

APPENDIX 2. – LPS REQUEST for industrial action on 23rd & 24th September 2025

LPS Requirements 12.5a, 12.5b and 12.5c –

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

South Canterbury District						Request Confirmed: Name: Peter Moore – Support Services Manager Contact: pmoore@scdhb.health.nz 021 256 0028 Date: 08/09/2025 Updated 09/09/2025 Updated Signature: P. Moore	
Department / Service	Normal volumes in or through Department per 24 hours for which LPS being made	Likely volumes for 24 hours 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
			Shift				
All of Hospital	125 inpatient beds + ED + acute theatre		0001-0800 all areas	0001 - 0800 2 x RMOs on shift for cover the entire hospital and ED 1 x PAR (Patient at risk) Nurse on site on duty 24 hours for both days 1 x PAR registrar 0800-2030 (23rd ONLY) 0 x PAR registrar overnight BOTH DAYS Nil SMO on site. Until October there is a junior RMO shortage of 33% workforce adding to pressures and increased risk of patient harm due to reduced SMO's on site during the industrial action. Main inpatient services are currently working with reduced levels of RMO cover.			Request normal handover process between 0730 – 0900 to 1. avoid unintentional harm to patients and, 2. allow for appropriate patient disposition thereby reducing additional back log of patients in the ED <u>Current Process</u> = Handover starts at 0730 for the 2-night RMOs to handover patients to the inpatient SMOs face to face or tele

				Regional support for additional RMO support efforts is on-going (but still not achieving core levels). <i>(total of 125 inpatient beds & 14 ED bed spaces)</i>			After this time, the RMOs return to the ED and handover (F2F) with the oncoming ED SMO all patients not admitted (including discharged out) This safety net is in place to ensure the RMO can feel confident all decisions are appropriate for the patient and that there is no critical information investigations or decision omitted. Strike action follows a long weekend, with the 22nd being South Canterbury anniversary day, therefore normal Monday activity will not have occurred, compounding local discharge planning opportunities.	
Emergency Department	75	10	0730-1630 1 x ED SMO 1230-2130 1 x ED SMO 1500-2400 1 x ED SMO			RMO – Nil RMO cover both days due to the shortage of staff (normal RMO support is 0800 – 2200) REGISTRAR – 1 x 1500-2330 (23 rd ONLY) 1 x 0800-1200 (non-contact rostered 24 th)	0001-0730 nil LPS request (nil ED SMO rostered) LPS Request (23rd & 24th) <ul style="list-style-type: none">0730 - 2400: 1 x ED SMO on duty on site. (2 x SMO total over this 16 ½ hour time frame)1230 - 2130: 1 x ED SMO on call ON SITE to mitigate unexpected critical events during these peak hours within the emergency department and to respond as part of the MET team	There are always between 1 and 2 patients in critical condition in resus. Need skill set able to manage resuscitation and patient safety for more than 1 patient in a situation where more than one critical event occurs at one time. Expectation 0730-2400 coverage will be shared between more than 1 SMO for safe care, therefore any start times between duties (no more than 3) to have a half hour overlap to ensure safe handover can occur. ED CD notes that core staffing levels remain the same during weekend and public holiday. Request is to support safe patient care in the absence of SMOs within the hospital during strike action. Critically low availability of RMO's Strike period follows the SC anniversary day (potential for long weekend backlog)

ICU + anaesthetic theatre and hospital wide	5 ICU patients	1	Duty anaesthetist x 1 each duty: 0800-1300 1300-1800 1800-0800 + Critical care anaesthetist 1 x each duty: 0800-1300 1300-0800 (same person as duty anaesthetist)		CNM and senior RN. DNM also widely experienced in managing ICU patients from nursing perspective	1 x Critical care registrar 0800-2030 0 x Anaesthetic registrar 0800-1730	LPS request (23rd & 24th) <ul style="list-style-type: none"> 0001 - 2359 1 x anaesthetist SMO on call off site. 0800 - 1800 1 x anaesthetist SMO on call on site and to respond as part of the MET team. 	<p>Currently high occupancy within the ICU environment, and limited resources within the hospital to support this specialised area placing extra risk if no one available to call on. ICU anaesthetist also supports the arrest call team for inpatient units and be the named person if there is the need for anaesthetic support in two locations (e.g. ICU/ED/Ward arrests plus acute theatre).</p> <p>Registrars for critical care and anaesthetic skills & knowledge at junior level and cannot make decisions without SMO present or immediate contact.</p> <p>Request is to support safe patient care in the absence of SMOs within the hospital during strike action.</p>
Operating Theatre	4 planned theatre 2 x acute	1	On call off site 0001- 0800 1 x surgical SMO 1 x orthopaedic SMO 1x anaesthetist 1 x ENT SMO Ophthalmology – on call = Christchurch but local ophthalmologist is usual first call for any critical events for availability On duty 0800-1700 6 x Surgeon			0 x anaesthetic reg as above with ICU 3 x RMO (usually 6) 2 x ortho registrar 2 x surgical registrar	LPS Request (23rd & 24th) <ul style="list-style-type: none"> 0001 - 2359 1 x SMO for each specialty listed below on call off site. Gen Surgical Orthopaedics ENT (ORL) Ophthalmology <p><u>Note - Ophthalmology</u> - local surgeon on call off site 0800-1700. Christchurch after hours (current on call team is Christchurch)</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> <p>Registrars in South Canterbury are unable to perform life / limb preserving surgery or anaesthesia without the onsite guidance of an SMO.</p>

			6 x Orthopaedics 2 x ENT 1 x Ophthalmology					
Paediatrics & Transitional Care Unit (neonate)	Average = 2 neonates 5 paediatrics	As required	0001-0800 1 x Paeds on call off site 0800-1700 2 x Paediatricians 1700-2400 1 x SMO Paeds on call off site		Senior RN/CNM	1 RMO (shared with O&G)	LPS request (23rd & 24th) 0001 - 2359 1 x Paeds SMO on call off site.	A/A Paediatricians are part of the MET team for obstetric emergencies, and attend all paediatric emergencies with the Emergency Dept. No registrar support. Potential for no RMO cover
Maternity	5	1 obstetric 'Cat-1 C Section	0001-0800 1 x O&G on call off site 0800-1700 4 x O&G SMO on site 1700-2400 On call off site		Senior Midwives	1 RMO (shared with paediatrics)	LPS request (23rd & 24th) 0001 - 2359 1 x O&G SMO on call off site. 0800 - 1700 1 x On-call on-site	CD O&G notes likelihood for more gynaecology & obstetric emergencies during working hours. O&G provide MET team response. No registrar support. Potential for no RMO cover
Medical	45-60 patients on average within the hospital + 17 AT&R patients	1 x resus on any location outside of theatre	0001-0800 1 x Physician on call off site 0800-1700 6 x Physician 1700-2359 1 x SMO on call off site		Senior RNs	4 RMO + 1 RMO – for ATR	LPS Request (23rd & 24th) • 0001 - 0800 1 x Gen Med SMO on call off site. • 1700 - 2359 1 x Gen Med SMO on call off site. • 0800 - 1700 2 x Gen Med SMO on call on site (this could be considered for reduction to x1 if patient numbers for the medical ward fall below 40)	Physician is the SMO for all medical resus emergencies, including ED / all wards / oncology service and all Outpatient areas. Physicians tend to be on site during public holidays day hours due to high needs, complex patients, and large volume of patients. Critically low availability of RMO's Strike period follows the SC anniversary day (potential for long weekend backlog) Coverage of AT&R

Mental Health	7	As required	0001-0800 1 x Psychiatrist on call off site 0800-1700 3 x Psychiatrists		Crisis Team	0 x RMO	LPS request (23rd & 24th) 0001 - 2359 1 x SMO on call off site. 1 x SMO on-call off site (both days) 0800-1700 for court appearances only. Will cancel this part of request if court appearance can be deferred.	Required for crisis events/ Psychotic episodes. Currently 1 x SMO scheduled to appear in court.
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) may 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	Pool of staff as agreed in the emergency management protocol