

Vital Signs

Thank you for your support



Our Voice

Media

Kate Baddock, NZMA Chair was quoted in [NZ Doctor](#) this week and on [Stuff](#).

DIARY

Harvey White, NZMA Deputy Chair and Sanji Gunasekara, NZMA Policy Manager presented to the Māori Affairs Committee on the Inquiry into Māori Health Inequities.

Sanji also attended the Parliamentary launch of an [ASMS study examining gender bias and other challenges faced by women](#) in New Zealand's senior medical workforce.



GREAT CLINICAL TEACHING IS HAPPENING - LET'S RECOGNISE IT!

Have you worked with someone who is an excellent clinical teacher?

Make time to say thank you and nominate them!

The New Zealand Medical Association (NZMA) and New Zealand Medical Students' Association (NZMSA) established the New Zealand Medical Teaching Awards to:

- recognise the positive impact doctors are making
- encourage the development of a positive clinical teaching culture and environment for the benefits of students, staff and ultimately patients.

Your nominations will recognise those doctors in New Zealand who are giving back, developing and encouraging students in what we all know is a challenging profession.

Get behind our teachers building a positive teaching culture - fill in the [nomination form](#) today!



NEW ZEALAND MEDICAL JOURNAL: VOL 132 NO 1505

Read the latest NZMJ featuring:

[Editorial](#)

The primary healthcare claims to the Waitangi Tribunal

[Article](#) (Open Access)

IDI trends in antidepressant dispensing to New Zealand children and young people between 2007/08 and 2015/16

[Viewpoint](#)

Supporting mothers, protecting babies for long-term health: establishing a pasteurised human milk bank

& more: read the full issue [here](#)



Te Kaunihera
Rata o
Aotearoa

Medical
Council of
New Zealand

CONSULTATION ON COUNCIL'S NAMING POLICY

The Medical Council is [consulting](#) on a policy on publication of orders and directions, otherwise known as a 'naming policy'. The new policy outlines how Council may publish the name of a doctor and the details of an order or direction made about that doctor under the Health Practitioners Competence Assurance Act 2003 (HPCAA).

The need for Council to develop this policy results from an amendment made by Parliament to the HPCAA earlier this year. The amendment requires Council and other authorities operating under the Act to publish a naming policy. The policy is required to set out the principles and considerations that Council must take into account when

considering whether to publish an order or direction and to name the doctor concerned. Council is seeking feedback on the 4 questions below.

Please feedback to [Sanji](#) by **Monday 18 November** and help inform our submission.



DITC PGY1 REPRESENTATIVE ELECTION 2019

Nominations have now closed for the PGY1 Representative position on the Doctors-in-Training Council.

Read about your 2019 PGY1 [candidates](#).

Look out for an email with your voting login for those eligible to vote (NZMA PGY1 members in 2020).

[Email us](#) for more information.



NZMA BOARD MEDICAL STUDENT REPRESENTATIVE 2019

Nominations are now closed for the position of NZMA Board Medical Student Representative.

Meet the [candidates](#) and look out for the voting login email coming soon for those eligible to vote (NZMA medical student members in 2020).

[Email us](#) for more information.



2019 TRAINEE INTERN PRIZE - BE IN TO WIN: \$500 VOUCHER

Trainee interns sign up now!

Upgrade your NZMA membership from TI to RMO status and be in the draw to win one of two \$500 Noel Leeming gift cards. Offer closes Sunday 10 November.

Only \$10 per month for your PGY1 year if you sign up by direct debit payment - less than buying a weekly coffee/tea.

[Sign up here](#) or [email to enter directly](#). Don't wait - win today!



HELP INFORM DEVELOPMENT OF MOH NEW VALUES

The Ministry of Health is wanting to co-create new values to underpin the Ministry culture and wants input from external stakeholders to understand what it could do to improve how it works.

[Click here](#) to help inform the future MoH values.



CLIMATE CHANGE RESPONSE (ZERO CARBON) AMENDMENT BILL PASSES

NZMA welcomes the passing of the [Climate Change Response \(Zero Carbon\) Bill](#) as an important step in addressing Climate Change in NZ.

The bill sets out two targets for New Zealand:

- Reduce emissions of all greenhouse gases except biogenic methane, to net zero by 2050
- Reduce gross emissions of biogenic methane within the range of 24 per cent to 47 per cent by 2050, and includes an interim target to cut gross emissions of biogenic methane by 10 per cent below 2017 levels by 2030.

The bill creates an independent Climate Change Commission (CCC) that will advise the Government on how to get to those targets. The CCC will produce an emissions budget every five years saying how much emissions will be allowed in that period.



STUDY ON GENDER BIAS AND OTHER CHALLENGES FACED BY WOMEN

This week at Parliament, Minister for Women and Associate Minister of Health Julie Anne Genter, launched the Association of Salaried Medical Specialists (ASMS) [study](#) examining gender bias and other challenges faced by women in New Zealand's senior medical workforce.

The study drills down into why female medical specialists work through illness at higher

rates than their male counterparts, self-report as bullied at a higher rate and have significantly higher rates of burnout.

The study highlights the need for changes in attitude along with a rethink of how medical training and work schedules should include greater flexibility.

Quote of the week

"The best way to find out if you can trust somebody is to trust them."

Ernest Hemingway

CLASSIFIED ADS and situations vacant

*NZMA offers members free classifieds and vacancy advertisements.
Check out NZMJ website's [Vacancies page](#) and you may just find your
dream opportunity.*

**Latest vacancies and classifieds include the following - just click on the
vacancy/classified ad to be taken to the full ad:**

Vacancies

- [Part-time GP wanted in Mapua, Nelson \(Closes 4 December 2019\)](#)
- [Consultant Obstetrician and Gynaecologist | Whangarei \(Closes 29 November 2019\)](#)
- [GP Required | Te Puke \(Closes 20 November 2019\)](#)
- [1-2 GPs Required | Mission Bay \(Closes 13 December\)](#)
- [Consultant Physician | New Plymouth \(Closes 30 November 2019\)](#)
- [General Practitioner 1/10th \(neg\) | Auckland \(Closes 7 December\)](#)

Classifieds

- [GP partnership for sale – Nelson City](#)
- [Shareholding for sale in Auckland Medical Centre](#)

Members advertise for free - [classifieds](#) and/or [vacancies via Hotline](#).



UPCOMING EVENTS

View our upcoming health sector events - go to the [NZMA events page on our website](#) for the full list.

DOCTORS WELLNESS RETREAT AT FALCONS RISE ALPACA FARM

21-24 November 2019

The Doctors Wellness Retreat at Falcons Rise Alpaca Farm is a three-day programme designed by health professionals for health professionals. The venue is a 30-acre alpaca farm set high above the vineyards in Marlborough, New Zealand in which to interact with a small group of up to five doctors from a range of specialties. Issues which confront medical practitioners in today's environment are discussed with a focus on learning practical tools to reduce stress and to enhance well-being. There is a diverse range of interactive sessions and activities including discussions on values, burnout, vicarious trauma and self-care, with practical sessions including yoga, mindfulness, art and bushwalking, leading to the development of individual wellness plans.

Dr Helen Austin leads the Retreat team and is a consultant psychiatrist with a long-standing interest in the areas of reflective supervision and physician health, and all the facilitators are mental health



professionals with health and wellbeing qualifications.

Visit www.falconsrise.com for further information, to book your place or to express interest in future Retreats.

MENTAL HEALTH TRANSFORMATION

4 - 5 December 2019, Te Wharewaka Tapere, Wellington

Gain practical insights from the Conference on how to:

- Set your own organisational journey & vision on mental health and addiction
- Create a strategic vision around the recommended standards and Inquiry implementations
- Build from the ground up with synergy across the sector
- Strengthen personal identity and connection to community for Maori & Pacific Communities.

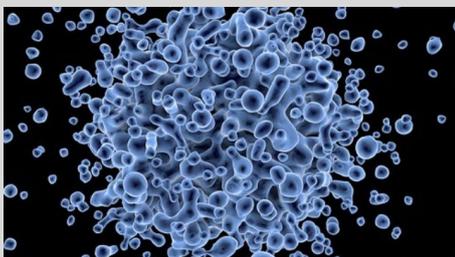
Including specific case studies about:

- Building links between addiction, mental health and social disconnection
- Increasing diversion from criminal justice to MH & addiction related pathways
- Building ongoing relationships with a new type of mental health patient
- Digital Health & Patient Panel – get to know the other side.

[Click here](#) for more information or to Register.



MEMBER BENEFITS



NZMA MEMBERS NO COST ADVERTISING

NZMA offers members the opportunity to place vacancies for personnel in the NZMJ and Vital Signs free of charge.

Reach the medical professionals you want as many do week on week.



ANZ KORU CLUB

Koru Club

Air NZ Koru Club corporate rates are available for NZMA members. NZMA members are entitled to Air NZ Koru Club corporate rates for individual membership:

- Joining Fee \$155 - save \$100
- 1 year membership \$570 - save \$59
- 2 year membership \$1005 - save \$104

To make use of this offer please contact [Robyn Fell](#). For information on Koru Club membership go to [the website](#).

Member Advisory Service

Are you employing new staff?

The Employment Relations Act sets out a process that an employer must follow when employing new staff. This process differs depending on whether the employer uses a collective employment agreement in their business or not, and whether the employee is a union member. The NZMA has a member resource on these processes.

Also, all employees must have a written employment agreement. If you employ staff that are not covered under the Primary Health Care Multi Employer Collective Agreement (PHC MECA) we have a generic individual employment agreement with explanatory notes and a casual individual employment agreement. These advisory service flyers are available for NZMA members to download from our website. You must be logged in to view and/or download the following advisory service resources.

- [New Employee Checklist](#)
- [Sample employment agreements](#)

Or you can email Robyn Fell (robyn@nzma.org.nz) for copies.

- *Employment Agreements for New Employees*
- *Individual Employment Agreement and Explanatory notes*
- *Casual Employment Agreement*

Vital Signs is your weekly bulletin about the NZMA and 'what's hot'.

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