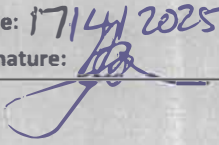


APPENDIX 2.

LPS Requirements 12.5a, 12.5b and 12.5c –

Master sheet: staffing available at time of strike and LPS requirements: ASMS Industrial Action 1 May 2025

Bay of Plenty District Contact Person – Julie Williams Lead Contingency Planner julie.williams@bopdhb.govt.nz						Request Confirmed: Name: Julie Williams Lead Contingency Planner Date: 17/4/2025 Signature: 	
Department / Service	Normal volumes in or through Department per 24 hours for which LPS being made	Likely volumes for 24/24 for which LPS requests likely to be made	Medical staff on core roster for strike day as at date notice issued	Other clinical staff who will be available on strike day who are appropriately trained to undertake some patient management/support (includes DSNs)	Non-Union/non striking/redeployed medical staffing available on strike day – SMOs, RMOs	LPS Requested (Should be listed as on duty, or on call on site or on call off site)	Reason for LPS request – Contingency Plan and gap unable to be filled. Tasks to be covered
EMERGENCY MEDICINE AND MEDICAL SERVICE							
TAURANGA SITE							
			Shift				
Emergency Department Tauranga Hospital	160 - 190	16 - 190	0001 to 0800 hours	2 SMOs till 0100 1 SMO on call from	10 RNs	Not known	0001-0100 1 SMOs on duty on site 0100-0800 1 SMO on-call off site Need skill set able to manage resuscitation and patient safety (supervision of RMOs) in a situation

				0100 to 0800 3 RMOs				where more than one critical event occurs at one time
			0800 to 1630 hours	1 SMO 0800-1800 3 RMOs early 1 SMO 1200-2200 1 RMO mid-day shift 3 RMOs evening	13 RN 1 CNS 1 NP	Not known	2 SMOs on duty on site	
			1630 to 2359 hours	2 SMO 1500-0100 3 RMOs overnight 1 SMO on call from 0100-0800	15 RNs	Not know	2 SMOs on duty on site	
Assessment and Planning Unit	40	40	0001 to 0800 hours	2 RMOs	5 RNs	Not known	1 SMO on call off site	Require SMO decision support for complex presentations requiring LPS decision support of RMOs SMO to provide medical assessment for new admissions (anticipate 30-40 admissions)
			0800 to 1630 hours	3 SMOs 3 RMOs	8 RNs	Not known	2 SMOs on duty on site	
			1630 to 2359 hours	4 RMOs until 2000 Then 2 RMOs	8 RNs	Not known	1 SMO on call off site	

				through the night				
Medical Wards – Tauranga	40-60 120 inpatients		0001 to 0800 hours	RMOs as per APU as cover for service	13 RNs	Not known	Covered by APU request	Require SMO decision support for complex presentations requiring LPS decision support of RMOs SMO to provide medical assessment for new admissions (anticipate 30-40 admissions)
			0800 to 1630 hours	7 SMOs 18 RMOs (registrars and HO)	28 RNs	Not known	1 SMO on duty on site	
			1630 to 2359 hours	RMOs as per APU as cover for service	20 RNs	Not known	Covered by APU request	
Cardiology (CCU and Cath Lab)	8 - 10	1 - 2	0001 to 0800 hours	RMO cover as per APU across all medical services	3 RN (CCU) 0 RN (CL)	Not known	1 SMO on call off site	For urgent interventional PCI in the event of failed thrombolysis (Cath Lab) and advice in the event of acute admission with STEMI or similar cardiology emergency event SMO to provide medical assessment for new admissions
			0800 to 1630 hours	2 SMO – CCU/ ward call and Cath Lab 6 RMOs (Registrars and HO)	7 RN (CL) 5 RN (CCU)	Not known	1 SMOs on duty on site	

			1630 to 2359 hours	RMO cover as per APU across all medical services	0 RN (CL) 4 RN (CCU)	Not known	1 SMO on call off site		
Acute stroke	8 - 9	1	0001 to 0800 hours	RMO cover as per APU across all medical services	2 RN (ASU)	Not known	Covered by APU	For emergency decision support related to thrombolysis or thrombectomy urgent management	
			0800 to 1630 hours	1 SMO, Registrar and HO for code stroke response	2 RN (ASU) 1 Stroke CNS	Not known	1 SMO on call off site on site		
			1630 to 2359 hours	RMO cover as per APU across all medical services	2RN (ASU)	Not known	Covered by APU		
Gastroenterology Acute Endoscopy	15 - 25	1	0001 to 0800 hours	RMO cover as per APU across all medical services	1 RN on call	Not known	1 SMO on call off site	For acute GI bleed in event of life-threatening presentation	
			0800 to 1630 hours	2 SMOs – ward call and acute endoscopy list 2 RMOs (Advanced training)	16 RN (infusions/pre-assessment/MDSU)	Not known	1 SMOs on call off site		

				Registrar and Basic training Registrar)				
			1630 to 2359 hours	RMO cover as per APU across all medical services	1 RN on call	Not known	1 SMO on call off site	
Civil Defence or Major emergency	NA		NA	All	Reduced staffing		Initiate 12.5C, initiate major incident emergency response plan. Access to staff required should this situation arise and return to work (full or partial) be needed during strike period.	As per 12.5C, major incident emergency response plan requirements as per major incident trigger.
Situations exceeding the ability of staff available to deliver LPS	NA		NA				Initiate 12.5C, consider major incident emergency response plan. Access to staff required should this situation arise and all other resources be utilised during strike period.	As per 12.5C criteria, as per major incident emergency protocol. Access to Pool of staff as agreed in the emergency management protocol
WHAKATANE SITE								

Emergency Department Whakatane Hospital	75	75	0001 to 0800 hours	1 SMO 1 RMO		Not known	1 SMO on duty on site	Need skill set able to manage resuscitation and patient safety (supervision of RMOs) in a situation where a critical event occurs – very limited number of RMOs and all junior – no trainees
			0800 to 1630 hours	1 SMO 1 RMO 0800-1700 1 SMO 1 RMO 1200-2030 1 SMO 1 RMO 1530-2330	1 NP or CNS	Not known	2 SMOs on duty on site: 1 SMO 0800-1700 1 SMO 1200-2030	
			1630 to 2359 hours	1 SMO 1 RMO 2300-0800		Not known	1 SMO on duty on site	
Acute Care Unit and Inpatient Medical ward	40	15 - 20	0001 to 0800 hours	1 RMO on call across the site all specialities		Not known	1 SMO on call off site	Require SMO decision support for complex presentations requiring LPS decision support of RMOs - limited number of RMOs and all junior – no trainees SMO to provide medical assessment for new admissions
			0800 to 1630 hours	6 SMO 5 RMOs (1 Registrar and 4 HO)	10 RNs	Not known	1 SMOs on duty on site	
			1630 to 2359 hours	1 RMO on call across the site all specialities		Not known	1 SMO on call off site	

Civil Defence or Major emergency	NA		NA	All	Reduced staffing		Initiate 12.5C, initiate major incident emergency response plan Access to staff required should this situation arise and return to work (full or partial) be needed during strike period.	As per 12.5C, major incident emergency response plan requirements as per major incident trigger.
Situations exceeding the ability of staff available to deliver LPS	NA		NA				Initiate 12.5C, consider major incident emergency response plan. Access to staff required should this situation arise and all other resources be utilised during strike period.	As per 12.5C criteria, as per major incident emergency protocol. Access to Pool of staff as agreed in the emergency management protocol
SURGICAL SERVICES								
TAURANGA SITE								
			Shift					
Anaesthesia/Operating Theatre	5 Obstetric Emergencies 7- 8 Acute Trauma 10-12 other Acutes 3 DCCV	3	0001 to 0800 hours	2 SMO Anaesthesia off site on - call 1 RMO (reg)		Not known	2 SMO Anaesthesia on - call off site	All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre. Provision of a first and second on call anaesthetist to allow for cover for two different acute procedures

			0800 to 1800 hours	13 SMO 8 RMO	none	Not known	2 SMO Anaesthesia off site on -call.	given potential for both surgery and obstetrics. Agreement that every specialty may be conducting a procedure at the time the action begins, and they will need to remain, to safely complete the case.
			1800 to 2359 hours	2 SMO Anaesthesia off site on -call 1 RMO (reg)		Not known	2 SMO Anaesthesia on call off site	Increased O&G workload currently due to lack of secondary O&G care at Whakatāne Attend PACU, ED, ICU or other clinical area for a clinical emergency (requiring SMO - Airway skill) Trainee Registrars require access to SMO for clinical assistance and advice.
ICU/HDU	10	4	0001 to 0800 hours	1 SMO off site on call 1 RMO		Not known	1 SMO on call off site	All Planned Care activity ceased for period of strike, however post operative patients from theatre may arrive during this time due to clinical need.
			0800 to 1800 hours	1.5 SMO 1 -2 RMO (reg)		Not known	1 SMO on duty on site 1 SMO on call off site for Patient Transport	Management of ICU/HDU patients (existing and acute) requiring establishment and/or maintenance of therapies for preservation of life or prevention of permanent disability e.g.
			1800 to 2359 hours	1 SMO off site on call 1 RMO (reg)		Not known	1 SMO on-call off site	Trauma/Resuscitation/Deteriorating Patient/Critical Care Therapies (ICU/HDU) Trainee Registrars require access to SMO for clinical assistance and advice.

General Surgery	10 in Theatre	1 -2	0001 to 0800 hours	1 Reg 1 HO 1 SMO off site on call		Not known	1 SMO on call off site	<p>All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre.</p> <p>Supervision of RMO activity and for emergencies eg Trauma.</p> <p>Accepting that SMO may be conducting a procedure at the time the action begins and they will need to remain to safely complete the case.</p> <p>SMO to provide assessment for new admissions</p>
			0800 to 1630 hours	2 SMO 11 Reg 10 HO		Not known	1 SMO on duty on site for acute activity	
			1630 to 2359 hours	1 Reg 2 HO 1 SMO off site on call		Not known	1 SMO on-call off site	
Orthopaedics	6 in Theatre	1-2	0001 to 0800 hours	1 Reg 1 SMO off site on call)		Not known	1 SMO on call off site	<p>All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre.</p> <p>Supervision of RMO activity and for emergencies eg Trauma.</p> <p>Accepting that SMO may be conducting a procedure at the time the action begins, and they will need to remain to safely complete the case.</p> <p>SMO to provide assessment for new admissions</p>
			0800 to 1730 hours	3 SMO 10 Reg 5 HO		Not known	1 SMO on duty on site for acute activity	
			1730 to 2359 hours	1 SMO off site on call 1 Reg		Not known	1 SMO on-call off site	

Vascular Surgery	1	0-1	0001 to 0800 hours	0 No vascular surgeon rostered as FTE not enough to cover roster. Waikato covers via an established protocol		Not known	Vascular cover as per protocol (no Vascular Surgeon on site), supported by Waikato Hospital and Patient Transport	All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre. Waikato protocol in place.
			0800 to 1630 hours			Not known	Vascular cover as per protocol (no Vascular Surgeon on site), supported by Waikato Hospital and Patient Transport	
			1630 to 2359 hours			Not known	Vascular cover as per protocol (no Vascular Surgeon on site), supported by Waikato Hospital and Patient Transport	
ENT	1	0-1	0001 to 0800 hours	1 SMO off site on call 1 RMO		Not known	1 SMO on call off site	All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre. Accepting that SMO may be conducting a procedure at the time the action begins and they will need to remain to safely complete the case. 1 SMO on call off site in the event of an urgent airway response
			0800 to 1730 hours	4 SMO 1 RMO		Not known	1 SMO on duty on site to review admissions and then on call off site	

			1630 to 2359 hours	1 SMO off site on call 1 RMO		Not known	1 SMO on call off site	required in ED, ICU or a concurrent category 1 or category 2 case presents during strike period. Supervision of RMO activity and for emergencies SMO to provide assessment for new admissions
Radiology	2-3	0-1	0001 to 0800 hours	1 SMO off site on call		Not known	Everlight 1 SMO on call off site	All Planned Care activity ceased for period of strike – Outpatient and Interventional Procedures.
			0800 to 1730 hours	6 SMO 6 RMO		Not known	1 SMO on duty on site 1 SMO interventionist on call off site for a concurrent acute case presentation	Accepting that SMO may be conducting a procedure at the time the action begins and they will need to remain to safely complete the case.
			1730 to 2359 hours	1 SMO off site on call		Not known	Everlight 1 SMO on call off site	Supervision of RMO activity and for emergencies
Civil Defence or Major emergency	NA		NA	All	Reduced staffing		Access to staff required should this situation arise and return to work (full or partial) be needed during strike period.	Pool of staff as agreed in the emergency management protocol

Situations exceeding the ability of staff available to deliver LPS	NA		NA				Access to staff required should this situation arise and all other resources be utilised	Pool of staff as agreed in the emergency management protocol
WHAKATANE SITE								
			Shift					
Anaesthesia/Operating Theatre	1-2 Trauma 2-3 other Acutes 0-1 Endoscopy Acutes	12- 15	0001 to 0800 hours	1 SMO off site on call		Not known	1 Anaesthetic SMO on-call off site	All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre Agreement that every specialty may be conducting a procedure at the time the action begins and they will need to remain, to safely complete the case. Attend PACU, ACU, ED or other clinical area for a clinical emergency (requiring SMO - Airway skill)
			0800 to 1800 hours	4 SMO		Not known	1 Anaesthetic SMO off site on- call	
			1800 to 2359 hours	1 SMO off site on call		Not known	1 Anaesthetic SMO on-call off site	
General Surgery/Endoscopy	2-3	2	0001 to 0830 hours	1 SMO off site on-call 1 RMO (reg) off site on call 1 RMO (HO) on call across the		Not known	1 SMO on-call off site	All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre. Accepting that SMO may be conducting a procedure at the time the action begins, and they will need to remain to safely complete the case.

				site all specialties				Supervision of RMO activity and for emergencies SMO to provide assessment for new admissions
			0830 to 1730 hours	3 SMO 2 RMO		Not known	1 SMO on duty on site	
			1730 to 2359 hours	1 SMO off site on-call 1 RMO (reg) off site on call 1 RMO (HO) on call across the site all specialties		Not known	1 SMO on- call off site	
Orthopaedics	3-4	2	0001 to 0830 hours	1 SMO off site on-call 1 RMO (reg) off site on call 1 RMO (HO) on call across the site all specialties		Not known	1 SMO on- call off site	All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre. Accepting that SMO may be conducting a procedure at the time the action begins, and they will need to remain to safely complete the case. Supervision of RMO activity and for emergencies SMO to provide assessment for new admissions
			0830 to 1730 hours	2 SMO 2 RMO		Not known	1 SMO on duty on site	

			1730 to 2359 hours	1 SMO off site on call 1 RMO (reg) off site on call 1 RMO (HO) on call across the site all specialities		Not known	1 SMO on-call off site	
Radiology	5 -10	5 - 10	0001 to 0800 hours			Not known	Everlight cover	All Planned Care activity ceased for period of strike – Outpatient and Interventional Procedures. No RMOs in service. SMO needed to support acute needs from ED /inpatients
			0800 to 1700 hours	1 SMO		Not known	1 SMO on duty on site	
			1700 to 2359 hours			Not known	Everlight cover	
Civil Defence or Major emergency	NA		NA	All	Reduced staffing		Access to staff required should this situation arise and return to work (full or partial) be needed	Pool of staff as agreed in the emergency management protocol
Situations exceeding the ability of staff available to deliver LPS	NA		NA				Access to staff required should this situation arise, and all other resources be utilised during strike period.	Pool of staff as agreed in the emergency management protocol

WOMEN, CHILD & FAMILY								
TAURANGA SITE								
Paediatric Unit and NNU	22 beds + NNU patients NNU 12 beds & unpredictable ED presentations	3 or 4	0001 to 0800 hours	2 SMO On call 2 RMOs onsite (1 Registrar, 1 HO)		Not known	2 SMO on call off site	Management of life support for babies following Caesar delivery and NNU SMO to provide assessment for new admissions Junior RMOs with few senior trainees – need appropriate supervision and support
			0800 to 1630 hours	12 SMO's 9 RMO	4 RN (NNU) 5 RN 4A)	Not known	2 SMOs on duty on site.	
			1630 to 2359 hours	2 SMO On call 2 RMOs onsite (1 Registrar, 1 HO)		Not known	2 SMO on call off site	
Obstetrics and Gynaecology		4 - 6	0001 to 0800 hours	1 Reg 1 HO 1 SMO off site on call		Not known	1 SMO on call off site	Tauranga providing secondary services for BOP District (eg Whakatāne Hospital)

	30 beds		0800 to 1600 hours	5 SMOs 6 HOs 5 Reg		Not known	1 SMO on duty on site 1 SMO on call off site	Emergency response to delivery suite, postnatal and ED or acute C section All Planned Care activity ceased for period of strike – Outpatient and Operating Theatre.
			1600 to 2359 hours	2 Reg 1 HO 1 SMO off site on call		Not known	1 SMO on call off site	Accepting that SMO may be conducting a procedure at the time the action begins and they will need to remain to safely complete the case. SMO to provide assessment for new admissions
WHAKATANE SITE								
Paediatric unit and NNU	Paediatric ward 10 beds NNU 3 beds	4 - 7	0001 to 0800 hours	1 RMO on call across the site all specialities		Not known	1 SMO on call off site	Management of life support for babies following Caesar delivery and NNU
			0800 to 1630 hours	4 SMOs		Not known	1 SMO Onsite on duty	
			1630 to 2359 hours	1 RMO on call across the site all specialities		Not known	1 SMO on call off site	
Obstetrics and Gynaecology	14 beds							Whakatāne is a primary birthing unit

Civil Defence or Major emergency (both sites)	NA		NA	All	Reduced staffing		Initiate 12.5C, initiate major incident emergency response plan. Access to staff required should this situation arise and return to work (full or partial) be needed during strike period.	As per 12.5C, major incident emergency response plan requirements as per major incident trigger.
Situations exceeding the ability of staff available to deliver LPS (both sites)	NA		NA				Initiate 12.5C, consider major incident emergency response plan. Access to staff required should this situation arise and all other resources be utilised during strike period.	As per 12.5C criteria, as per major incident emergency protocol. Access to Pool of staff as agreed in the emergency management protocol
MENTAL HEALTH AND ADDICTIONS								
BOTH SITES								
Mental health and addictions services	24 bed inpatient unit TGA		0001 - 0759	1 On call per site	Nil	Nil	1 On call off site TGA 1 On call off site WHK	
	10 bed inpatient unit WHK Variable crisis presentations per		0800 - 1600	16 SMO 1 MOSS (Locum) 13 RMOs	3 NPs (1 WHK, 1 MHSOP, 1 CAMHS)	2 Locum SMO 1 Locum MOSS 1 SMO (non-member)	No LPS required	

	day and MH Act Admissions		1601 - 2359	1 On call per site	1 RMO (TGA)	Nil	1 On call off site TGA 1 on call off site WHK		
Civil Defence or Major emergency	NA		NA	All			Initiate 12.5C, initiate major incident emergency response plan Access to staff required should this situation arise and return to work (full or partial) be needed during strike period.	As per 12.5C, major incident emergency response plan requirements as per major incident trigger.	
Situations exceeding the ability of staff available to deliver LPS	NA		NA				Initiate 12.5C, consider major incident emergency response plan. Access to staff required should this situation arise and all other resources be utilised during strike period.	As per 12.5C criteria, as per major incident emergency protocol. Access to Pool of staff as agreed in the emergency management protocol	
NATIONAL PUBLIC HEALTH SERVICE									
BOTH SITES AND COMMUNITY									
National Public Health Service			1000-1200 hours				No LPS required		
Civil Defence or Major emergency	NA		NA	All			Initiate 12.5C, initiate major incident emergency response plan Access to staff required should this situation arise and return to work (full or	As per 12.5C, major incident emergency response plan requirements as per major incident trigger.	

							partial) be needed during strike period.	
Situations exceeding the ability of staff available to deliver LPS	NA		NA				Initiate 12.5C, consider major incident emergency response plan. Access to staff required should this situation arise and all other resources be utilised during strike period.	As per 12.5C criteria, as per major incident emergency protocol. Access to Pool of staff as agreed in the emergency management protocol

Note: Please note that non-union staffing numbers still need to be confirmed

