



Kia ora koutou,

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We've put processes in place to make sure we could redeploy people where they are most needed. This is now working really well, with much fewer unfilled staffing gaps.

We want to say a massive thank you to everyone who has moved into different roles, and to the team that has been working tirelessly to make the redeployment happen.

Pay and remuneration during the Omicron surge

We're grateful to everybody who has stepped up to work additional shifts and work in different places as well as the many people who have continued to do an amazing job in their usual place of work.

We want to make sure everyone supporting this work is appropriately rewarded for night shifts, on-call, and any hours worked above their contracted hours.

This includes anyone:

- who is working in their primary area of work
- who has been redeployed into other roles
- on either MECA's or IEA's
- in either clinical or non-clinical roles

Appropriate additional pay arrangements have been agreed regionally. [You can find all the pay and remuneration details of the offer here.](#) (Attachment 2 of this OIA)

These enhanced payments for on-call, nights and overtime will be time-limited. We're backdating these arrangements to Friday 4 March, and they will remain in place until 18 March. Please make sure this is reflected in timecards on Mahi A Taea.

The surge rates in the [pay and remuneration details document](#) will be offered to SMOs working locum shifts, additional or different duties over the course of the Omicron Surge with its consequent impact on our hospitals. SMOs should use an [additional hours claim form](#) for any additional hours worked.

RMOs should use their standard on-call and additional duties forms. If you've been working additional hours or additional duties, please talk to your manager on how to reflect any changes in your timecard. If you have any questions, please contact askHR@adhb.govt.nz.

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Nga mihi

Mike and Alex

Mike Shepherd

Director of Provider Services

Alex Pimm

Incident Controller for COVID-19

Director of Patient Management Services

Te Toka Tumai | Auckland District Health Board

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