
 Michael's call I think.
 Mark

From: Susan Fitzmaurice <Susan.Fitzmaurice@cdhb.health.nz>
Sent: Friday, 3 July 2020 11:56 a.m.
To: Michael Frampton <Michael.Frampton@cdhb.health.nz>; Mark Jeffery <Mark.Jeffery@cdhb.health.nz>
Subject: FW: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Just checking if we can also attribute this response to West Coast DHB?
 Susan

From: Sarah Connell
Sent: Wednesday, 1 July 2020 12:57 p.m.
To: Susan Fitzmaurice <Susan.Fitzmaurice@cdhb.health.nz>
Subject: FW: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021
Importance: High

Hi Susan

Happy to have a chat with you about this.

Michael has suggested the response should come from the CE Office.

I've updated the Word Document and have included Michael and David's sign off will just need David's signature if you're happy with it.

Thanks
Sarah

From: Mark Jeffery

Sent: Monday, 29 June 2020 4:19 p.m.

To: Sarah Connell <Sarah.Connell@cdhb.health.nz>; Michael Frampton <Michael.Frampton@cdhb.health.nz>

Subject: CDHB Response to CONSULTATION ON PROPOSED CHANGE TO RMO ROTATION DATES 2021

Importance: High

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- Chris Porter, CD Plastic Surgery
- Alan Faulkner and Carol Dean, Director of Training for Psychiatry
- John Fink, CD Neurology and just retired Director of Physician Training
- Scott Babington, CD Radiation Oncology
- Graham McCrystal, Cardiothoracic Surgery

Best wishes
Mark Jeffery

Dr Mark Jeffery

Clinical Director - Medical Capability Development
Office of the CMO
Canterbury District Health Board

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"It's just that you do the right thing. The rest doesn't matter"

Marcus Aurelius

Lara Williams (Administrator)

From: Karen Schaab
Sent: Friday, 10 July 2020 12:05 PM
To: Jo Cook
Cc: Karen Schaab
Subject: RE: Proposal rn dates change - implementation dates
Attachments: RE: Proposed Change to RMO Rotation Dates - Advice on Transitional Phase

Jo

I think the attached email might be the document Nila referred to. Please treat this as CONFIDENTIAL. The RMO Unit Managers were surveyed for their preferences from the options for run date changes. At the same time, Mark Jeffery was gathering info to inform Michael Frampton for the GMs HR Group

We are still waiting until 17 July for official advice from the National Group on

- 1) Whether or not the annual changeover dates will move to January each year
- 2) What arrangements will be made re run change dates between now and January

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
 Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

From: Jo Cook
Sent: Friday, 10 July 2020 11:34 a.m.
To: Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: Proposal rn dates change - implementation dates

Hi Karen

I was talking to Nila earlier in the week and she said that there was an additional document that detailed the proposed changes to current run dates to allow for implement of the new run dates. Was I sent this? I can't seem to locate it. It would be helpful to have it.

Thanks

Jo

Jo Cook

Medical Co-Ordinator

Ashburton & Rural Health Services

9(2)(a)

Private Bag 801, Ashburton 7740 | 15 Elizabeth St, Ashburton

Web: www.cdhb.health.nz | Email: Jo.Cook@cdhb.health.nz

Lara Williams (Administrator)

From: Karen Schaab
Sent: Monday, 13 July 2020 8:47 AM
To: David Brandts-Giesen; Manda Challenger; Karl Haase; Nila Gopal; Joanne Foot; Sarah Hutchinson; Jasmine Locke; Acacia Jarden; Christine King; Tracey Sutherland (nee Gulbransen); Kimberley Sletcher; Kymberly Evans; Jo Cook
Cc: Karen Schaab
Subject: RMO Annual Recruitment - Applications and Selections Memo
Attachments: Annual Recruitment Applications and Selections Memo - FINAL -29.06.20.pdf
Categories: FYI

All

Just resending this to all, as a reminder of upcoming dates in the Annual Recruitment Process

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab
Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

Lara Williams (Administrator)

From: Rochelle Audeau on behalf of CMO Office
Sent: Monday, 13 July 2020 4:14 PM
To: Karen Schaab
Cc: David Brandts-Giesen
Subject: FW: RMO Annual Recruitment - Applications and Selections Memo

Importance: High

Rochelle Audeau
 EA to Sue Nightingale, Chief Medical Officer

Canterbury District Health Board

✉ rochelle.audeau@cdhb.health.nz

9(2)(a)

Corporate Office, Level 1 32 Oxford Terrace
 PO Box 1600 | Christchurch 8140 | New Zealand



From: Suzanne Jackson <Suzanne.Jackson@cdhb.health.nz>
Sent: Monday, 13 July 2020 4:03 PM
To: CMO Office <CMOOffice@cdhb.health.nz>
Subject: RE: RMO Annual Recruitment - Applications and Selections Memo

Hi Rochelle
 I haven't received the list of candidates for ranking for the Neurosurgery Service.
 Urgent please send
 Thanks
 Suzanne Jackson
 Clinical Director Neurosurgery

From: Rochelle Audeau On Behalf Of CMO Office
Sent: Monday, 13 July 2020 9:11 a.m.
To: Alfred Dell'ario <Alfred.Dell'ario@cdhb.health.nz>; Allan T. Keast <Allan.Keast@cdhb.health.nz>; Amanda Lyver <Amanda.Lyver@cdhb.health.nz>; Anthony Spencer <Anthony.Spencer@cdhb.health.nz>; Ashley Padayachee <Ashley.Padayachee@cdhb.health.nz>; Cameron Lacey <cameron.lacey@cdhb.health.nz>; Charlie Whan <Charlie.Whan@cdhb.health.nz>; Chris Hemmings <Chris.Hemmings@cdhb.health.nz>; Chris Porter <Chris.Porter@cdhb.health.nz>; Clare Doocey <Clare.Doocey@cdhb.health.nz>; Colin Dewar <Colin.Dewar@cdhb.health.nz>; Colin Peebles <Colin.Peebles@cdhb.health.nz>; David Gibbs <David.Gibbs@cdhb.health.nz>; David McGregor <David.McGregor@cdhb.health.nz>; David Richards (ED Clinical Director) <David.Richards@cdhb.health.nz>; Edward Coughlan <Edward.Coughlan@cdhb.health.nz>; Emma Jackson <Emma.Jackson@cdhb.health.nz>; Erik Monasterio <Erik.Monasterio@cdhb.health.nz>; Giovanni Losco <Giovanni.Losco@cdhb.health.nz>; Gordon Beadel <Gordon.Beadel@cdhb.health.nz>; Graham McCrystal <Graham.Mccrystal@cdhb.health.nz>; Grant Coulter <Grant.Coulter@cdhb.health.nz>; Greg Frazer <Greg.Frazer@cdhb.health.nz>; Greg Van Der Hulst <Greg.VanDerHulst@cdhb.health.nz>; James Falvey <James.Falvey@cdhb.health.nz>; Jane Hughes <Jane.Hughes@cdhb.health.nz>; Jason Erasmus <Jason.Erasmus@cdhb.health.nz>; Jim Edwards <Jim.Edwards@cdhb.health.nz>; Jo Reeves <Jo.Reeves@cdhb.health.nz>; John Fink <John.Fink@cdhb.health.nz>; John Lainchbury

<John.Lainchbury@cdhb.health.nz>; John Lyons <John.Lyons@cdhb.health.nz>; Joshua Freeman <Joshua.Freeman@cdhb.health.nz>; Juliet Berkeley <Juliet.Berkeley@cdhb.health.nz>; Kate Grundy <Kate.Grundy@cdhb.health.nz>; Lester Settle <Lester.Settle@cdhb.health.nz>; Mark Smith <Mark.Smith@cdhb.health.nz>; Martin Lee <Martin.Lee@cdhb.health.nz>; Matt Doogue <Matthew.Doogue@cdhb.health.nz>; Nicola Austin <Nicola.Austin@cdhb.health.nz>; Peter Chapman <Peter.Chapman@cdhb.health.nz>; Raj Singhal <Raj.Singhal@cdhb.health.nz>; Ramon Pink <Ramon.Pink@cdhb.health.nz>; Rebecca Stack <Rebecca.Stack@cdhb.health.nz>; Richard King <Richard.King@cdhb.health.nz>; Sarah Hurring <Sarah.Hurring@cdhb.health.nz>; Sarah Metcalf <Sarah.Metcalf@cdhb.health.nz>; Seton Henderson <Seton.Henderson@cdhb.health.nz>; Sharyn MacDonald <Sharyn.MacDonald@cdhb.health.nz>; Sigi Schmidt <Sigi.Schmidt@cdhb.health.nz>; Spencer Beasley <Spencer.Beasley@cdhb.health.nz>; Steve Gibbons <Steve.Gibbons@cdhb.health.nz>; Suzanne Jackson <Suzanne.Jackson@cdhb.health.nz>; Tim Beresford <Tim.Beresford@cdhb.health.nz>; Valerie Fletcher <Valerie.Fletcher@cdhb.health.nz>

Cc: Anja Werno <Anja.Werno@cdhb.health.nz>; Catherine Pawlowski <Catherine.Pawlowski@cdhb.health.nz>; David Smyth <David.Smyth@cdhb.health.nz>; Gregory Robertson <Gregory.Robertson@cdhb.health.nz>; Helen Skinner <Helen.Skinner@cdhb.health.nz>; Jo Sims <Jo.Sims@cdhb.health.nz>; Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; Mary Hunter <Mary.Hunter@cdhb.health.nz>; Peri Renison <Peri.Renison@cdhb.health.nz>; Richard French (Anaesthesia SMO) <Richard.French@cdhb.health.nz>; Sue Nightingale <Sue.Nightingale@cdhb.health.nz>

Subject: RMO Annual Recruitment - Applications and Selections Memo

Importance: High

Please see reminder memo attached from RDST.

Thanks

Rochelle Audeau
EA to Sue Nightingale, Chief Medical Officer

Canterbury District Health Board

✉ rochelle.audeau@cdhb.health.nz

9(2)(a)

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Canterbury
District Health Board
Te Pori Hauora o Wairarapa

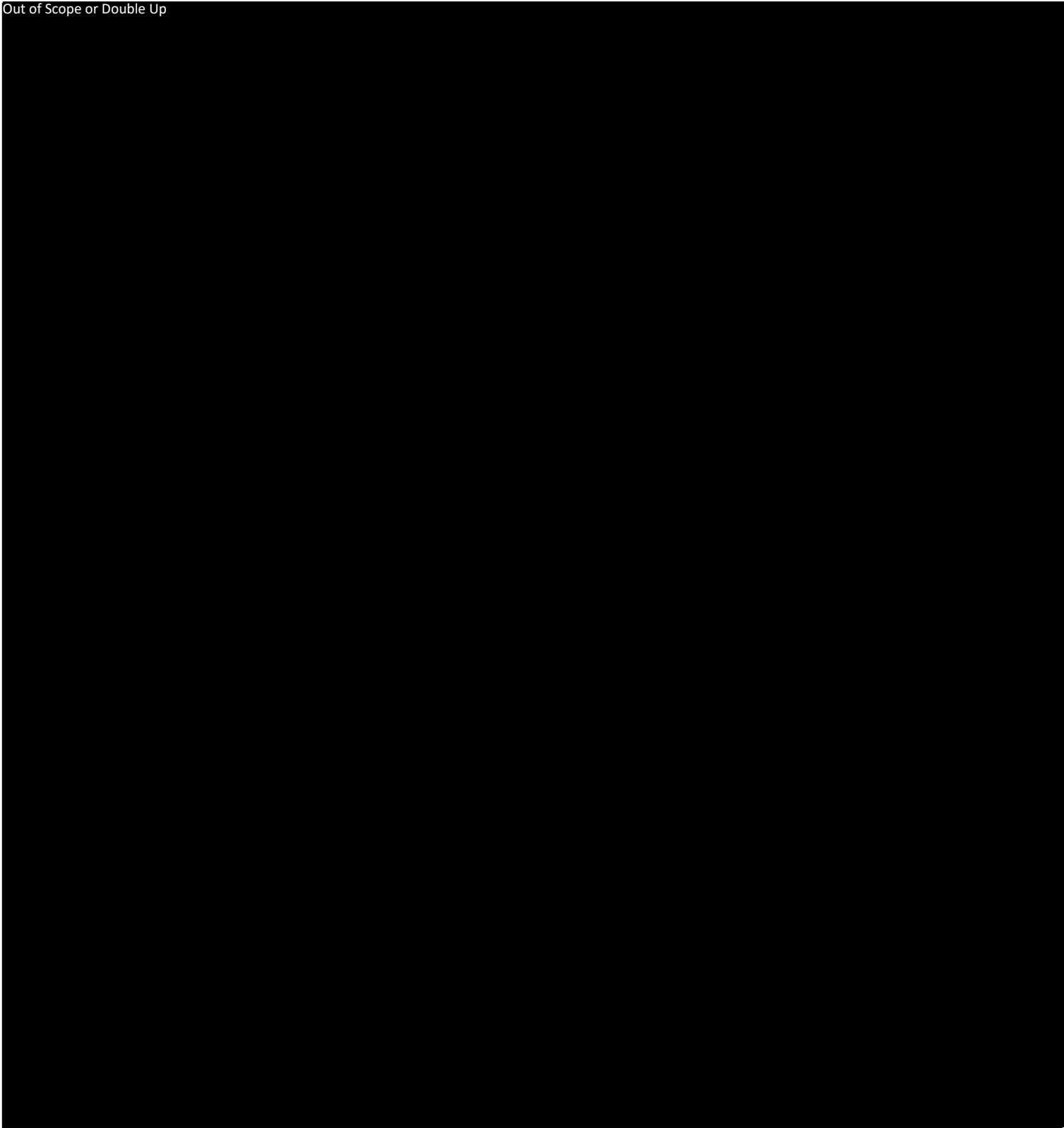
Out of Scope or Double Up

Lara Williams (Administrator)

From: Manda Challenger
Sent: Tuesday, 21 July 2020 8:38 AM
To: David Brandts-Giesen; Andrew Meier; Diane Pizzato
Subject: FW: All DHBs – Information – DECISION DOCUMENT ON RMO ROTATION DATE CHANGES[EXTERNAL SENDER]
Attachments: RMO Rotations Final Decision Document 20 July 2020.pdf
Categories: Dave to Read

Pre reading for the meeting this afternoon

Out of Scope or Double Up



Lara Williams (Administrator)

From: Karen Schaab
Sent: Tuesday, 21 July 2020 9:28 AM
To: Carol Dean
Cc: Karen Schaab
Subject: RE: Heard anything re the run changeover?

Yes – just at 1630 yesterday. It is going ahead.

Details will follow to all services etc shortly

For remainder of 2020 year:

Current 3rd qtr for HOs now ends 20 September 2020

4th qtr for HOs will be 21 September 2021 – 17 January 2021

Annual Commencement Dates

House Officers 18 January 2021*

Registrars 01 February 2021

NB – just for this annual changeover, the incoming PGY1s can choose to commence either on 30 November 2020 or 18 January 2021

Thanks

Karen Schaab



Resident Doctors' Support Team

Karen Schaab

Service Development Manager

9(2)(a)

E: karen.schaab@cdhb.health.nz

Check out our [Resident Doctors Support Team \(RDST\)](#) website on the CDHB Intranet



Save a tree. Don't print this e-mail unless it's really necessary

From: Carol Dean
Sent: Tuesday, 21 July 2020 8:01 a.m.
To: Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: Heard anything re the run changeover?

Sent from my Samsung Galaxy smartphone.

Lara Williams (Administrator)

From: Manda Challenger
Sent: Wednesday, 22 July 2020 10:30 AM
Subject: RMO ROTATION DATE CHANGES
Attachments: RMO Rotations Final Decision Document 20 July 2020.pdf

DECISION DOCUMENT ON RMO ROTATION DATE CHANGES

Dear all,

Please disseminate to all appropriate parties.

The change in RMO rotation dates has now been confirmed at a national level by the 20 DHBs. Attached is the decision document.

WHAT DOES THIS MEAN FOR ME?

House Officers

- Your Quarter 3 Run has now been extended by 4 weeks to the 20th September. Rosters for this 4 week extension will be published this Friday.
- Your Quarter 4 Run will now be from the 21st September to the 17th January. The run you are allocated to remains the same.
- All **approved** leave will still be honoured.
- Leave requests that have been submitted for the period between the 30th of November – 17th January will be processed once the 2021 run allocations have been published at the beginning of September 2020.

Registrars

- The end of the registrar year is now the 31st January 2021, this means your final run will be extended by 7 weeks.
- All **approved** leave will still be honoured.
- Leave requests that have been submitted for the period between the 30th of November – 14th December – 31st January will be processed once the 2021 run allocations have been published at the beginning of September 2020.

Please note

- If you are currently on a fixed term contract with an end date within this RMO year we will be in contact in the coming weeks to discuss your situation.

If you were intending to resign at the end of this RMO year. Can you please email your resignation through to myself as soon as possible so we can begin planning.

HOUSE OFFICER YEAR 2019/2020

HOUSE OFFICER YEAR	25/11/2019	17/01/2021
3 RD QUARTER	25/05/2020	20/09/2020
4 TH QUARTER	21/09/2020	17/01/2021

REGISTRAR YEAR 2019/2020

REGISTRAR YEAR	09/12/2019	31/01/2021
6 MONTH RUN DATES	08/06/2020	31/01/2021
4 MONTH RUN DATES	10/08/2020	31/01/2021

HOUSE OFFICER YEAR 2021/2022

HOUSE OFFICER YEAR	18/01/2021	16/01/2022
1 ST QUARTER	18/01/2021	18/04/2021
2 ND QUARTER	19/04/2021	18/07/2021
3 RD QUARTER	19/07/2021	17/10/2021
4 TH QUARTER	18/10/2021	16/01/2022

REGISTRAR YEAR 2021/2022

REGISTRAR YEAR	01/02/2021	30/01/2022
6 MONTH RUN DATES	01/02/2021	01/08/2021
	02/08/2021	30/01/2022
4 MONTH RUN DATES	01/02/2021	TBC
	TBC	TBC
	TBC	30/01/2022

Kind regards

Manda

Lara Williams (Administrator)

From: Rochelle Audeau on behalf of Sue Nightingale
Sent: Wednesday, 29 July 2020 11:12 AM
To: Rochelle Audeau
Subject: FW: RMO ROTATION DATE CHANGES
Attachments: RMO Rotations Final Decision Document 20 July 2020.pdf

Rochelle Audeau
 EA to Sue Nightingale, Chief Medical Officer

Canterbury District Health Board

✉ rochelle.audeau@cdhb.health.nz

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 PO Box 1600 | Christchurch 8140 | New Zealand

Canterbury

District Health Board

To Pouni Hauora o Waitaha

From: Rochelle Audeau <Rochelle.Audeau@cdhb.health.nz>

Sent: Wednesday, 22 July 2020 11:51 AM

To: Anja Werno <Anja.Werno@cdhb.health.nz>; Ashley Padayachee <Ashley.Padayachee@cdhb.health.nz>; Catherine Pawlowski <Catherine.Pawlowski@cdhb.health.nz>; Clare Doocey <Clare.Doocey@cdhb.health.nz>; David Gibbs <David.Gibbs@cdhb.health.nz>; David Richards (ED Clinical Director) <David.Richards@cdhb.health.nz>; David Smyth <David.Smyth@cdhb.health.nz>; Emma Jackson <Emma.Jackson@cdhb.health.nz>; Gregory Robertson <Gregory.Robertson@cdhb.health.nz>; Helen Skinner <Helen.Skinner@cdhb.health.nz>; Jo Sims <Jo.Sims@cdhb.health.nz>; John Lyons <John.Lyons@cdhb.health.nz>; Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; Mary Hunter <Mary.Hunter@cdhb.health.nz>; Peri Renison <Peri.Renison@cdhb.health.nz>; Richard French (Anaesthesia SMO) <Richard.French@cdhb.health.nz>; Sharyn MacDonald <Sharyn.MacDonald@cdhb.health.nz>; Sue Nightingale <Sue.Nightingale@cdhb.health.nz>
Cc: Manda Challenger <Manda.Challenger@cdhb.health.nz>; CMO Office <CMOOffice@cdhb.health.nz>
Subject: RMO ROTATION DATE CHANGES

Please see the below advice and attachment from Manda Challenger – RDST.

Apologies if you have already received this from another source.

This has already been communicated to RMO's & Service Managers and will be included in the weekly CMO Update on Friday.

thanks

Rochelle Audeau
 EA to Sue Nightingale, Chief Medical Officer

Canterbury District Health Board

✉ rochelle.audeau@cdhb.health.nz

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Corporate Office, Level 1 32 Oxford Terrace
 PO Box 1600 | Christchurch 8140 | New Zealand

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Wednesday, 22 July 2020 12:26 PM
To: Seton Henderson; Louise Hitchings; Neil Davidson; Toby Bettridge
Cc: Rhonda Faith
Subject: RMO YEAR AND ROTATION DATE CHANGES
Attachments: RMO Rotations Final Decision Document 20 July 2020.pdf

FYI and sharing

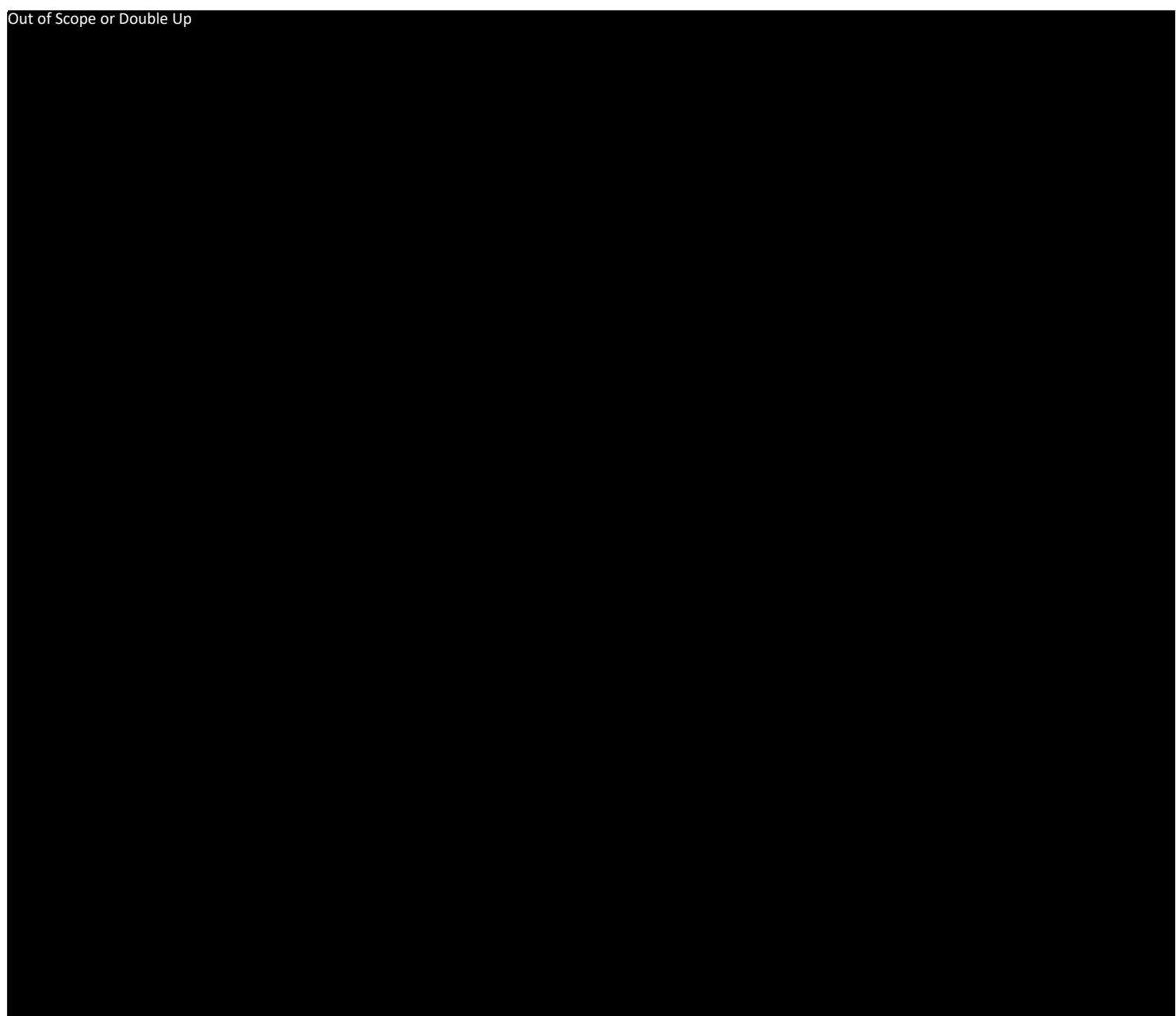
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Wednesday, 22 July 2020 1:20 PM
To: Pauline Clark; Manda Challenger
Subject: RE: RMO ROTATION DATE CHANGES

Absolutely.
 Manda - Has this gone to all SMs including other campuses

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: Pauline Clark <Pauline.Clark@cdhb.health.nz>
Date: 22/07/20 12:58 PM (GMT+12:00)
To: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>, Manda Challenger <Manda.Challenger@cdhb.health.nz>
Subject: FW: RMO ROTATION DATE CHANGES

Hello
 Any point in sharing with Service Managers
 P

From: Helen Skinner
Sent: Wednesday, 22 July 2020 12:21 PM
To: Kirsten Beynon <Kirsten.Beynon@cdhb.health.nz>; Pauline Clark <Pauline.Clark@cdhb.health.nz>; Barbara Wilson <Barbara.Wilson@cdhb.health.nz>
Subject: FW: RMO ROTATION DATE CHANGES

For info.

Best wishes,

Helen

Helen Skinner
General Manager & Chief of Service
 Older Persons Health & Rehabilitation
 Level 2 Admin, Outpatients Building
 Burwood Hospital
 Canterbury District Health Board

9(2)(a)

Email: helen.skinner@cdhb.health.nz

From: Rochelle Audeau
Sent: Wednesday, July 22, 2020 11:51 AM

To: Anja Werno <Anja.Werno@cdhb.health.nz>; Ashley Padayachee <Ashley.Padayachee@cdhb.health.nz>; Catherine Pawlowski <Catherine.Pawlowski@cdhb.health.nz>; Clare Doocey <Clare.Doocey@cdhb.health.nz>; David Gibbs <David.Gibbs@cdhb.health.nz>; David Richards (ED Clinical Director) <David.Richards@cdhb.health.nz>; David Smyth <David.Smyth@cdhb.health.nz>; Emma Jackson <Emma.Jackson@cdhb.health.nz>; Gregory Robertson <Gregory.Robertson@cdhb.health.nz>; Helen Skinner <Helen.Skinner@cdhb.health.nz>; Jo Sims <Jo.Sims@cdhb.health.nz>; John Lyons <John.Lyons@cdhb.health.nz>; Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; Mary Hunter <Mary.Hunter@cdhb.health.nz>; Peri Renison <Peri.Renison@cdhb.health.nz>; Richard French (Anaesthesia SMO) <Richard.French@cdhb.health.nz>; Sharyn MacDonald <Sharyn.MacDonald@cdhb.health.nz>; Sue Nightingale <Sue.Nightingale@cdhb.health.nz>
Cc: Manda Challenger <Manda.Challenger@cdhb.health.nz>; CMO Office <CMOOffice@cdhb.health.nz>
Subject: RMO ROTATION DATE CHANGES

Please see the below advice and attachment from Manda Challenger – RDST.

Apologies if you have already received this from another source.

This has already been communicated to RMO's & Service Managers and will be included in the weekly CMO Update on Friday.

thanks

Rochelle Audeau
 EA to Sue Nightingale, Chief Medical Officer
Canterbury District Health Board

✉ rochelle.audeau@cdhb.health.nz

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 PO Box 1600 | Christchurch 8140 | New Zealand

Canterbury

District Health Board

Te Pori Hauora o Wairarapa

Out of Scope or Double Up

Lara Williams (Administrator)

From: Manda Challenger
Sent: Wednesday, 22 July 2020 2:44 PM
To: David Brandts-Giesen; Pauline Clark
Subject: RE: RMO ROTATION DATE CHANGES

Follow Up Flag: FollowUp
Flag Status: Flagged

Hi both,

The original email was sent to the "Service Managers CHCH campus"

I just spoke to Maree who doesn't have a list of all of the outside CHCH campus service managers, do you have a list David?

Thanks
Manda

From: David Brandts-Giesen
Sent: Wednesday, 22 July 2020 1:20 p.m.
To: Pauline Clark <Pauline.Clark@cdhb.health.nz>; Manda Challenger <Manda.Challenger@cdhb.health.nz>
Subject: RE: RMO ROTATION DATE CHANGES

Absolutely.
Manda - Has this gone to all SMs including other campuses

Sent from my Samsung Galaxy smartphone.

Out of Scope or Double Up

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Wednesday, 22 July 2020 12:26 PM
To: Seton Henderson; Louise Hitchings; Neil Davidson; Toby Bettridge
Cc: Rhonda Faith
Subject: RMO YEAR AND ROTATION DATE CHANGES
Attachments: RMO Rotations Final Decision Document 20 July 2020.pdf

FYI and sharing

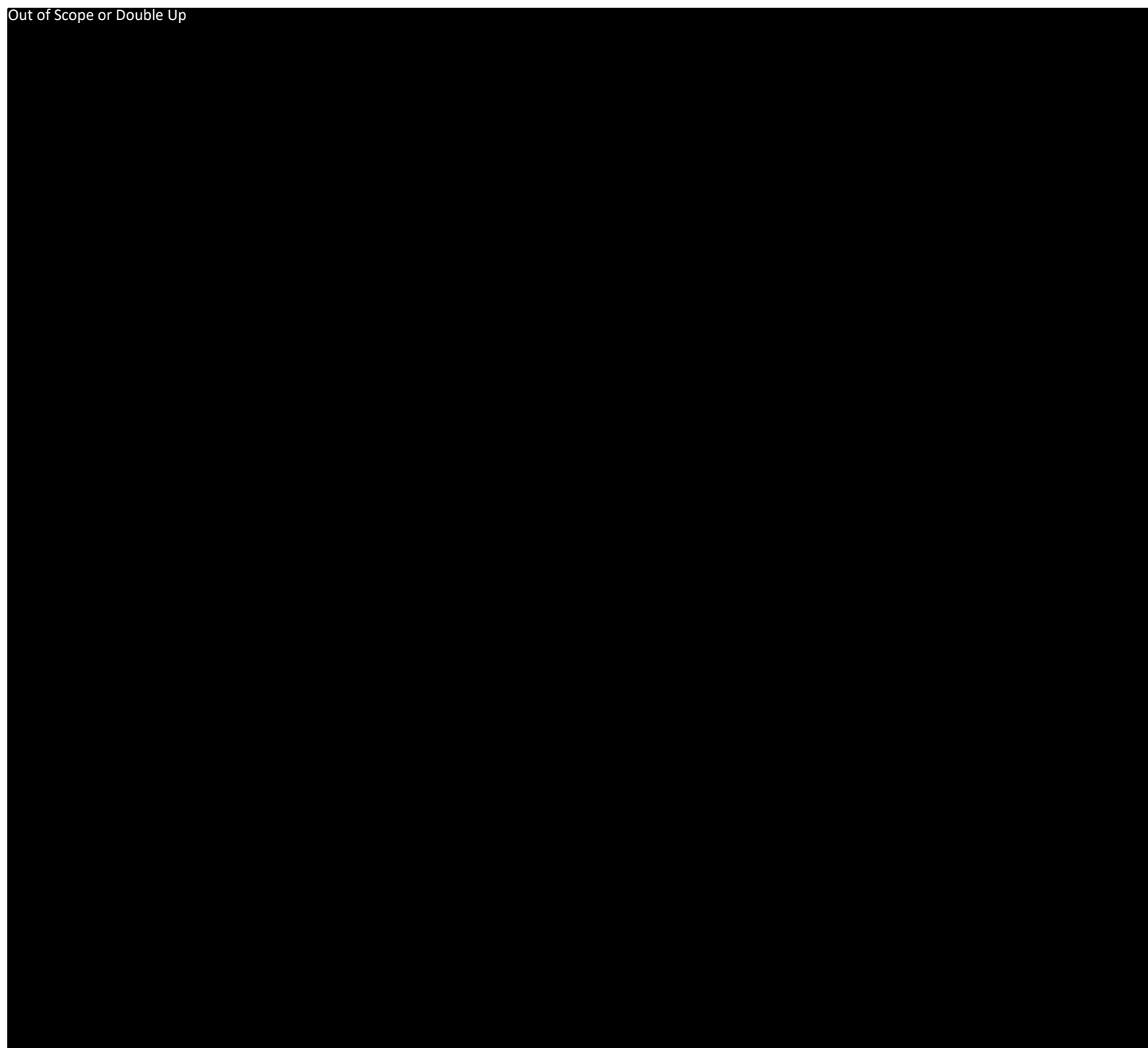
Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Out of Scope or Double Up



Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Thursday, 23 July 2020 7:02 AM
To: Pauline Clark
Cc: Allan Katzev
Subject: RMO year change - operational and financial mitigations for transition year

Hi Pauline

Just letting you know that Manda and I are working with Diane Pizzato on this. There are a variety of challenges relating to potential vacancies in some positions/services and over-recruitment of PGY1s our limited PGY1 accredited position. It will take a while before we know the full impact. I'm happy to discuss with you at any time. Will keep you informed.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Friday, 24 July 2020 6:40 AM
To: Pauline Clark; Alan Pithie; Allan Katzev
Subject: EMT Briefing Paper - Change to RMO year
Attachments: RDST_RMO YEAR12-14 EMT BRIEFING NOTE Template Draft 2 0.docx

Importance: High

Hi Pauline/Alan/Allan

This document is being drafted with urgency to go to EMT for next Wednesday's meeting.
 If you have any comments, please let me know this morning.
 Thanks.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
 Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

From: David Brandts-Giesen
Sent: Thursday, 23 July 2020 8:38 p.m.
To: Gillian Rooney <Gillian.Rooney@cdhb.health.nz>
Cc: Manda Challenger <Manda.Challenger@cdhb.health.nz>
Subject: EMT Briefing Paper - Change to RMO year
Importance: High

Gill – Could you please review and format this document. Thank you.

Lara Williams (Administrator)

From: David Brandts-Giesen
Sent: Friday, 24 July 2020 1:37 PM
To: Diane Pizzato
Cc: Pauline Clark; Mark Jeffery; Alan Pithie; Allan Katzef; Manda Challenger
Subject: EMT Briefing Paper - Change to RMO year
Attachments: RDST_RMO YEAR12-14 EMT BRIEFING NOTE Template Draft 2 0.docx

Hi Diane

Here is the draft briefing paper.

Thanks for assisting with this and getting it on the agenda for next week's EMT meeting

Let me know if you have any questions.

Best regards

David

David Brandts-Giesen | Service Manager

Emergency Department; Intensive Care Unit; Hyperbaric Medicine; Resident Doctors
Christchurch Hospital, Private Bag 4710, Christchurch 8140, New Zealand

Lara Williams (Administrator)

From: Diane Pizzato
Sent: Friday, 24 July 2020 1:54 PM
To: Andrew Meier
Cc: David Brandts-Giesen
Subject: Fwd: EMT Briefing Paper - Change to RMO year
Attachments: RDST_RMO YEAR12-14 EMT BRIEFING NOTE Template Draft 2 0.docx

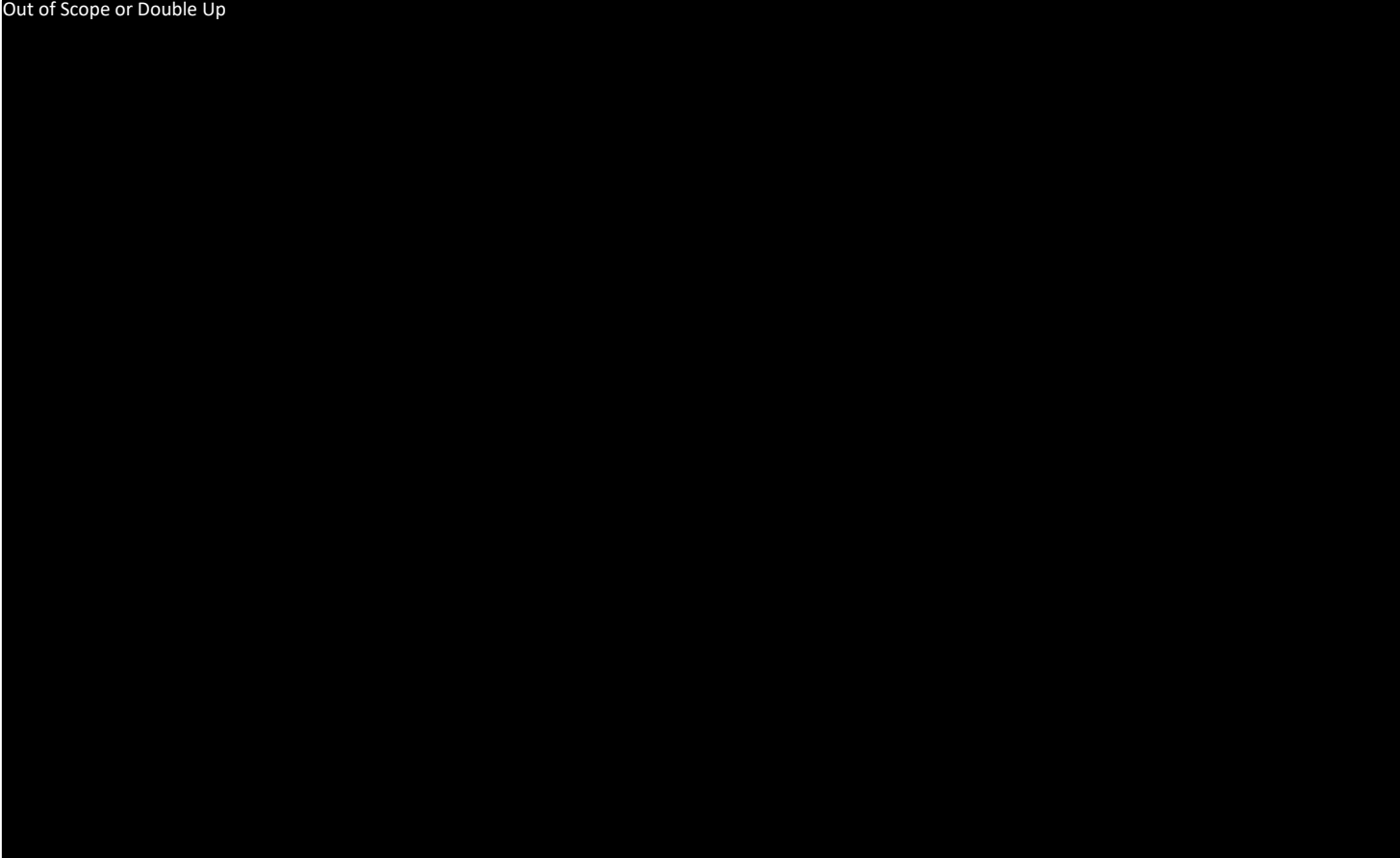
Hello Andrew,

Can you have a quick look at this before I send to Justine?

Thanks Dee

Get [Outlook for Android](#)

Out of Scope or Double Up



Lara Williams (Administrator)

From: Diane Pizzato
Sent: Friday, 24 July 2020 3:30 PM
To: Justine White
Cc: David Brandts-Giesen
Subject: FW: EMT Briefing Paper - Change to RMO year
Attachments: RDST_RMO YEAR12-14 EMT BRIEFING NOTE Template FINAL .docx; Appendix 1 2020-06-17-RMO-Training-year-dates-2021-Consultation-Document-final-.pdf; Appendix 2 Submissions-on-the-Proposed-Change-to-RMO-Rotation-Dates-from-2022.pdf; Appendix 3 RMO-Rotations-Final-Decision-Document-20-July-2020.pdf

Hello Justine

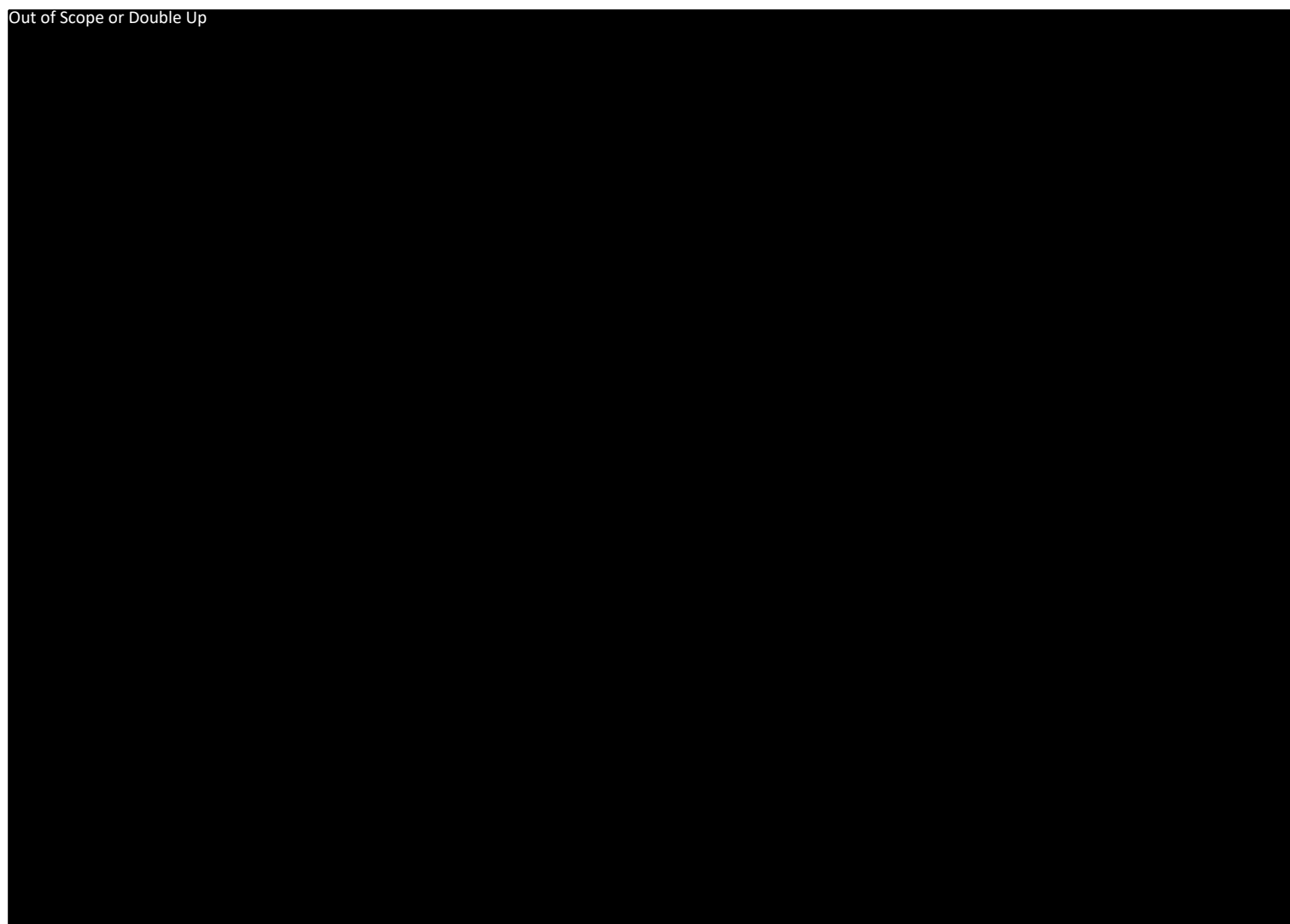
As discussed earlier this week. Please find attached a brief paper on the RMO run date change.

Please let me know if you want to talk this through further.

If all ok – can this please be added to next weeks' agenda?

Thanks Dee

Out of Scope or Double Up



Lara Williams (Administrator)

From: Mark Jeffery
Sent: Wednesday, 29 July 2020 10:52 AM
To: Rochelle Audeau
Subject: FW: 20 DHBs - INFORMATION - PROPOSAL TO SUSPEND RMO ROTATIONS DUE TO COVID-19

From: Mark Jeffery
Sent: Friday, 3 April 2020 3:36 p.m.
To: David Brandts-Giesen <David.Brandts-Giesen@cdhb.health.nz>; Michael Frampton <Michael.Frampton@cdhb.health.nz>
Cc: Alan Pithie <Alan.Pithie@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: RE: 20 DHBs - INFORMATION - PROPOSAL TO SUSPEND RMO ROTATIONS DUE TO COVID-19

Hi David et al,
 Your message below is fully concordant with the views of the senior clinical leaders in the Office of the CMO.
 I am very happy for you to forward our views as required.
 Best wishes
 Mark

Dr Mark Jeffery

Clinical Director - Medical Capability Development
 Acting CMO
 Office of the CMO
 Canterbury District Health Board

9(2)(a)

Enhancing medical effectiveness and wellbeing



"It's just that you do the right thing. The rest doesn't matter"
 Marcus Aurelius

From: David Brandts-Giesen <David.Brandts-giesen@cdhb.health.nz>
Sent: Friday, 3 April 2020 9:47 a.m.
To: Michael Frampton <Michael.Frampton@cdhb.health.nz>
Cc: Mark Jeffery <Mark.Jeffery@cdhb.health.nz>; Alan Pithie <Alan.Pithie@cdhb.health.nz>; John Thwaites <John.Thwaites@cdhb.health.nz>; Karl Haase <Karl.Haase@cdhb.health.nz>; Karen Schaab <Karen.Schaab@cdhb.health.nz>
Subject: 20 DHBs - INFORMATION - PROPOSAL TO SUSPEND RMO ROTATIONS DUE TO COVID-19

Hi Michael

This correspondence has been discussed with the group copied into this email.

We believe that the CDHB should not prevent RMOs from transferring between DHBs to progress their training and employment plans. RMOs at this time are experiencing great disruption to training. Exams have been postponed,

courses cancelled, and in many services there are changes to clinical teaching and supervision. We are supportive of an approach that sees RMOs continue with their existing plans to transfer employment to other DHBs at this time. While there are low levels of COVID in our community and it is thought that the risk of outgoing or incoming RMOs transferring COVID is low.

Best regards

David

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Out of Scope or Double Up

