

Change of duties or extra hours during the Covid-19 emergency



During the Covid-19 pandemic, you may be asked to undertake other duties, work additional hours or a staggered roster.

ASMS has put together advice to support you:

- Any changes proposed by the DHB or your service need to be mutually agreed, ideally as a team. Such changes are on a voluntary basis.
- If you agree to changes to normal rostering/working conditions it should be made clear that these changes will stop at the end of the lock down period.
- You should receive reasonable protection and compensation for such changes.
- If your weekly hours of work increase, you need to be paid for the increase in jobsize.
- Hours of work that fall into the category of additional sessions or after-hours should attract at least the MECA prescribed rate for such work or whatever other rate may have been agreed in the past in your service for such work.
- If you and your colleagues agree to change to a temporary shift roster (i.e. you change to a pattern of work that includes hours outside your normal routine hours), whether just day shifts or otherwise, you must be paid at least the minimum rates set out at Clause 19.2 of the MECA (T1.5 for all hours between 1900 and 0800 Monday to Friday, and all hours on weekends)
- In the absence of an agreed or pre-existing rate, you should keep a record of the changes and additional hours as a basis for a subsequent claim.
- An ASMS industrial officer will be available to give your further advice or assistance with any claims you may want to make.

Non-Clinical Duties

- It is highly likely that you may be called on or will instinctively sacrifice some of your non-clinical time to undertake additional clinical duties in this emergency. It would be unreasonable for DHBs to issue a complete cancellation of all non-clinical activity given non-clinical activity will be essential to support clinical operations.
- This should also be compensated in due course, when the emergency is over.
- Compensation may take the form of additional remuneration, re-rostered non-clinical time or time-in-lieu, or a combination.
- Keep a record of any non-clinical time you sacrifice during the emergency for later claim compensation.
- Your ASMS industrial officer can advise you further when you are ready to make a claim.

ASMS urges you to unite and work together to develop and agree fair and reasonable compensation for any changes in duties and additional work you undertake in this emergency.

Our industrial officers can help in formulating and submitting your claims.