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APPENDIX 2. – MidCentral District for action on 23 September 2025 - 0001 - 2400

LPS Agreement signed between National employer and National Union Representative

LPS Requirements 12.5a, 12.5b and 12.5c- Full withdrawal of labour 24 hours on 23rd September 2025

Master sheet: This template is to be completed to show staffing available at time of strike and LPS requirements/rationale:

MidCentral District	Initial District Request Confirmed by delegated planner Day following receipt of notice (Day -1):	<p>CHAIR NORDIE</p> <p>Name: _____</p> <p>Date: 9/9/25</p> <p>District Signature _____</p>		Request Discussed with delegated district planner and Agreed with the Union Day -2 to Day -4. HNZN and Union agree to the numbers contained below and to ensuring the provision of names to fill all LPS posts by 72 hours before start of strike action (in conjunction with the employer).	<p>District Name: MIDCENTRAL</p> <p>Signature _____</p> <p>Union representative Name: _____</p> <p>Signature _____</p> <p>Date _____</p>
12.5 (c) Civil Defence or Major emergency for District	Pursuant to clause 12(5)(c) of the Code of good faith for public health sector (the Code), NZNO and Health New Zealand agree that in the case of any emergency or unforeseen event that requires more assistance than that arranged between the parties for the strike, <i>the Districts and National Contingency Planner can request access to union members at any time in the lead up to and during the period of industrial action in the unlikely event that the circumstances arising during the action exceed the ability and capacity of the staff</i>			Pool of staff required for 24 hr period on call off site available within 20 minutes	MidCentral will require access to whatever resources needed to address the management of any emergency and the resources

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		confirmed as available for life preserving services prior to the action. This includes situations such as civil defence emergency or major disaster, escalation in virus alert levels or other similar activity, airport or police alerts, unexpected sickness, unavailability of non-striking staff, or additional staff joining the Union.						required will depend on the nature of the emergency.
Service/Department/Site	Normal volumes	Likely LPS volumes	Time period	SMOs on core roster	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 by status (on duty, on call on site, or on call off site – available within 5 minutes)	<p>Reason for LPS request: Note: MidCentral's LPS request takes into account our geographic location in the Central North Island which means we have higher numbers of trauma presenting. In addition there is no urgent care available within our District between the hours of 7pm and 7am, therefore there are no alternatives for the community other than presenting to ED.</p> <p>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</p>

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Emergency Department MidCentral Hospital			0000- 0700	1 SMO on call off site 0000 to 0700	11 RNs 1 ACN	4 x RMOs on Tues & 3 RMOs on Wed	1 SMO on call off site 0000 to 0700	
	120 to 180	35	0700- 1700	<u>SMO</u> 0700-1700 x 2.5 1000-2000 x 1 1200-2200 x 2 1400-2359 x 1	14 RNs (0700-1530) 13 RNs (1430-2300) 1 x CNS (0800-1630) 1 x CNS (0900-1730) 1 x NP (1200-2200)	<u>0700-1700</u> 3 x RMO <u>1200-2200</u> 3 x RMO <u>1400-2359</u> 3 x RMO	2 SMOs on duty 0700 to 1700 1 SMO on duty 12.00pm to 17-00	Palmerston North's Emergency Department has seen increased presentations. Previously, average daily presentations were between 120 and 130. This has now changed, and the Department is seeing between 130 and 186 daily, with sometimes up to over 100 people in the Department at one time. Coupled with this, rising acuity has been seen in the Department, with an 8 percent increase in triage ones and an 18 percent increase in triage twos. Normal staffing is 3 RMOs per shifts and 2 SMOs, however, the Department has no senior registrars within their skill mix and the majority of their RMOs are junior/ PGY2s and 3s.

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								Maintaining normal rostered numbers of SMOs on shift is critical to ensure patient safety and resuscitation is managed safely through life preserving services
			1700-2359	As above	As above (PM shift till 2300) 11 RNs	As above + <u>RMO</u> 2200-2359 x 3	1 SMO on duty 17-00 22.00 pm 1 SMO on duty 1400 to 2359	
ICU/HDU	4 - 7	4	0000-0800	1 SMO on call off site	5 RNs	1 RMO	1 SMO on call off site	Management for patients requiring life support. Person must be familiar with the equipment. Will depend on patient numbers and acuity on the day
			0800-1630	1 – 2 SMOs on duty	1 CN 5 RNs 1 HCA	1 RMO	1 SMO on site on duty	
			1630-2359	1 SMO on call off site	1 ACN 5 RNs	1 RMO	1 SMO on site on duty	
Acute General Medicine including OPAL	140 (approx.)	10	0000-0800	1 SMO on call	21 RNs on Medical Wards OPAL 4 RNs	2 Regs 1 HO	1 Gen Med SMO on call off site	Provide guidance on urgent treatment for critically deteriorating patients, and as required attend for physical review and treatment, which

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			0800-1630	8 SMOs	39 RNs on Medical Wards 5 Sen RNs Diabetes NP and CNS Rheumatology CNS OPAL 1 CN, Flow Nurse, 7 RNs, 5 HCAs	9 Regs +ID Reg 10 HO Tuesday Wed 7 Regs & 10 HO	1 SMO on call off site 2 Gen Med SMO on call on site	will preserve life or avoid permanent disability having exceeded available medical resource. General Medicine are covering Respiratory, Healthy Aging and Rehabilitation. There is an increased probability of LPS support during the acute take morning ward round.
			1630 - 2359	1 SMO on call off site	36 RNs on Medical Wards OPAL 1 ACN, 7 RNs, 5 HCAs	2 Regs 2 HOs	1 Gen Med SMO on call off site	
Renal	ICHHD 50+ Self Care – 10 Horowhenua - 1	1	000-0800	1x Renal SMO on-call off site	Renal RN on-call	Acute General medicine cover	1 Renal Physician on call off site	Hyperkalemia, Acute Renal Failure requiring immediate/urgent dialysis. Provides cover for Whanganui renal service High probability of renal patient(s) presenting with high acuity having deteriorated over the weekend. Currently very high number of incentre dialysis patients. Dialysing 53+ per day incentre unit.
			0800-1630	3 x SMOs	In figures for Acute General medicine Renal CN and AC/N – 2 RN – 9 CNS Home Therapies x 4	1 Regs 1 HOs	1 Renal Physician On call on site	
			1630-2359	1x Renal SMO on-call off site	AC/N -1 RN – 6 Renal RN on -call	Surg B HO covers calls to incentre unit then escalates to medical reg B (Acute General Medicine cover	1 Renal Physician on call off site	

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Respiratory	10 (approx.)	1	0000-0800	SMO x 1 Gen Med on call off site		In figures for Acute General Medicine	Covered by General Medicine for period	
			0800-1630	4 x SMOs	Resp Nurse Practitioners x2 CNS x 4	1 Reg 1 HO	1 SMO on duty on site	
			1630-2359	SMO x 1 Gen Med on call off site		In figures for Acute General Medicine	Covered by General Medicine for period	
Cardiology	12 (approx.)	1	0000-0800	SMO x 1 Gen Med on call off site		Covered by gen med HO&RMO	1 Cardiologist on call off site	ST-elevation myocardial infarction (STEMI) requiring urgent diagnostic and subsequent discussion of transfer with Wellington, Urgent pacemaker implant, urgent pericardiocentesis. Cardiology SMO run an on-call roster however this is incomplete until fully
			0800-1630	4 SMOs	In figures for Acute General Medicine 3 Cardiology Nurse Practitioner 1 Cardiology CNS	2 Regs 1 HO	1 Cardiologist on duty on site	

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			1630-2359	SMO x 1 Gen Med on call off site		Covered by gen med HO&RMO	1 Cardiologist on call off site	recruited to 6 Cardiologists so on-call is inconsistent and also impacted by planned and unplanned leave. Cover is normally by Gen Med SMO on call
Neurology including Stroke	Currently no admissions under the Neurology Service – admit under GM Consult only for inpatients. Stroke Service - 5	1	0000-0800	SMO x 1 Gen Med on call off site		Acute General Medicine cover	Covered by SMO x 1 Gen Med on-call off site	000 - 0800 Note – acute stroke will be run as out of hours for the period with Wellington Telestroke service – note need confirmation of SMO Telestroke Wellington. MED A attend after hours
			0800-1600	SMO x 1 Neurologist	CNS stroke 1 - 2 in figures for Acute General Medicine	1 Reg 1 HO	Covered by Gen Med – as per Gen Med cover	0800 - 1600 Note – acute stroke will be run as out of hours for the period with Wellington Telestroke service – need confirmation of SMO Telestroke Wellington. MED A and Neuro Reg will attend code strokes

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			1600-2359	SMO x 1 Gen Med on call off site		Acute General Medicine cover	Covered by SMO x 1 Gen Med on-call off site	1630 - 2359 Note - acute stroke will be run as out of hours for the period with Wellington Telestroke service – need confirmation of SMO Telestroke Wellington MED A attend after hours
Gastroenterology	8 (approx.)	1	0000-0800	1 SMO on call off site			1 SMO on call off site	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
			0800-1630	Up to 4 SMOs on duty	1 CN 2 CNS 13 RNs 1 HCA	1 Reg 1 SHO	1 SMO on site on call	
			1630-2359	1 SMO on call off site			1 SMO on call off site	

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General Surgery & Sub-specialties	120	2-4	0000-0800	1 SMO on call off site	RMO for General Surgery & Orthopaedic on site over night RMO for other specialties on call off site.	2 Reg on site 3 on call 1 SHO	1 SMO General Surgeon on call off site 1 SMO Ophthalmologist on call off site 1 SMO ENT on call off site 1 SMO Urology on call off site 1 SMO Orthopaedic on call off site	<p>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</p> <p>MidCentral is requesting 3 General surgeons (2 on-call on site and 1 on call off site). MidCentral does not have a trauma centre and the General Surgeons are the first point of call for all trauma across the life span.</p> <p>Likewise for Orthopaedics if an LPS situation occurs this usually involves the surgeon being in theatre for a significant period of time and a 2nd Orthopaedic Surgeon is required should another LPS situation arise.</p> <p>SMO must be available for emergency procedures which would include an Ophthalmologist, Gastroenterologist and ENT specialist.</p>
			0800-1630	5 – 6 SMOs on duty	1 CN 1 Educator 7 CNS 27 RNs 2 HCAs	8 x Gen Surg Reg 7 x Gen surg HO 5 x Ortho Regs 3 x Ortho HO 3 x Urol Regs 1 x Urol HO 2 x ENT reg 0.5 ENT HO 3 x Ophthal Reg 0.5 x HO	2 SMO General Surgeon on call on site 1 SMO General Surgeon on call off site 1 SMO Ophthalmologist on call on site 1 SMO ENT on call onsite 1 SMO Urology on call on site 1 SMO Orthopaedic on call on site	

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							1 SMO Orthopaedic on call off site	
			1630 - 2359	1 SMO on call off site	RMO for General Surgery & Orthopaedic on site over night RMO for other specialties on call off site.	2 x Reg on site 3 Reg on call 2 x HO	1 SMO General Surgeon on call off site 1 SMO Ophthalmologist on call off site 1 SMO ENT on call off site 1 SMO Urology on call off site 1 SMO Orthopaedic on call off site	
Anaesthetics (operating theatre, surgical short stay, SAPU)	25 Elective Case15 – 20 Acutes	2 - 4	0000- 0800	1 SMO on call off site	3 RNs 1 AT	1 x Reg	1 SMO on call off site	Agreement that specialty SMOs may be conducting an acute procedure at the time the action begins and they will need to stay and complete the case
			0800- 1800	12 SMOs on duty	5 CNS 6 CN 1 CAN 69 RNs 15 Anaesthetic Technicians 2 HCAs	6 x regs	1 Duty Anaesthetics SMO on call on site. 1 Acute Anaesthetic SMO on call on site.	

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			1800-2359	1 SMO on call off site	1 RN TL 9 RNs 2 ATs	1 x reg	1 SMO on call off site	
Healthy Ageing & Rehabilitation (Star 2 & Star 1)	Star 2: 28 patients Star 1: 7 patients	2 – 5 admissions & discharges	0000-0800	Rostered Gen Surg B HO A/H medical cover to PN Star Ward (incl OAMH wing for medical needs). Rostered MHS A/H district wide RMO and SMO on call	Star 1: 3 Nurses, 1 HCA Star 2: 3 Nurses, 3 HCA	Covered by Gen Med for Regs and Surg for HOs	Access to on call off site LPS Gen Med SMO For Inpatient Older Adult Mental Health – covered by Mental Health LPS.	Star 1 is the secure inpatient mental health unit for older adults. Patients in this unit can become unpredictably highly agitated, with behavioural symptoms posing high risk of injury to themselves or others in the vicinity. Rapid intervention to safely resolve/reduce at risk behavioural symptoms may need to include SMO psychiatrist
			0800-1630	2 SMOs	Star 1: ACN, 3 Nurses, 1 HCA, 0.6 OT, 0 OT assistant (currently vacant) Star 2: CN, ACN, 7 nurses, 1 flow nurse, 2 HCA, 3 RMO: 3 Physio, 1 Physio assistant, 2.4 OT, 1 OT assistant The above have indicated they will be performing their core duties	Star 2: 1 Reg 2 HOs	Access to on call on site LPS Gen Med SMO For Inpatient Older Adult Mental Health – No LPS required, service covered by Mental Health	
			1630-2359	Rostered Gen Surg B HO A/H medical cover to PN Star Ward (incl OAMH wing for medical needs).	Star 1: 3 Nurses, 1 HCA Star 2: ACN until 7pm, 7 nurses, 2 HCA	Covered by Gen Med for Regs and Surg for HOs	Access to on call on site LPS Gen Med SMO For Inpatient Older Adult Mental Health – No LPS required,	

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				Rostered MHS A/H district wide RMO and SMO on call			service covered by Mental Health	
STAR 4	20	2 – 4 admissions & discharges	0000- 0800	1 SMO on call	3 RN	1 SMO on call No RMOs	1 SMO on call off site	Rural site – 1 hour in distance from PNH SMO support. Currently no confirmed RMO or other medical available in ward currently as positions are vacant
			0800- 1630	2 SMOs	CN, ACN, 5 Nurses, 1 HCA, 1 swing HCA 1.5 Physio, 0.6 Physio assistant, 1 OT, 0.6 OT assistant, 1 NPC	1 SMO	1 SMO on site on call	
			1630- 2359	1 SMO on call	4 RNs, 1 HCA	1 SMO on call No RMOs	1 SMO on call off site	
Paediatrics/Neo Nates	10 - 14	2 - 4	0000- 0800	1 SMO on call off site	NNU – 4 RN Children's – 3 RNs	1 x RMO	1 SMO on call off site	Management of acute life support situation which are complex and time critical. The second Paediatrician providing LPS off site is required in the event the primary SMO is occupied with an LPS event and an additional LPS occurs for example:
			0800- 1630	6 SMOs	NNU – 4 RN +CN Children's – 5 RN + CN CAU – 1 RN NP 1	6 RMOs	1 SMO on call on site 1 SMO on call off site	

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			1630-2359	1 SMO on call off site	NNU 4 RN Children's 5 RNs	2 RMOs	1 SMO on call off site	HDU patient in Paediatric Ward A high risk delivery in Birthing suite ED paediatric admission
Birthing Suite/ Maternity/ WASU/ GDU	14	4	000-0800	1 SMO on call off site	Birthing Suite – 4 RMs 1 ACM Maternity – 3 RN WASU – 2 RN	As above for RMOs	1 SMO on call off site	Management of acute life support situation which are complex and time critical. 1 LPS on site for immediate response to cover any emergencies including emergency theatre.
			0800-1630	5 SMOs	Birthing Suite 3 RMs 1 ACM Maternity 3 RNs 1 ACM WASU 2 RNs + 1 CN GDU –1 RN	As above for RMOs	1 SMO on call on site 1 SMO on call off site	
			1630-2359	1 Reg 1 HO 1600 - 2300	Birthing Suite 3 RM 1 ACM Maternity 3 RN WASU 2 RN	As above for RMOs	1 SMO on call off site	
RCTS	65 - 85 (includes ward and oncology outpatient clinics across RCTS)	20	0000-0800	1 SMO	3 RNs Ward 23	No RMOs	1 SMO Radiation Oncology on call off site 1 Medical Oncology/Haem SMO on call off site	

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			0800-1630	12 SMOs 3x NPs	RNs ward 23: 3 + PAC + CN RNs Oncology Ambulatory Care: 7 + Co-ordinator Senior Nurses: 12	4 x Rad Onc Regs 1 x HO 2 x Haem Regs 1 x HO 4 x Med Onc Regs 1 x HO	1 SMO Radiation Oncology on call off site 1 SMO Medical Oncology on call off site 1 SMO Haematology on call on site	
			1630-2359	1 SMO for Haem/MO 1 SMO RO	RNs Ward 23: 3 + ACN	1 x Reg	1 SMO Radiation Oncology on call off site 1 Medical Oncology/Haem on call off site	
Medical Imaging	4 possible Interventional Radiology procedures	1	0000-0800			No RMOs	1 SMO on call off site	To provide acute Interventional radiology for stroke embolization, angiography (non-cardiology)
			0800-1630	1 interventional radiologist	55 MITs	1 Reg	1 SMO on site on call	
			1630-2359			No RMOs	1 SMO on call off site	
Mental Health	28 in patients		0000-0800	1 SMO on call off site 1 RMO	CRS 2 RN	1 RMO	1 SMO on call off site	In the event of a mental health emergency and

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			0800-1630	17 SMO across hospital and community bases 7 RMOs	RN at ward and community teams	2 SMOs (1 locum) 4 RMOs in ward 21 1 x RMO in Star 1 1 x Reg Old Age Psyc 1 x Reg CAMS Community covered with locums	2 SMOs on call on site – 1 SMO to cover Ward 21/STAR1 and 1 SMO to cover Community	requirements under the relevant Acts.
			1630-2359	1 SMO on call off site 1 RMO		1 RMO	1 SMO on call off site	
Public Health							LPS Covered under 12.5 (c)	

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