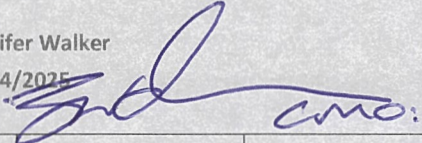


APPENDIX

LPS Requirements 1/5/2025

Master sheet: staffing available at time of strike and LPS requirements:

Lead Contact: Alex Pimm Alex.pimm@northlanddhb.org.nz 021 945 705		Request Confirmed: Name: Jennifer Walker Date: 16/04/2025 Signature: 		Cmo: 021306474			
Department / Service	Normal volumes in or through Department per 24 hours for which LPS being 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
Anaesthesia- Whangarei	16 theatre sessions, non-theatre-based activity	0000-0800 hours	1x SMO 1x RMO	RNs, AT	Unknown	0001-0800hrs 1x SMO on call off site	Available for acute theatre if needed
		1800-0000 hours	1x SMO 1x RMO	RNs, AT	Unknown	1800-2359hrs 1x SMO on call off site	Available for acute theatre if needed
		0800-1800hrs hours	11x SMO 8x RMO	RNs, AT	Unknown	0800-1800hrs 2x SMO on site-On duty 1x SMO on duty onsite	2x Acute Theatres 1x Co-ordinator

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						1x on call on site	
Whangarei ED	125-150	AM x3 0800:1800 3 rd SMO is to cover teaching which presume will be cancelled A2 x1 1000-2000 P2 x1 1300-2300 PM x1 1400-0000 plus on call		Nil at SMO level RMO level AM 0800-1800 Reg x2 HO x1 PM 1400-2400 Reg x1 HO x2 Night 2230-0800 Reg x2 HO x1	Unknown	0001-0800hrs 1x SMO On call off site 0800-1800hrs 2x SMO On-site On duty 1x SMO on duty 1x SMO on call onsite 1300-2300hrs 1x SMO on-site on duty 1x SMO On call off site 1400- 2359 hrs 1x SMO on duty	Required for patients in the department or presenting who require LPS. Registrar cannot operate at SMO decision / procedural level. The unpredictability of ED requires SMO's including assessing high acuity undifferentiated patients.
General Medicine	90-120 pts, 40 admissions a day.	0001-0800	1 SMO on call – handover at 0800 to 0830	2reg & 2 HO	Unknown	0001-0830hrs 1x SMO on call handover at 0800 to 0830	Advise over night for unwell pts & admissions
		0800-1600	6 SMOs on duty for acute and 10 +varying no for clinics	9x Registrar ??12x HOs (including medical sub specs)	Unknown	0800-1600hrs 1x SMO On Duty for acutes 1x SMO On duty for any unwell review patients	To support very junior RMO skill mix , unwell pts, advise .Will also cover HOPS/Rehab
			1 SMO on call	3 reg& 3 HO	Unknown	1600-2359hrs	Advise over night for unwell pts & admissions

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		16000-2400				1 SMO on call off site	
Cardiology		0800-1700hrs	4 SMO's		unknown	0800-1000hrs 1 SMO on duty 1000hrs-1700hrs 1 x SMO on call off site *Contingent on RMO availability	Acute cover for urgent coronary angiography, cardiac pacing, coronary care admissions
Stroke (Medicine)	10	0800-2200	1 SMO,	2x RMO	Unknown	0800-1600hrs 1x SMO Onsite* On call 1600-2200hrs on call off site *contingent on on-site RMO	Time is of the essence for code stroke
Gastroenterology						0800-1700hrs 1x SMO on call off site	Life threatening GI bleed management
Renal	Unpredictable Workloads include: - Inpatient care - Planned Outpatient clinics/ Drop clinic - Unplanned/acute patient assessment across Renal outpatient subspecialties - Acute patient presentation		6 SMO's	0800- 1700: PGY1 x1 Reg x1 Snr nursing staff can help as able within Nursing scope. Renal MDT can help with scope	Unknown	0800-1100hrs 1x SMO On call- on duty (acute ward round) * 0001-0800 and 1000- 2359hrs On call off site *contingent on on-site PGY1 and Registrar availability	Patient complexity requires SMO back-up at all times Covers all services across Te Tai Tokerau Acute and critically unwell patient assessment as follows: - Renal inpatients - Acutely presenting patients across all Renal modalities.

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	(WHG) Whg HD 40 BOI HD 16 Kaitaia HD 15 PD 3 Whg Home HD 4 Clinic 20-30 Treatment 2-4 IP inc consult 15-20 Access Procedures 1-2						
General Surgery		0000-0800, 1700-0000 hours	1x SMO 1x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt.	Unknown	0001-0800hrs 1x SMO On call - off site	Off site and on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
	OPD- 7 clinics-2 MSP RMO Skins, OT 2x sessions Endo 1 x AM session	0800-1700 hours	8x SMO 8x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt.	Unknown	0800-1000-hrs 2x SMO On duty (ward round, one coming off call and one starting call) 1000-1700hrs 1x SMO On call – Off site (dependent on patient acuity)	On site or on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.

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						and clinical risk on the day)	
Orthopaedics	Theatre -9 elective cases, 6 acute cases Ward- 32 inpatients Admissions- 5-10 patients ED assessments- 15-20 patients Clinic- #- 60-70 patients Clinic FSA/ follow up- 25 patients	0000-0800 hours	1x SMO 7x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt.	Unknown	0800-1000hrs 1 SMO on duty for ward round, acute orthopaedic life/ limb surgery/ assessments of acute patients	Off site or on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
		1700-0000 hours	1x SMO 7x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt.	Unknown	0001-0800hrs and 1000-2359 On call off site	Off site and on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
	OPD- 4 clinic sessions, OT- 6 sessions	0800-1700 hours	6x SMO 5x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs x 26 (ward) RNs x 5 (OPD)	Unknown	0800-1700hrs 1 x SMO On call Off site (dependent on patient acuity and clinical risk on the day)	to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.

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Urology		0000-0800 hours	1x SMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards.	Unknown	0001-0800hrs 1x SMO On call- Off Site	Off site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
		1700-0000 hours	1x SMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards.	Unknown	1700-2359hrs 1x SMO On call- Off Site	Off site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
	OPD 2 Sessions OT 0 Session	0800-1700 hours	2x SMO 2x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards. RNs x 3 OPD	Unknown	0800-1000hrs 1x SMO On call on duty (acute ward round) 1000hrs- 1700hrs 1x SMO on call off site (dependent on patient acuity and clinical risk on the day) Same SMO who does ward round, on duty 2 hours, then on call back	Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.

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ENT		0000-0800 hours	1x SMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards.	Unknown	0001-0800hrs 1x SMO On call- Off Site	off site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
		1700-0000 hours	1x SMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards.	Unknown	1700hrs-2359hrs 1x SMO On call- Off Site	off site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
	OPD 5 sessions OT 1x sessions	0800-1700 hours	3x SMO 3x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards. RNs x 3 OPD	Unknown	0800-1000hrs 1x SMO on duty (acute ward round) 1000-1700hrs 1x Smo On call – off site (dependent on patient acuity and clinical risk on the day)	On site or on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
Ophthalmology		0000-0800 hours	1x SMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards.	Unknown	0001-0800hrs 1x SMO On call- Off Site	Off site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and

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							should more than one occur at one time.
		1700-0000 hours	1x SMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards.	Unknown	1700-2359hrs 1x SMO On call- Off Site	Off site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
	OPD 1 sessions OT 2x sessions	0800-1700 hours	3x SMO 4x RMO	RNs and Allied staff, none of the appropriate delegation to cover SMO medical mgmt. RNs as for Gen Surg wards. RNs x 3 OPD	Unknown	0800-1000hrs 1x SMO On call on duty 1000hrs-1700hrs 1 SMO on call off site (dependent on patient acuity and clinical risk on the day)	On site on call to support acute on call operating and ED presentations. Need skill set to be able to manage ward, theatre, ED Patient deterioration and should more than one occur at one time.
Oral Health	60		8 SMO	3 RMO's	Unknown	0001-2359hrs 1x SMO - on call off site	SMOs need to be available for any patient coming through ED – trauma or dental infection. Support and advice required at all times for RMOs and dental/oral health therapy workforce.

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Intensive Care	2-7 patients	0000-0800 hours	2x SMO 4x RMO	RNs	Unknown	0000-0800 hrs 1x SMO On call off site	Most of the registrars are very junior and need a lot of supervision. Also need cover for possible flight retrievals
		1700-0000	2x SMO 4x RMO	RNs	Unknown	1700-0000 hrs 1x SMO On call off site	
		0800-1700 hours	2x SMO 4x RMO	RNs	Unknown	0800-1700 hrs 1x SMO on site, on duty, 1x SMO on call off site	
Oncology/Haematology	60-80 per day		5x SMO 1x RMO	1 NP 2 CNS 3 DSN 8 RN	Unknown	0800-1700hrs 1x SMO On call- off site	There may be a small number of patients that delaying chemotherapy by a few days may impact on their outcome and can't be postponed
Paediatrics (Incl SCBU)	10-20 Children, 8-10 Babies		1 SMO on call for Paeds and NNU 1 SMO NNU 1 SMO Paeds 5 SMO's Clinics	4 RN's Paeds 3 RN's NNU 1 Registrar between Paeds and NNU 1 SHO between Paeds and NNU 9 RN's Paeds 4 RN's NNU 1 Registrar Paeds 2 SHO's Paeds 1 SHO NNU	Unknown	0001-0800 and 1770-2359hrs 1 X SMO on call off site 0800-1700hrs 2 SMO on duty (1 for SCBU, 1 for ward) 0001-2359hrs Additional SMO on call off site for neonatal retrieval	1x ward, 1xSCBU Need skill set of SMO available for any admission, emergency in OT or delivery suite plus possibility of retrieval from a rural hospital

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			1 SMO on call for Paeds and NNU	6 RN's Paeds 2.5 RN's NNU 1 Registrar between Paeds and NNU 2 SHO's between Paeds and NNU No clinicians working on any shift who meet skill level of SMO.			
Radiology- Breast			2 SMO	Reg x1 for 1 hour to perform examination of patients to be biopsied	Unknown	0830-1700hrs 2 x SMO Radiologists on duty 1x SMO on call off site	Required for patients where the Radiologist triages as having a high risk of cancer diagnosis. With Northland' shortage of radiologists there is no capacity to provide additional clinics post the strike to catch up and will delay diagnosis and treatment.
Radiology- Whangarei	250- 300 patients a mixture of acute and elective		7 SMO	5x RN 20x MIT	Unknown	1x SMO On call- Off Site in case of: - 0001-2349hrs technical issues with teleradiology - or 0800-1700hrs urgent interventional procedure	Radiology manage the 24/7 roster without any local SMOs on site by using tele radiology. This can be implemented during the strike period. A SMO is always on call to cover emergencies or IT issues. We would limit the number of contrast examinations performed over the strike period. The referring team would need to sign the relevant

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							contrast documentation if required and ED would need to support the department with any contrast reactions.
Pathology					Unknown	0001-2359hrs 1 x SMO On call- Off site	1x Haematologist for acute leukaemia diagnosis
					unknown	0001-2359hrs 1 smo on call off site	1x microbiologist for sepsis advice
Obstetrics & Gynaecology	Whg ANC = 14 Whg Gynae Clinic = 20 BOI - ANC 8 Gynae 6 Theatre list = 6				Unknown	0800-1700hrs 1x SMO On call- On site 0001-0800 and 1700-2359. On call off site depending on acuity	If there is no SMO available there is potential for loss of life – either mother or baby or both. Acute presentations are difficult to predict and can be time critical due to the nature of the service
Kaitaia District Hospital	40-60 A&M plus oversight of patients on general ward, renal and maternity	24 hours on Thursday, 1st May (midnight to midnight)	3 SMO		Unknown	0001-0800hrs 1 SMO on call off site 0800-16:00hrs: Ward 1 x SMO on duty ED 1x SMO on duty 14:00-22:00hrs 1x SMO on duty covering both ward and ED	Kaitaia hospital receives patients from Triage 1-5. These patient presentations are unpredictable, and we need to have someone with the skill set to intubate / resuscitate a patient at all times. Unwell patients on the ward may require prescriptions and change

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						2200-2359hrs 1x SMO on call off site	in medication depending on their status. Additional clinics cancelled (e.g. ECG)
Bay Of Islands District Hospital	15-20 in ward 50-60 through ED	0800-1630 Ward ED 0800-2030 2030-08000	2x SMO or 1 RMO and one SMO 2 SMO 1 SMO	Unknown		0001-0800hrs 1x SMO on call on site (It is usual practice to have a doctor on duty overnight on site. We need availability within 5min and none live that close) 0800-1630hrs Ward 1x SMO on-duty ED 1x SMO on duty 1x SMO on call off site 1400- 2200hrs 1x SMO On duty 1630-2359hrs 1x SMO On call on site (One covers the ward and one covers ED. The manager considers it unsafe to not	Required to maintain safe care all ED presentations are life preserving we are willing to forgo the third SMO on-call during the day, with the proviso that in the event of an unforeseen emergency requiring further immediate SMO assistance, e.g multi vehicle trauma – we are able to call on additional appropriate staff to cover 12.5C

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						have a third doctor available)	
Dargaville District Hospital		0800-1700hrs	1 SMO	No RMOs	Unknown	0800-1700hrs 1x SMO On Duty	<p>We require an on-site SMO to undertake a ward round of Dargaville inpatients 0800-1000. Thereafter we agree to an SMO on call off-site but remaining within 15 minutes of the facility during the day. Although there have been occasions that after-hours the hospital has been closed for admissions it has never been closed during the day.</p> <p>Being a small facility Dargaville lacks the range of experienced nursing staff and RMOs who may provide immediate assistance in other facilities in the assessment of an acutely deteriorating patient, therefore an SMO ward round is a requirement we are not prepared to move on.</p>
		0000-0800 and 1700-2359	Virtual support			nil	
Mental Health- Mid and Far North	30-40	0800-1630hrs	1 SMO	Key workers will take care of some of load-unable to prescribe	Unknown	0800-1630hrs 1x SMO On call - Off site	Physical Assessment by Psychiatrist for acutely unwell clients.

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							Prescription required if needed for acutely unwell clients. No other staff able to perform this.
Community mental health and addictions whangarei		0800-1630hrs	1 SMO			0800-1630hrs 1 SMO on call off site	covering LPS for existing people who present in crisis in ICT AOD GA DD POPs ICAMHS
Mental Health- Crisis	Up to 40	0800-1630	1 SMO		Unknown	0800-1630hrs 1x on site- on duty (Manaia House)	covering LPS new referrals in whangarei and Kaipara, Raranga Tahi, ED and custody in whangarei
Mental Health- Inpatient Unit (Tumanako)	25-27	0800-1630hrs	1x SMO	Clinical team, RBs and Allied. Can't prescribe or undertake aspects of the MHA	Unknown	0800-1630hrs 1x On site- On duty	We provide a 24 hour service with acute Turoro (whaiora) requiring SMO Assessments and medication reviews. Mental Health Act reviews as legally required. Admissions and Discharges.
Mental Health on call		0001-0800 1630-2359hrs	1x SMO			0001-0800hrs 1 SMO on call off site 1620-2359hrs 1x SMO on call off site (After hours one SMO across the district.	As per roster



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						0800-1630 total of 4 across the district on day shift.)	
Sexual Health				Nurse led service		nil	
GP Liaison			3 SMO's			nil	
Medical Administration			2x SMO's			CMO and ACO 0001-0800 and 1800-2359 on call off site 0800-1800hrs on call on site	Clinical leadership during strike action.
12.5 C Civil Defence or Major emergency	Situations exceeding the ability of staff available to deliver LPS		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
Sexual Health Sexual Assault (SAATS and NFSS)	No volume of work as this is on-call in the event of a Forensic Sexual Assault Case	No volume of work as this is on-call in the event of a Forensic Sexual Assault Case	On call SMO x 1	No other available, A MEDSAC Doctor is on-call and it is a requirement to have a Dr and a MEDSAC RN for sexual assault cases and gathering of forensic evidence.		1 x SMO MEDSAC Dr On call 24hrs 0000 - 0000	Essential for an acute sexual assault, essential to forensic evidence being collected A MEDSAC Doctor is on-call and it is a requirement to have a Dr and a RN for sexual assault cases and

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							gathering of forensic evidence
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Note: Please note that non-union staffing numbers still need to be confirmed.

