

**APPENDIX 2. – LPS REQUEST for industrial action on 22/23 September 2025**

**LPS Requirements 12.5a, 12.5b and 12.5c –**

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

Taranaki District – For Strike 23 & 24 September							Request Confirmed: Name: Cameron Grant-Fargie for Wendy Langlands Date: 9.9.25 Signature: <i>Cameron</i>	
Department / Service	Normal volumes in or through Department per 24 hours for which LPS being made	Likely volumes for 2/24 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 – available in 25 minutes)	Reason for LPS request – Contingency Plan and gap unable to be filled. Tasks to be covered
Medical Services	60-70 inpatients	60-70 inpatients	23/9/25	1 oncall off site consultant at night  1 Oncall Consultant in day time  6 SMOs on wards, 3 OPD SMO	7 Regs  7 HS		1 Consultant Physician on call off site 0001-2359  3 Onsite Consultant Physician 0800-1200 – new patients/acute patients assessed in ICU/ED/Ward. (Public Holiday Staffing model)	Maintain oncall off site for acute medical situations and support for RMO admitting patients  Escalation pathway via RMO. Inpatient ‘take’ divided between 3 SMO like a public holiday weekend.  On call off site consultant is expected to attend within 20 minutes

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Medical Services	60-70 inpatients	60-70 inpatients	24/9/25	<p>1 oncall off site consultant at night</p> <p>1 Oncall Consultant in day time</p> <p>6 SMOs on wards, 3 OPD SMO</p> <p>1 on ERCP list</p>	<p>7 Regs</p> <p>7 HS</p>		<p>1 Consultant Physician on call off site 0001-2359</p> <p>3 Onsite Consultant Physician 0800-1200 – new patients/acute patients assessed in ICU/ED/Ward. (Public Holiday Staffing model)</p>	<p>Maintain oncall off site for acute medical situations and support for RMO admitting patients</p> <p>Escalation pathway via RMO.</p> <p>Inpatient ‘take’ divided between 3 SMO like a public holiday weekend.</p> <p>On call off site consultant is expected to attend with in 20 minutes</p>
General Surgery	30-40 inpatients	30-40 inpatients	23/9/25	<p>1 oncall off site consultant at night</p> <p>1 On Call Consultant in the day time</p> <p>2 Consultants</p>	<p>7 Regs</p> <p>1 SHO (vas)</p> <p>8 HS</p>		<p>1 General Surgery Consultant oncall off site 0001-0800</p> <p>1 Oncall Onsite General Surgery Consultant 0800-1700</p> <p>1 General Surgery Consultant oncall off site 1700-2359</p> <p>1 SMO on duty to remain with any acute in OT at the time strike commences</p>	<p>Request is for oncall service for urgent/Emergent surgical crisis to avoid permanent disability / death.</p> <p>Escalation pathway via RMO.</p> <p>On call off site consultant is expected to attend with in 20 minutes</p>
General Surgery	30-40 inpatients	30-40 inpatients	24/9/25	<p>1 oncall off site</p>	<p>7 Regs</p> <p>1 SHO (vas)</p> <p>8 HS</p>		<p>1 General Surgery Consultant oncall off site 0001-0800</p>	<p>Request is for oncall service for urgent/Emergent surgical</p>

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				<p>consultant at night</p> <p>1 On Call Consultant in the day time</p> <p>2 Consultants</p>			<p>1 Oncall Onsite General Surgery Consultant 0800-1700</p> <p>1 General Surgery Consultant oncall off site 1700-2359</p> <p>1 SMO on duty to remain with any acute in OT at the time strike commences</p>	<p>crisis to avoid permanent disability / death.</p> <p>Escalation pathway via RMO.</p> <p>On call off site consultant is expected to attend with in 20 minutes</p>
Orthopaedic Service	20 inpatients	30 inpatients	23/9/25	<p>1 oncall off site consultant at night</p> <p>1 on call consultant in day time</p> <p>0 additional consultants</p>	<p>6 Regs</p> <p>3 HS</p>		<p>1 Consultant Orthopaedic Surgeon oncall off site 0001-2359</p> <p>1 Oncall Onsite Ortho Consultant 0800-1700 – for acute <u>orthopaedic</u> patients.</p> <p>1 SMO on duty to remain with any acute in OT at the time strike commences</p>	<p>Request is for on call service for urgent/Emergent surgical crisis to avoid permanent disability / death.</p> <p>Escalation pathway via RMO.</p> <p>On call off site consultant is expected to attend with in 20 minutes</p>
Orthopaedic Service	20 inpatients	30 inpatients	24/9/25	<p>1 oncall off site consultant at night</p> <p>1 on call consultant in day time</p> <p>0 additional consultants</p>	<p>6 Regs</p> <p>3 HS</p>		<p>1 Consultant Orthopaedic Surgeon oncall off site 0001-2359</p> <p>1 Oncall Onsite General Surgery Consultant 0800-1700 – for acute <u>orthopaedic</u> patients.</p>	<p>Request is for on call service for urgent/Emergent surgical crisis to avoid permanent disability / death.</p> <p>Escalation pathway via RMO.</p> <p>On call off site consultant is expected to attend with in 20 minutes</p>

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							1 SMO on duty to remain with any acute in OT at the time strike commences	
Paediatric Department	Paediatric Ward - 12 inpatients  Neonatal Unit - 8 inpatients	20 inpatients	23/9/25	1 on-call off site Consultant at night 1 on-call on-site Consultant during the day 5-7 Paediatric Consultants rostered	6 Regs/HS		1 Paediatric Consultant on-call off-site 0001-0800 1 Paediatric Consultant on-call on-site 0800-1600 rounding on acute patients 1 Paediatric Consultant on-call off-site 1600-2359  1 Paediatric Consultant on-call to remain with any acute patient in OT or any emergency at the time the strike commences	Consultant LPS for urgent child/baby arrest and support for severe baby/child illness in the Inpatient/Emergency Department Escalation pathway via RMO/ED Consultant  Paediatric Consultant on-call off-site is expected to attend with in 20 minutes
Paediatric Department	Paediatric Ward - 12 inpatients  Neonatal Unit - 8 inpatients	20 inpatients	24/9/25	1 on-call off site Consultant at night  1 on-call on-site Consultant during the day 5-7 Paediatric Consultants rostered	6 Regs/HS		1 Paediatric Consultant on-call off-site 0001-0800 1 Paediatric Consultant on-call on-site 0800-1600 rounding on acute patients 1 Paediatric Consultant on-call off-site 1600-2359  1 Paediatric Consultant on-call to remain with any acute patient in OT or any emergency at the time the strike commences	Consultant LPS for urgent child/baby arrest and support for severe baby/child illness in the Inpatient/Emergency Department Escalation pathway via RMO/ED Consultant  Paediatric Consultant on-call off-site is expected to attend with in 20 minutes

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Obstetrics & Gynaecology Department	12-18 inpatients	12-18 inpatients	23/9/25	1 on- call off-site Consultant at night  1 on- call on-site Consultant during the day 3-5 Consultants rostered	6 Regs/HS		1 O&G Consultant on-call off-site 0001-0800  1 O&G Consultant on-site 0800-1600 rounding on acute patients 1 O&G Consultant on-call off-site 1600-2359  1 O&G Consultant on-call to remain with any acute patient in OT or any emergency at the time strike commences	Consultant LPS for urgent delivery/caesarean/OT as prevention of permanent disability of parent / child  Escalation pathway via RMO.  O&G Consultant on-call off-site is expected to attend with in 20 minutes
Obstetrics & Gynaecology Department	12-18 inpatients	12-18 inpatients	24/9/25	1 on- call off-site Consultant at night  1 on- call on-site Consultant during the day 3-5 Consultants rostered	6 Regs/HS		1 O&G Consultant on-call off-site 0001-0800  1 O&G Consultant on-site 0800-1600 rounding on acute patients 1 O&G Consultant on-call off-site 1600-2359  1 O&G Consultant on-call to remain with any acute patient in OT or any emergency at the time strike commences	Consultant LPS for urgent delivery/caesarean/OT as prevention of permanent disability of parent / child  Escalation pathway via RMO.  O&G Consultant on-call off-site is expected to attend with in 20 minutes
Operating Theatre	15-20 theatre cases	Acute service only	23/9/25	Acute Theatre consultant x 1	2 Regs (day time)		1 Consultant Anaesthetists on call off site 0001-2359 (Acute)	Agreement that every specialty may be conducting

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(Anaesthetists)				<p>Assessment consultant x1</p> <p>Duty Anaesthetist x 1</p> <p>6 other consultants</p>	<p>1 Reg (Evening)</p> <p>1 Reg (Nights)</p>		<p>1 Consultant Anaesthetist on call onsite 0800-2359 (Acute work)</p> <p>1 Consultant Anaesthetist on call on site 0800-1700 for caesarean theatre</p> <p>1 SMO on duty to remain with any acute in OT at the time strike commences</p>	<p>an acute procedure at the time the action begins and they will need to stay and complete the case.</p> <p>Escalation pathway via RMO or Hospital Consultant.</p> <p>On call off site consultant is expected to attend with in 20minutes</p>
Operating Theatre (Anaesthetists)	15-20 theatre cases	Acute service only	24/9/25	<p>Acute Theatre consultant x 1</p> <p>Duty Anaesthetist x 1</p> <p>Assessment Consultant x1</p> <p>6 other consultants</p> <p>1 ERCP list consultant</p>	<p>1 Regs (day time)</p> <p>1 Reg – (Evening)</p> <p>1 Reg (Nights)</p>		<p>1 Consultant Anaesthetists on call off site 0001-2359 (Acute)</p> <p>1 Consultant Anaesthetist on call onsite 0800-1700 (Acute work)</p> <p>1 Consultant Anaesthetist to undertake urgent ERCP with medical physician Wednesday PM (if urgent patients exist).</p> <p>1 Consultant Anaesthetist on call on site 0800-1700 for caesarean theatre</p> <p>1 SMO on duty to remain with any acute in OT at the time strike commences</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>Escalation pathway via RMO or Hospital Consultant.</p> <p>On call off site consultant is expected to attend with in 20minutes</p>

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ICU (Intensivist)	3-4 ICU patients (Mixed model of unit operation)	3-4 patients	23/9/25	1 On call Consultant 24/7 coverage	1 Reg		1 Consultant Intensivist on call off site 0001-0800 1 Consultant Intensivist on call on site 0800-1700 1 Consultant Intensivist on call off site 1700-2359	Required to have Consultant lead care for the severely ill to avoid permanent disability. Escalation pathway via RMO.
ICU (Intensivist)	3-4 ICU patients (Mixed model of unit operation)	3-4 patients	24/9/25	1 On call Consultant 24/7 coverage	1 Reg		1 Consultant Intensivist on call off site 0001-0800 1 Consultant Intensivist on call on site 0800-1700 1 Consultant Intensivist on call off site 1700-2359	Required to have Consultant lead care for the severely ill to avoid permanent disability. Escalation pathway via RMO.
Psychiatry	Up to 23 inpatients	Up to 23 inpatients	23/9/25	1 on call Consultant 24/7  8 Consultants 6 locums	3 Regs 2 HS	Dr Denise Greene – AOD Psychiatrist Locum on site Dr Suresh Kumar – TPW Psychiatrist Locum on site Dr Chandra Ramamurthy – Crisis Psychiatrist Locum on site Dr Lillian Ng – CMH Psychiatrist Locum on site + 2 tele health locum Psychiatrists	1 Consultant Psychiatrist on call off site at night 0001-0800.  1 Consultant Psychiatrist on call on site during the daytime 0800-1700 to cover ward and crisis service  1 Consultant Psychiatrist on call off site between 1700-2359	A consultant is required to undertake Mental health Act work and legal requirements for severe acute compulsory admission or assessments.

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Psychiatry	Up to 23 inpatients	Up to 23 inpatients	24/9/25	1 on call Consultant 24/7  8 Consultants 6 locums	3 Regs 2 HS	Dr Denise Greene – AOD Psychiatrist Locum on site Dr Suresh Kumar – TPW Psychiatrist Locum on site Dr Chandra Ramamurthy – Crisis Psychiatrist Locum on site Dr Lillian Ng – CMH Psychiatrist Locum on site + 3 tele health locum Psychiatrists	1 Consultant Psychiatrist on call off site at night 0001-0800.  1 Consultant Psychiatrist on call on site during the daytime 0800-1700 to cover ward and crisis service  1 Consultant Psychiatrist on call off site between 1700-2359	A consultant is required to undertake Mental health Act work and legal requirements for severe acute compulsory admission or assessments.
Dental	1-2 inpatients	1-2 inpatients	23/9/25	2 Consultant	Registrar 1 Shared HS		1 Consultant Surgeon oncall off site 0001-2359.	
Dental	1-2 inpatients	1-2 inpatients	24/9/25	2 Consultant	Registrar 1 Shared HS		1 Consultant Surgeon oncall off site 0001-2359.	
Base Emergency Department	100-130 daily	12 acutely unwell patients needing a consultant.	23/9/25	From 0130–0700 off site Consultant Emergency Medicine Physician for Base ED  2 consultants in AM & PM hours with time for handover	3 Reg 1 HS		From 0001-0700 oncall off site Consultant Emergency Medicine Physician for Base ED 1 Onsite Consultant Emergency Medicine Physician for Base ED 0700-1600 1 Onsite Consultant Emergency Medicine Physician for Base ED 1000-2100	There can be up to 12 patients in Serious/critical condition in resus. Need skill set able to manage resuscitation and patient safety for more than patient in a situation where more than one critical event occurs at one time  On call off site consultant is expected to attend with in 20 minutes



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							<p>1 Onsite Consultant Emergency Medicine Physician for Base ED 1500-2359</p> <p>From 0800-2359 oncall off site Consultant Emergency Medicine Physician for Base ED</p>	
Base Emergency Department	100-130 daily	12 acutely unwell patients needing a consultant.	24/9/25	<p>From 0130–0700 off site Consultant Emergency Medicine Physician for Base ED</p> <p>2 consultants in AM &amp; PM hours with time for handover</p>	<p>3 Reg</p> <p>1 HS</p>		<p>From 0001-0700 oncall off site Consultant Emergency Medicine Physician for Base ED</p> <p>1 Onsite Consultant Emergency Medicine Physician for Base ED 0700-1600</p> <p>1 Onsite Consultant Emergency Medicine Physician for Base ED 1000-2100</p> <p>1 Onsite Consultant Emergency Medicine Physician for Base ED 1500-2359</p> <p>From 0800-2359 oncall off site Consultant Emergency Medicine Physician for Base ED</p>	<p>There can be up to 12 patients in Serious/critical condition in resus. Need skill set able to manage resuscitation and patient safety for more than patient in a situation where more than one critical event occurs at one time</p> <p>On call off site consultant is expected to attend with in 20 minutes</p>

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Hāwera Emergency Department	50-65 patients daily	6 acute patients.	23/9/25	1 consultant overnight Midnight to - 0800 (shift starts at 2000) 1 ED Consultant 0800-1600 1 Consultant 1300-2100 1 consultant 2000- Midnight			1 Emergency Medicine Consultant on-site in Hāwera ED 0001-2359 (rostered different Dr)	The ED consultant covers HIP and emergencies across the rural hospital.  This will be the only SMO on site covering all services (ED / inpatients / maternity / GP clinic / OPD / Mental Health / Dental.
Hāwera Emergency Department	50-65 patients daily	6 acute patients.	24/9/25	1 consultant overnight Midnight to - 0800 (shift starts at 2000) 1 ED Consultant 0800-1600 1 Consultant 1300-2100 1 consultant 2000- Midnight			1 Emergency Medicine Consultant on-site in Hāwera ED 0001-2359 (rostered different Dr)	The ED consultant covers HIP and emergencies across the rural hospital.  This will be the only SMO on site covering all services (ED / inpatients / maternity / GP clinic / OPD / Mental Health / Dental.
Hāwera Inpatient	8-12 Patients	8-12 Patients	23/9/25	1 consultant	1 Registrar		1 Rural Hospital Medicine Consultant oncall on site 0800-1600	SMO to review new acute admissions on ward round.  To respond to HIP emergencies.

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Hāwera Inpatient	8-12 Patients	8-12 Patients	24/9/25	1 consultant	1 Registrar		1 Rural Hospital Medicine Consultant oncall on site 0800-1600	SMO to review new acute admissions on ward round. To respond to HIP emergencies.
STRH – GP /Hawera Acute Clinic/ARC	50 (4-hour period)		23/9/25	1 GP 1000-1630 1 GP 1300-1630	1 Nurse Practitioner 0830-1200 1 Nurse Practitioner 1300-1630		NOT Requested	
STRH – GP /Hawera Acute Clinic/ARC	50 (4-hour period)		24/9/25	1 GP 1000-1630 1 GP 1300-1630	1 Nurse Practitioner 0830-1200 1 Nurse Practitioner 1300-1630		NOT Requested	
OPHS – Gerontology	20-25 inpatients	20-25 inpatients	23/9/25	2 consultants Onsite.	1 reg 2 HS		1 Consultant Gerontology onsite on call (inpatients)– 0800-1630	This is to review inpatients in ward 2a
OPHS – Gerontology	20-25 inpatients	20-25 inpatients	24/9/25	2 consultants Onsite.	1 reg 2 HS		1 Consultant Gerontology onsite on call (inpatients)– 0800-1630	This is to review inpatients in ward 2a
Radiologist	USS – 20-30, CT – 20-26, MRI – 10 8 hours of imaging	USS – 20-30, CT – 20-26, MRI – 10 8 hours of imaging Outpatient routine	23/9/25	1 consultants oncall offsite	None	Use of contractors for reporting or outsourcing of urgent reporting during strike period. Would need to understand capacity issue if all	1 Consultant Radiologist On call off site for 24 hour period	This request is for time sensitive inpatient/ED imaging decisions and urgent reporting of acute patient imaging.  Escalation pathway via RMO/ED Consultant.

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		reporting will be delayed.				HNZ sites are outsourcing. Non urgent reporting can be completed post strike		On call off site consultant is expected to attend with in 20 minutes but can also work remotely in most cases.
Radiologist	USS – 20-30, CT – 20-26, MRI – 10 8 hours of imaging	USS – 20-30, CT – 20-26, MRI – 10 8 hours of imaging Outpatient routine reporting will be delayed.	24/9/25	1 consultants onsite	None	Use of contractors for reporting or outsourcing of urgent reporting during strike period. Would need to understand capacity issue if all HNZ sites are outsourcing. Non urgent reporting can be completed post strike	1 Consultant Radiologist On call off site for 24 hour period	This request is for time sensitive inpatient/ED imaging decisions and urgent reporting of acute patient imaging. Escalation pathway via RMO/ED Consultant.  On call off site consultant is expected to attend with in 20 minutes but can also work remotely in most cases.
Civil Defence or Major emergency	NA		23/24 Sept	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  Escalation via Hospital Lead.