

Te Whatu Ora
Health New Zealand

APPENDIX 2. – Strike 1 – 00:01 hrs 1 May 2025 to 23:59 hrs 1 May 2025 (24 Hours)

LPS Requirements 12.5a, 12.5b and 12.5c –

<p style="font-size: 1.2em; font-weight: bold;">Te Matau a Māui Hawke’s Bay District</p>	<p>Request Confirmed:</p> <p>Name: Rika Hentschel</p> <p>Date: 17/04/2025</p> <p>Signature: </p>
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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	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 Department	15-25 patients		0001-0800	1x SMO, 1 x Reg, 2 x H/O cover	ED CNC 2 Triage nurses 7 RNs		1 x SMO 0001-0800 on-call off site	
	130 patients (0800 – 2359)		0800-1800	2 x SMO's 0800-1800. 1 x SMO on clinical support shift. 2 x SMOs on professional leave. 1 x SMO on sab. 2 x Reg, 2 x HO. 1 x HO middle shift 1200-2200	1 ED CNC 2 Triage RN 7 RN 1 Patient Flow Co-ordinator (PFC) 1 1100 start RN 1 Fast Track (FT) RN 1 FT NP 1100-2130 1 CNM 1 ACNM 1 Nurse Educator who also works as a CNS.		2 x SMOs 0800-1800 on duty	SMOs will be directly accessible in the case of emergent need. Any call for SMO support will be taken as an emergency requirement and will not go through a gatekeeper process. Current staffing and department size results in the emergency department always being at risk, in terms of safe patient management.

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								Current department overcrowding results in increased risk mandating rapid SMO availability. Immediate availability required and hence ED will not use a gatekeeper process.
			1400-2359	2 x SMO's. (1 working a locum shift 1400-0000hrs, 1 x SMO working 1400-0800). 3 x Reg's working 1400-0000, 2 x H/O's 1400-0000.	1 CNC 2 Triage nurses 7 RNs 1 PFC 1 1100 start RN 1 FT nurse 1 ACNM 1 CNM 1 Nurse Educator		2 x SMOs 1400-2359 on duty	
Intensive Care Unit (ICU)	Average occupancy is 4 x HDU patients (1:2 care) and 6 x ICU (1:1 care)		0000-1200	1 x SMO until 0800 handover to SMO for rest of day 1st of May. 1 x N RMO 2000-0830. 1 D RMO working 0800-2030hrs, 1 x FD working 0800-2000hrs (Flights). 1 D1 RMO working 0800-1800hrs. We also	1 CNM 1 NE 1 ACNM 0700-1900 12 RNs 0000-1200		1 x ICU SMO 0000 – 0900 on duty on call onsite 1 x SMO 0800 – 1200 on duty	As per the provision of specialist medical care for critically ill patients in ICU and HDU. One hour overlap to support handover.

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				have 1 x Report for duty RMO 0800-1600				
	Average occupancy is 4 x HDU patients (1:2 care) and 6 x ICU (1:1 care)		1200-2359	1 x SMO, 1 Night RMO working 2000-0830hrs. 1 x Flight Night RMO working 1800-0000 on-site then 0000hrs-0800hrs on call.	12 RNs 1200-2359 1 ACNM 1200-2359		1 x ICU SMO 1200 – 2359 on duty	As per the provision of specialist medical care for critically ill patients in ICU and HDU.
Paediatrics/SCBU	Average of 12 admission per 24-hour period	4 patients	0001-0700	1 x RMOs (reg)	5-6 RNs		1xSMO on call off site	SMOs will only attend neonatal and Paeds emergencies
			0700-1530	3 x RMOs (mixture of registrars and House officers) Paediatric Fellow will be on during the daylight hours and will do the ward rounds	1 CNM 1 ACNM 1 NE 4 RNs 1 HCA Play Specialist		1xSMO on call off site	SMOs will only attend neonatal and Paeds emergencies
			1530-2359	2 x RMOs (mixture of registrars and House officers)	1 CNM 1 ACNM 1 NE 4 RNs		1x SMO on call off site	SMOs will only attend neonatal and Paeds emergencies

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Endoscopy (Gastro)			0001-0800				Nil - Covered by Gen Surg SMO	See Surgical Specialties
	16-20		0800-1630	1 x SMO	1 CNM 1 ACNM 14 RNs 1 HCA		1 x gastroenterology SMO on call off site.	To respond to acute demand only. SMO on call off site required for emergency endoscopy.
			1630-2359				Nil - Covered by Gen Surg SMO	See Surgical Specialties
Acute Assessment Unit	12 patients in AAU MDU 8 booked non-acute patients	Approx. 50% turnover per 24 hours	0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	3RN 1HCA		1 x SMO on call off site across all inpatient medical wards 0700-0800 1 x SMO on call off site across all inpatient medical wards	
		Often 10+ Acute admissions per day	0700-1530	0800-1530 2 x SMO on site	6RN 3MDU RN 1RN Co-ord 1HCA 1CNM 1ACNM 1CNS IV		0800-1530 1 x SMO on call on site 1530-1600 1 x SMO on call on site 1600-2300 1 x SMO on call off site across all inpatient medical wards	

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					3 Orbit team members		2300-2359 1 x SMO on call off site across all inpatient medical wards Same LPS requirements as detailed in A1 Medical section.	
			1530-2300	1530-1600 2 x SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	5RN 1CNC 1HCA			
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	3RN 1HCA			
Renal Unit (Dialysis)	20-22 for dialysis	20-22 for dialysis	0700-1530	Renal Physiologists Renal Registrars	1 Renal Manager 1 x ACNM 2 CNS 10 RN 1 HCA		1 x SMO on call offsite on site	SMO's will only attend renal emergencies in Ballantyne House or Renal Ward (A1)
			1530-2359					
Maternity/ Gynaecology	average of 6 births per day. Average of 5-6 gynae patients admitted to A3	12-16 antenatal/postnatal patients present in the unit over a 24 hour period	0001-0700 0700-1530 1530-2359	3 x RMOs (mixture of Registrars and House Officers)	Midwives RNs HCAs		1 SMO off site – on call, off site for the 24-hour period (00:01-23:59). Needs to be available within 20 minutes	To support RMO escalation as per SMO escalation pathway and emergencies (e.g.: Cat 1 Sections).

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Radiology	Hastings Site Plain Film Imaging = 250-300 Theatre 10-20 Angio 4-10 CT – 60-85 MRI - 10-16 NM – 8-12 US – 25-40	Unpredictable acute workload Angio = 0-1 cases CT = 30-50 acute scans MRI = 3-5 acute scans Note: Some imaging will continue as BAU as SMO not required on site. This will not include contrast scans.	0001-2359	0001-0800 Teleradiology provider 0800- 1700 x 5 Radiologists 1700-2359 Teleradiology provider	Nursing Staff Medical Imaging Technologists (General/CT/IR/MRI and NM) Sonographers All MIT's and Nursing staff to cover and provide patient care within their scope of practice	Nil – SMO non-union members. Radiology HB has x 2 RMO workforce 1 x RMO rostered offsite 1 x 1 st year RMO on site - unable to provide reporting cover	0001-0800 - 1 x Interventional Radiologist on call off site 1700-2359 - 1 x interventional radiologist on call offsite 0800-1700 - 1 x radiologist on call off site for acute LPS reporting requests that cannot be covered by teleradiology provider	LPS requested for acute patients that are unstable and/or at high risk of deterioration and Interventional radiology is required to obtain time critical diagnostic information and/or treatment on potentially life-threatening conditions, or conditions that could potentially lead to permanent disability. Examples conditions are listed <ul style="list-style-type: none"> • Acute Ischaemic limb • Acute bleed requiring embolization • Sepsis requiring image guided drain insertion LPS requests may also be made for other clinical conditions where the treating clinician believes that without intervention there is potential for death or permanent disability (not all conditions can be specified in advance).

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								<p>On call resource is requested to support</p> <p>Note : Only 1 Interventional radiologist able to cover this service</p> <p>Access to imaging will be available as normal.</p> <p>On call resource is requested for urgent reporting of time critical imaging for potentially life-threatening conditions, or conditions that could potentially lead to permanent disability that cannot be covered by teleradiology provider in the required timeframes.</p> <p>Examples conditions are listed</p> <p>Acute stroke or major trauma.</p> <p>Acute inpatient - Rapid response and critical unstable ICU</p> <p>LPS requests may also be made for other clinical conditions where the treating clinician believes that without intervention there is potential for death or permanent</p>

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								disability (not all conditions can be specified in advance). • Teleradiology providers will be utilised in the first instance.
A1 Medical	27 beds which includes respiratory conditions	4-5 admissions on average daily	0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	3RN 1HC 1KAIABHINA		<i>0001-0800 1 x SMO on call off site across all inpatient medical wards</i>	Influenza ward for organisation SMO required on call off site in case of emergency need for chest drain or bronchoscopy
			0700-1530	0800-1530 1 x SMO respiratory, and 1 x SMO endocrinology, both on site	1 CNM 1 ACNM 7 RN 1 HCA 1 KAIABHINA 1 Administrator 1 Physiotherapist 1 OT 1 Social Worker 1 Respiratory CNS		<i>0700-0800 1 x SMO on call off site across all inpatient medical wards 0800-1530 1 x respiratory SMO on call on site 1530-1600 1 x respiratory physician on call on site 1 x SMO on call off site across all inpatient medical wards</i>	
			1530-2300	1530-1600 1 x SMO respiratory 1 x SMO, and 1 x endocrinology SMO on site	1CNC 6RN 1HCA 1 KAIABHINA		<i>0800-1600 1 x SMO on call on site across all inpatient medical wards 1600-2359</i>	

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A2 Medical				1600-2300 1 x SMO on call across all inpatient medical wards			<i>1 x SMO on call off site across all inpatient medical wards</i>	
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	3RN 1HCA 1Kaiawhina		<i>1600-2300 1 x SMO on call off site across all inpatient medical wards 2300-2359 1 x SMO on call off site across all inpatient medical wards</i>	
	24 beds	4-5 admissions on average/24 hours	0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	3RN 1HCA		<i>1 x SMO on call off site across all inpatient medical wards 0700-0800 1 x SMO on call off site across all inpatient medical wards 0800-1530 1 x SMO on call on site 1530-1600 1 x SMO on call on site</i>	
			0700-1530	0800-1530 2 x SMO on site	1 CNM 11 ACNM 6 RN 3 HCA 1 SW 1 PT 1 OT 1 Admin		<i>1600-2300 1 x SMO on call off site across all inpatient medical wards 2300-2359 1 x SMO on call off site across all inpatient medical wards</i>	
			1530-2300	1530-1600 2 x SMO on site	1 CNC 5 RN 2 HCA			

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B2 Medical	27 stroke and neurology / general medicine	5-6 admissions acute		1600-2300 1 x SMO on call across all inpatient medical wards			1 x SMO on call off site across all inpatient medical wards 0700-0800 1 x SMO on call off site across all inpatient medical wards	
			1300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	3 RN 1 HCA		0800-1530 1 x SMO on call on site 1530-1600 1 x SMO on call on site	
			0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	1 RN 2 HCA		1600-2300 1 x SMO on call off site across all inpatient medical wards 2300-2359 1 x SMO on call off site across all inpatient medical wards	
			0700-1530	0800-1530 2 x SMO on site	1 CNM 1 ACNM 7 RN 2 HCA 2 OT 2 PT 1 SW PARIS team 2 CNS 1 HCA 1 SW		1 x SMO on call off site across all inpatient medical wards 0700-0800 1 x SMO on call off site across all inpatient medical wards 0800-1530 1 x Cardiologist SMO on call on site 1530-1600 1 x Cardiologist SMO on call on site	

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B1 / Cardiac Care Unit	18 beds ward, 6 bed CCU, acute procedures	4-5 patients	1530-2300	1530-1600 2 x SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	1 CNC 6 RN 2 HCA		1600-2300 1 x SMO on call off site across all inpatient medical wards 2300-2359 1 x SMO on call off site across all inpatient medical wards	
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	4 RN 2 HCA			
			0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	5 RN			
			0700-1530	0800-1530 1 x SMO Cardiologist, and 1 x SMO Gen Med, both on site	1 CNM 1 ACNM 8 RNS 1 HCA 1 OT 1 PT 1 SW			High unexpected acuity, telemetry for acuity patients needed. SMO on call offsite required for emergency cardiac procedures – pacing wire or pericardial drain.
			1530-2300	1530-1600 1 x Cardiologist and	6 RN 1 CNC			

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				1 x Gen Med SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	1 HCA			
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	5 RN			
A3 Surgical subspecialties	26 patients Including 3 SHANA beds for high acuity	8-10 admissions on average	0001-0700		4 RN 1 HCA		As per Surgical Specialties	
			0700-1530		1 CNM 1 ACNM 1 CNC 6 RN 2 HCA 1 Admin 1 OT 1 PT 1 SW		As per Surgical Specialties	
			1530-2300		1 CNC 7 RN		As per Surgical Specialties	

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					1 HCA			
			2300-2359		4 RN 1 HCA		As per Surgical Specialties	
A4 Surgical general and vascular	26 surgical	5-6 daily acute and elective	0001-0700		4 RN		As per Surgical Specialties	
			0700-1530		1 CNM 1 ACNM RN co-ordinator 7 RN 2 HCA 1 Admin 1 PT 1 OT 1 SW 1 Dietician 1 Pharmacist		As per Surgical Specialties	
			1530-2300		1 CNC 6 RN 1 HCA		As per Surgical Specialties	
			2300-2359		4 RN		As per Surgical Specialties	
B3 Orthopaedic	25 orthopaedic		0001-0700		3 RN 1 HCA		As per Surgical Specialties	

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		5-6 daily acute and elective	0700-1530		1 CNM 1 ACNM 6 RN 2 HCA 1 CNS 2 PT 2 OT 1 Therapy assistant 1 Admin		As per Surgical Specialties	
			1530-2300				As per Surgical Specialties	
			2300-2359				As per Surgical Specialties	
Dental/Maxillofacial	11-12 OPD pts	11-12 OPD pts	0700-2359	Dental Registrar	Dental Assistants		No LPS Needed	No LPS required
Theatre	24 Elective patients 15 - 18 Acute patients 15 Pre-Admission clinic patients 15 APS patients	2	0001-0800	OT5 24/7 covered by SMO call	2 RNs 1 Anaesthetic Technician		1x Anaesthetic SMO on call off site	As per Surgical Specialties. <i>Note: Agreement that every specialty may be conducting an acute procedure at the time the action begins and they will need to stay and complete the case</i>
		5	0800-1800	AM OT1 1 x General surgeon PM OT1	Senior nursing leaders Registered Nurses		1x Duty Anaesthetist/ Gate Keeper – on duty 1x Anaesthetic SMO – on call onsite for OT5	As per Surgical Specialties. <i>Note: Agreement that every specialty may be conducting an</i>

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			1x Anaesthetic SMO AM OT2 1x SMO (LSCS) PM OT2 1 x SMO Ophthal All day OT3 1 x SMO Gynae All day OT4 1 x SMO Urology AM OT6 3 x SMO (1x Gen SMO & x2 Gynae SMO) PM OT6 Gen Surg Acutes All day OT7 electives – 1 x SMO Ortho All day OT8 1x Ortho SMO (ortho acutes) OT5 24/7 Acute theatre, 1 x General SMO on call	Anaesthetic Technicians Health Care assistants			<i>acute procedure at the time the action begins and they will need to stay and complete the case</i>

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		2	1800-2359	OT5 covered by SMO call	4 RNs 1 Anaesthetic Technician		1x Anaesthetic SMO on call onsite OT5 – 1800-2230 (evening shift) Gate keeper from 1800 1x Anaesthetic SMO on call off site from 2230	As per Surgical Specialties. <i>Note: Agreement that every specialty may be conducting an acute procedure at the time the action begins and they will need to stay and complete the case</i>
Surgical Specialties	24 Elective patients 15 - 18 Acute patients 15 Pre-Admission clinic patients 15 APS patients As per theatre 24 Elective patients 15 - 18 Acute patients 15 Pre-Admission clinic patients 15 APS patients As per theatre		0001-0700	As per theatre			Orthopaedics: 1 x SMO on call off site General Surgery: 1 x SMO on call off site Urology: 1 x SMO on call off site ENT: 1 x SMO on call off site Vascular: 1 x SMO on call off site Gynaecology/Obstetrician Covered under Maternity request	Orthopaedic – acute emergencies septic and acute bleeding. General Surgery – acute emergencies, septic and acute bleeding. Urology – acute emergencies i.e. testicle torsion, infected obstructed renal tract, trauma. ENT – acute emergencies. Vascular – acute emergencies Gynaecology – covered under maternity request. Ophthalmology – acute emergencies.

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							Ophthalmology: 1 x SMO on call off site	<i>Note Surgical wards do not require LPS as will be covered by specialist (surgeon) listed above.</i>
			0700-1530	As per theatre			Orthopaedics: 1 x SMO on call off site General Surgery: 1 x SMO on call off site Urology: 1 x SMO on call off site ENT: 1 x SMO on call off site Vascular: 1 x SMO on call off site Gynaecology/Obstetrician : Covered under Maternity request Ophthalmology:	Orthopaedic – acute emergencies septic and acute bleeding. General Surgery – acute emergencies, septic and acute bleeding. Urology – acute emergencies i.e. testicle torsion, infected obstructed renal tract, trauma. ENT – acute emergencies. Vascular – acute emergencies Gynaecology – covered under maternity request.

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							1 x SMO on call off site	Ophthalmology – acute emergencies. <i>Note Surgical wards do not require LPS as will be covered by specialist (surgeon) listed above.</i>
			1530-2359	As per theatre			Orthopaedics: 1 x SMO on call off site General Surgery: 1 x SMO on call off site Urology: 1 x SMO on call off site ENT: 1 x SMO on call off site Vascular: 1 x SMO on call off site Gynaecology/Obstetrician Covered under Maternity request	Orthopaedic – acute emergencies septic and acute bleeding. General Surgery – acute emergencies, septic and acute bleeding. Urology – acute emergencies i.e. testicle torsion, infected obstructed renal tract, trauma. ENT – acute emergencies. Vascular – acute emergencies Gynaecology – covered under maternity request.

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							Ophthalmology: 1 x SMO on call off site	Ophthalmology – acute emergencies. <i>Note Surgical wards do not require LPS as will be covered by specialist (surgeon) listed above.</i>
Mental Health Inpatient Unit	20-30 inpatients	Unpredictable	0001-0700	1 x SMO on call off site	1 x RN on call for S8b assessments only 3 x RN 3x HCA	Unknown	1 x SMO on call off site	For acute mental health and addiction presentations, requiring urgent review and treatment. New MHA assessments / admissions. Less locum coverage available and crisis/inpatient unit has high acuity and demand.
			0700-1530	1 x SMO 1 x SMO Locum (until 1700) 3 x Regs	1 x CNM 1 x CNC 6 x RNs 4 x MHA 2 x Reg (0830-1700 hrs) 2 x HO (0830-1700 hrs)	Unknown	No LPS needed	
			1530-2359	1 x SMO on call off site (from 1700 hrs)	1 x CNM (until 1700 hrs) 1 x CNC 5 x RN 4 x MHA	Unknown	1 x SMO on call off site	
	Average of 6 face to face	Unpredictable	0001-0700	1 x SMO on call off site	1 x RN on call for S8b assessments only	Unknown	1 x SMO on call off site	For acute mental health and addiction presentations, requiring

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Emergency Mental Health Service	contacts per shift. Can be up to 20 in a 24-hour period.				1 x EMHS clinician			urgent review and treatment. New MHA assessments / admissions. The crisis/inpatient unit has high acuity and demand.
			0700-1530	1 x Reg (until 1700)	1 x CNM (until 1700 hrs) 1 x CNC (until 1700 hrs) 2 x EMHS Clinicians	Unknown	1 x SMO on call off site	
			1530-2359	1 x SMO on call off site (from 1700 hrs)	2 x EMHS Clinicians	Unknown	1 x SMO on call off site	
Code Calls • Cardiac arrest • Rapid response • Code violet • Code stroke • Trouble shooter	Unpredicted across Hawke's Bay Hospital wide Average of 4 calls per 24-hour period.	As required to respond to Code Call	0001-0700 0700-1530 1530-2359	Medical Registrars Anaesthetist Registrars ICU Registrars	PAR RN CCU RN ICU RN DNM CRN Security			To respond to code calls. <i>Please note that these are the same on call SMOs as outlined in "Surgical Specialties" and not in addition to.</i>
Emergency Management	Activation of emergency response plan i.e. localised event resulting in expected receipt of more than 10		0001-0700 0700-1530 1530-2359	To contact on call staff (on list) until required number of staff have been able to respond to a				Activation of the 12(5)c emergency pool and for emergency control plan.

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	casualties from one incident.			mass casualty event.			
Mental Health – CL, CMHS (North & South), CAFS, PPS, MMH, HBT, PLS	<i>This varies from team to team. MH&AS cover the entire Hawke's Bay region and have approx. 7100 open referrals.</i>	<i>Unpredictable</i>	<i>0830 - 1700</i>	South <ul style="list-style-type: none"> 1 x SMO Locum (Telehealth) 1 x Reg North: <ul style="list-style-type: none"> 1 x MO Locum CAFS <ul style="list-style-type: none"> 1 x SMO Locum 1 x Reg Addictions/OST <ul style="list-style-type: none"> 1 x SMO telehealth 1 x MO for AM only OPMH <ul style="list-style-type: none"> 1 x SMO Locum Te Ara Manapou <ul style="list-style-type: none"> No cover HBT	<i>Each team has a mixture of RNs and AH staff, including PSW and CSW</i>	<i>Unknown, except Locums do not fall into this industrial action</i>	<i>No LPS required</i>

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				<ul style="list-style-type: none"> No cover Consult Liaison 1 x Reg 				
Mental Health Intensive Day Programme			0830-1630					NO LPS REQUIRED
CHB Inpatient Ward	1-6 patients	1-6 patients	0001-0700	Nil	Registered nurses		No LPS needed	
			0700-1530		Clinical Nurse Specialist Registered Nurse HCA			
			1530-2359		Registered Nurses			
Wairoa Emergency Department and Ward	1-9 patients	1-9 patients	0001-0700	1 x SMO on call on site	1 x CNM		1 x SMO on call onsite	Wairoa is a level 2 Emergency Care Centre and needs to respond rapidly to ED type presentations.
			0700-1530		1X ACNM			
			1530-2359		Registered Nurses HCA			
Wairoa Outpatients							No LPS required	
Wairoa Maternity			0001-0700				No LPS required	
			0700-1530					
			1530-2359					
	35 Patients		0001-0700		4 RNs		No LPS Required	

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Assessment, Treatment & Rehab		2-3 patients per day			1 HCA			
			0700-1530		1 CNM 1 CNC 1 HOPE Nurse 8 RN 4 HCA 4 PT 4 OT 1 SW 1 AH Assistant			
			1530-2300		1 CNC 7 RN 3 HCA			
			2300-2359		4 RN 1 HCA			
Older Persons / Geriatric								No LPS Required
Medical Day Unit								No LPS Needed
City Medical								No LPS Needed
Napier Health Centre OPD								No LPS Required
Villa 2 Medical Outpatients								No LPS Required

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Villa 3 Surgical Outpatients								No LPS Required
Villa 4 Surgical Outpatients								No LPS Required
General Surgical, Vascular & Plastics Clinic								No LPS Required
Orthopaedic Outpatients								No LPS Required
Dermatology								No LPS Required
Villa 6 Oncology								No LPS Required