

RMOs and their place of work

Approved 2009

Background

RMOs enter the workforce after their Trainee Intern year. Like employees in every other sector they apply for positions and they sign an agreement to work for a particular DHB/hospital.

Unlike most other graduates however RMOs continue to be part trainee/part service provider and this can continue for several years. They are aware in undertaking the training they choose that they will need to move to other DHBs at various points in their training. RMOs know this before at the start of their training and many RMO's choice of vocational pathway is influenced by the requirements of the College in undertaking that vocational training. RMOs in general accept that this is necessary.

However, in addition to the Colleges dictating the RMO's place of work for training purposes there is a concern that many employers also wish to dictate where an RMO can work in order to meet service requirements. The recent proposal by the three Auckland DHBs to create a single DHB raises the concern that RMOs will become increasing commoditised and required to move from one DHB to another at the whim of the employer. This is solely for the purposes of service provision and has no educational or training value to it. NZMA believes this is unacceptable.

Position Statement

NZMA accepts that RMOs may be required to move geographic locations for the purposes of registration and/or further training. This is acceptable provided the RMO knows in advance of taking on the vocational training path that such transfers will be required.

NZMA does not accept that RMOs should be able to be directed by their employer or a third party to work in a different location unless it is wholly or substantially related to the RMO's training needs.

So far as is possible (and subject to availability of positions) RMOs should have the right to choose who they work for, and what geographical location they will be based.