Health New Zealand Te Whatu Ora

<u>APPENDIX 2. –</u> 00:01 hrs 23rd September 2025 to 23:59 hrs 24 September 2025 (48 Hours)

PLAN IS FOR BOTH DAYS, UNLESS SPECIFIED OTHERWISE

LPS Requirements 12.5a, 12.5b and 12.5c -

Central Region | Hawke's Bay District

Request Confirmed:

Name: Lynda Mockett

Date: 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/suppo rt	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
	15-25 patients		0001-0800	1x SMO, 1 x Reg, 2 x H/O cover	ED CNC 2 Triage nurses 7 RNs			SMOs will be directly accessible in the case of emergent need. Any call for SMO support will be taken
Emergency Department	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 Coordinator (PFC) 1 1100 start RN 1 Fast Track (FT) RN 1 FT NP 1100-2130 1 CNM 1 ACNM		0001-0800 1 x SMO on-call off site 0800-1800 2 x SMOs on duty 1400-2359 2 x SMOs on duty	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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			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 Nurse Educator who also works as a CNS. 1 CNC 2 Triage nurses 7 RNs 1 PFC 1 1100 start RN 1 FT nurse 1 ACNM 1 CNM 1 Nurse Educator			Current department overcrowding results in increased risk mandating rapid SMO availability. Immediate availability required and hence ED will not use a gatekeeper process.
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 have 1 x Report for duty RMO 0800-1600	1 CNM 1 NE 1 ACNM 0700-1900 12 RNs 0000-1200		0001-0800 1 x SMO on Call on site 0800-1600 1 x SMO on duty 1600-2359 1 x SMO on duty	As per the provision of specialist medical care for critically ill patients in ICU and HDU. One hour overlap to support handover.
	Average occupancy is 4 x		1200-2359	1 x SMO, 1 Night RMO working	12 RNs 1200-2359			

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	HDU patients (1:2 care) and 6 x ICU (1:1 care)			2000-0830hrs. 1 x Flight Night RMO working 1800-0000 on- site then 0000hrs-0800hrs on call.	1 ACNM 1200-2359			
			0001-0800	1 x RMOs (reg)	5-6 RNs			SMOs will only attend neonatal and Paeds emergencies
Paediatrics/ SCBU	-	4 patients	0800-1600	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		0001-0800 1 x SMO on call off site 0800-1600 1 x SMO on call off site 1600-2359 1 x SMO on call off site	SMOs will only attend neonatal and Paeds emergencies
			1600-2359	2 x RMOs (mixture of registrars and House officers)	1 CNM 1 ACNM 1 NE 4 RNs			SMOs will only attend neonatal and Paeds emergencies
			0001-0800					
Endoscopy (Gastro)	16-20		0800-1630	Tuesday 23/9 AM EPR2 1x SMO Gastro	1 CNM 1 ACNM 14 RNs		0800-1630 1 x Gastro SMO on call offsite	To respond to acute demand only. SMO on call off site required for emergency endoscopy.

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				PM EPR 2 1 x SMO Gen Surg Wednesday 24/9 AM EPR1 1x SMO Gastro PM EPR 1 1 x SMO Resp AM EPR2 1x SMO Gastro PM EPR 2 1 x SMO Gastro	1 HCA			
			1630-2359					
Acute	12 patients in AAU	0800-1600	0001-0800	Nil on site 1 x SMO on call across all inpatient medical wards	3RN 1HCA		0001-0800 Covered by on call off site General Physician on call cover (see below)	Requested by AAU physicians on basis of acuity of patients, volume of patients and patient flow.
Unit r	MDU 8 booked non-acute patients	0800-1600	0700-1530	0800-1530 2 x SMO on site	6RN 3MDU RN 1RN Co-ord 1HCA 1CNM		0800-1300 1 x General Physician SMO on duty 0800-1600	0800 to 1600 responsible for all acute deterioration in ED, AAU and hospital

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					1ACNM 1CNS IV 3 Orbit team members		1 x General Physician SMO on duty based on AAI (but to cover all wards)	
			1530-2300	1530-1600 2 x SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	5RN 1CNC 1HCA		1600-2359 covered by on call off site General Physician on all cover (see below)	
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	3RN 1HCA			
Renal Unit (Dialysis)	40-45 for dialysis	40-45 for dialysis	0001-2359	3x SMO 3x RMO onsite 0800-1600 1x SMO on call after hours	1 Renal Manager 1 x ACNM 2 CNS 10 RN 1 HCA 4 Renal Physiologists	3x RMOs in usual roles	0001-2359 1 x SMO on call offsite	SMO's will only attend renal emergencies in Ballantyne House or Renal Ward (A2)

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Maternity/ Gynaecology	Average of 6 births per day. Average of 5-6 gynae patients admitted to A3	Average of 20 antenatal/pos tnatal 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) After- hours 2x RMO (1x Registrar, 1x SHO)	Midwives RNs HCAs		0001-2359 1 SMO off site – on call, off site. Needs to be available within 20 minutes	To support RMO escalation as per SMO escalation pathway and emergencies (e.g.: Cat 1 Sections).
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	0001-23:59	00:01-08:00 Teleradiology provider 08:00- 17:00 4 SMO 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 Radiology HB has x 2 RMO workforce 1 RMO rostered offsite on Thursday 1st May 1 1st year RMO on site = unable to provide reporting cover	00:00-23:59 One IR Radiologist On call off site for 24/7 for LPS work 08:00-17:00 – On call radiologist off site for acute LPS reporting requests that cannot be covered by teleradiology provider or in the event of transmission failure to 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 Acute Ischaemic limb Acute bleed requiring embolization Sepsis requiring image guided drain insertion

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		contrast scans						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). On call resource is requested to support Note: Only 1 Interventional radiologist able to cover this service Access to imaging will be available as normal. On call resource is requested for urgent reporting of time critical imaging for potentially lifethreatening conditions, or conditions that could potentially lead to permanent disability that cannot be covered by teleradiology provider in the required timeframes.
								Examples conditions are listed Acute stroke or major trauma.

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								Acute inpatient - Rapid response and critical unstable ICU 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). Teleradiology providers will be utilised in the first instance
			0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	<i>3RN</i> <i>1HC</i> 1KAIAWHINA		General Physician on call cover	
A1 Medical	27 beds which includes respiratory conditions	4-5 admissions on average daily	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 KAIAWHINA 1 Administrator 1 Physiotherapist 1 OT 1 Social Worker 1 Respiratory CNS		1600-0800 1 x General Physician SMO on call off site	

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			1530-2300	1530-1600 1 x SMO respiratory 1 x SMO, and 1 x endocrinology SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	1CNC 6RN 1HCA 1 KAIAWHINA		A1 Respiratory Medical Ward 0800-1300 1 x respiratory/general physician SMO on duty 1300-0800 covered by on call off site General Physician on call cover (see above)	Influenza ward for organisation SMO required on call off site in case of emergency need for chest drain or bronchoscopy
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	3RN 1HCA 1Kaiawhina			
		4-5 admissions on	0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	3RN 1HCA			
AZ Medical 24 beds aver	average/24 hours	0700-1530	0800-1530 2 x SMO on site	1 CNM 11 ACNM 6 RN 3 HCA 1 SW				

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					1 PT 1 OT 1 Admin		A2 Medical Ward	
			1530-2300	1530-1600 2 x SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	1 CNC 5 RN 2 HCA		0800-1300 1 x general physician on duty 1300-0800 covered by on call off site General Physician on call cover (see above)	
			1300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	3 RN 1 HCA			
	27 stroke and	F. C.	0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	1 RN 2 HCA			
B2 Medical neuro gener	neurology / general medicine	ollogy / admissions	0700-1530	0800-1530 2 x SMO on site	1 CNM 1 ACNM 7 RN 2 HCA 2 OT 2 PT			

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					1 SW PARIS team 2 CNS 1 HCA 1 SW		B2 Medical Ward 0800-1300 1 x general physician on duty 1300-0800 covered by on call off site General	
			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		Physician on call cover (see above)	
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	4 RN 2 HCA			
B1 / Cardiac	18 beds ward, 6 bed CCU,	4-5 patients	0001-0700	Nil on site 1 x SMO on call across all inpatient medical wards	5 RN			
Care Unit	acute procedures	7 o patients	0700-1530	0800-1530 1 x SMO Cardiologist, and	1 CNM 1 ACNM 8 RNS 1 HCA			

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				1 x SMO Gen Med, both on site	1 OT 1 PT 1 SW			
			1530-2300	1530-1600 1 x Cardiologist and 1 x Gen Med SMO on site 1600-2300 1 x SMO on call across all inpatient medical wards	6 RN 1 CNC 1 HCA		B1 Cardiology Ward 0800-1300 1 x cardiologist or general physician on duty (if it is a general physician then a cardiologist on call off site) 1300-0800 covered by on call off site General	High unexpected acuity, telemetry for acuity patients needed. SMO on call offsite (Cardiologist) required for emergency cardiac procedures and advice – pacing wire or pericardial drain.
			2300-2359	2300-2359 1 x SMO on call across all inpatient medical wards	5 RN		Physician on call cover (see above)	
			0001-0700		4 RN 1 HCA		As per Surgical Specialties	
A3 Surgical subspecialties	26 patients Including 3 SHANA beds for high acuity	8-10 admissions on average	0700-1530		1 CNM 1 ACNM 1 CNC 6 RN 2 HCA 1 Admin 1 OT		As per Surgical Specialties	

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					1 SW			
			1530-2300		1 CNC 7 RN 1 HCA		As per Surgical Specialties	
			2300-2359		4 RN 1 HCA		As per Surgical Specialties	
			0001-0700		4 RN		As per Surgical Specialties	
A4 Surgical general and vascular	26 surgical	5-6 daily acute and elective	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		

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			2300-2359		4 RN		As per Surgical Specialties	
			0001-0700		3 RN 1 HCA		As per Surgical Specialties	
B3 Orthopaedic	25 orthopaedic	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 Variable 0-5 acute/ED presentations	11-12 OPD pts	00:01-23:59	Dentist x1 on call 2 X OPD Dental Clinics	Dental Assistants		1x Dentist off on call, off site from 00:01 22/9 to 16:30 24/9.	On call for: 1. Facial swellings of dental origin. If surgical management of the cause of infection is delayed, this this has the potential to result in serious adverse patient outcomes such as airway compromise. 2. Severe dentoalveolar trauma / avulsed teeth. If teeth are not

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								replanted and stabilised ASAP, then their prognosis potentially becomes hopeless which is a significant patient burden. As patient care would be dramatically compromised if there was not dental input in a timely manner
	24 Elective	2	0001-0800	OT5 24/7 covered by SMO call	2 RNs 1 Anaesthetic Technician		0000-0800 1x Anaesthetic SMO on call off site	As per Surgical Specialties. 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
Theatre	15 - 18 Acute patients 15 Pre-Admission clinic patients 15 APS patients	5	0800-1800	Tuesday 23/9 All day OT1 Gen Surg Acutes AM OT2 1x SMO (LSCS) PM OT2 1 x SMO Opthal All day OT3 1 x SMO tbc AM OT4	Senior nursing leaders Registered Nurses Anaesthetic Technicians Health Care assistants		0800-1800 1x Duty Anaesthetist/ Gate Keeper – on duty 1x Anaesthetic SMO – on call onsite for OT5	As per Surgical Specialties. 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

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				1 x SMO Urology				
				PM OT4				
				1 x SMO Gynae				
				All day OT6				
				1 x SMO General				
				Surgery				
				All day OT7 1x Ortho SMO				
				(ortho acutes)				
				All day OT8				
				1x Ortho SMO (ortho electives)				
				OT5 24/7				
				Acute theatre, 1 x General SMO on call				
				Wednesday 24/9				
				AM OT1				
				1 x Anaesthetist (Interventional)				
				PM OT1				
				1x SMO (LSCS)				
				All day OT2				
				Gen Surg Acutes				
				All day OT3				

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				1 x SMO General				
				All day OT4				
				1 x SMO Vascular				
				All Day OT6				
				1 x SMO General				
				All day OT7				
				1x Ortho SMO (ortho acutes)				
				All day OT8 acutes – 1-3 SMO				
				OT5 24/7				
				Acute theatre, 1 x General SMO on				
				All day Kaweka 1 x Cardiologist				
		2	1800-2359	OT5 covered by SMO call	4 RNs 1 Anaesthetic Technician		1800- 2230 1x Anaesthetic SMO on call onsite OT5 and is the Gate keeper 2230- 2359 1x Anaesthetic SMO on call off site	As per Surgical Specialties. 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
			0001-2359	As per theatre			Orthopaedics:	

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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 Pre- Admission clinic patients 15 APS patients As per theatre						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 (Wellington as out of region centre is BAU when no local cover) Gynaecology/Obstetrician Covered under Maternity request Ophthalmology: 1 x SMO on call off site	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. Note Surgical wards do not require LPS as will be covered by specialist (surgeon) listed above.

			23 Sept 25 0001-0830	1 x RMO on call off site 1 x SMO on call off site 1 x SMO	• 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.
Mental Health Inpatient Unit	20-30 inpatients	Unpredictable	0830-1700	1 x SMO Locum 2 x Registrars 2 x House Officers	1 x CNM1 x ACNM6 x RNs4 x MHA	Unknown	No LPS required (locum available)	Less locum coverage available and crisis/inpatient unit has high acuity and demand.
			1700-2359	1 x SMO on call off site	 1 x CNM (until 1700 hrs) 1 x CNC 5 x RN 4 x MHA 	Unknown	1 x SMO on call off site	
			24 Sept 25 0000-0830	1 x RMO on call off site 1 x SMO on call off site	3 x RN 3x HCA	Unknown	1 x SMO on call off site	
			0830-1700	 1 x SMO 1 x SMO Locum 1 x Registrars 2 x House Officers 	 1 x CNM 1 x ACNM 6 x RNs 4 x MHA 	Unknown	No LPS required	
			1700-0000	1 x RMO on call off site 1 x SMO on call off site	 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	23 Sept 25 0000-0830	1 x SMO on call off site	1 x EMHS clinician	Unknown	1 x SMO on call off site	For acute mental health and addiction presentations, requiring

	contacts per shift. Can be up to 20 in a 24- hour period.		0830-1700	1 x GPSI 1 x SMO Locum	1 x CNM 1 x CNC 2 x EMHS Clinicians	Unknown	1 x SMO on call off site	urgent review and treatment. New MHA assessments / admissions.
			1700-2359	1 x SMO on call off site	2 x EMHS Clinicians	Unknown	1 x SMO on call off site	The crisis/inpatient unit has high acuity and demand.
Emergency Mental Health Service			24 Sept 25 0000-0830	1 x SMO on call off site	1 x EMHS clinician	Unknown	1 x SMO on call off site	
			0830-1700	1 x GPSI 1 x MOSS	1 x CNM1 x CNC2 x EMHS Clinicians	Unknown	1 x SMO on call off site	
			1700-0000	1 x SMO on call off site	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. Please note that these are the same on call SMOs as outlined in "Surgical Specialties" and not in addition to.
Emergency Management Protocol 12.5c	Activation of emergency response plan i.e., localised event resulting in expected receipt of more than 10 casualties from one incident (civil defence, major		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 mass casualty event.				Activation of the 12(5)c emergency pool and for emergency control plan.

emergency and other demand				
which exceeds				
available				
resources).ly				

Mental Health – CL, CMHS (North & South), CAFS, PPS, MMH, HBT, PLS	This varies from team to team. MH&AS cover the entire Hawke's Bay region and have approx. 7100 open referrals.	Unpredictable	23 September 0830 - 1700	South 2 x SMO North: 2 x MOSS 1 x MOSS 1 x SMO Locum (Telehealth) 1 x SMO 1 x Reg Addictions/OST 2 x MOSS OPMH 1 x SMO 1 x Reg Te Ara Manapou 1 x SMO Locum HBT No cover Consult Liaison 1 x Reg 1 x MOSS (telehealth)	Each team has a mixture of RNs and AH staff, including PSW and CSW	Unknown, except Locums do not fall into this industrial action	No LPS required
			24 Sept 25 0830 - 1700	South 3 x SMO North: 1 x MOSS Locum (telehealth) CAFS			

Mental Health Intensive Day			23 & 24 September	 2 x SMO 2 x Reg Addictions/OST 1 x MOSS OPMH 1 x SMO 1 x Reg Te Ara Manapou 1 x SMO HBT As per EMHS Consult Liaison 1 x Reg 			NO LPS REQUIRED
Programme			0830-1630				NO EFS REQUIRED
			0001-0700	Nil	1 * Registered nurse 1 * HCA		
CHB Inpatient Ward	1-6 patients	1-6 patients	0700-1530		1 * NM 1 * Clinical Nurse Specialist 1 * Registered Nurse 1 * HCA	No LPS needed	
			1530-2359		1 * Registered Nurse 1 * HCA		
			0001-0700		2 * RN		
		0700-1530]	1 * NM		Wairoa is a level 2 Emergency	
	1-9 patients + 2 bed ED	ients +	1 x SMO on call on site	1 * ACNM 2 * RN 1 * HCA	1 x SMO on call onsite	Care Centre and needs to respond rapidly to ED type presentations.	

Wairoa Outpatients					No LPS required	
			0001-0800	1 * Midwife on call		
Wairoa Maternity			0800-1855	2 * Midwives 10hr shift	No LPS required	
		1	1855-0800	1 * Midwife on call		
			0001-0700	4 RNs 1 HCA		
Assessment, Treatment & Rehab	35 Patients	2-3 patients per day	0700-1530 1530-2300 2300-2359	1 CNM 1 CNC 1 HOPE Nurse 8 RN 4 HCA 4 PT 4 OT 1 SW 1 AH Assistant 1 CNC 7 RN 3 HCA 4 RN	No LPS required (note that General Physician SMO on duty based on AAU covers all wards)	
Older Persons / Geriatric				1 HCA		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
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