


APPENDIX 2. – LPS REQUEST for industrial action 17-30 November 2025

LPS Requirements 12.5a, 12.5b and 12.5c –

NPHS		NPHS					Request Confirmed: Name: Dr Nick Chamberlain, Executive National Director, NPHS Date: 03 Nov 2025 Signature  NPHS Contingency Planner: Julene Hope
Department / Service	LPS Activity	Normal average volumes for which LPS being made	Maximum volumes for which LPS requests likely to be made	Other clinical staff who will be available on strike day appropriately trained to undertake patient management/ support	LPS requested	Reason for LPS request – Contingency Plan and gap unable to be filled. Tasks to be covered	
NPHS	<b>Measles response:</b> Subspecialty skills-case and contact management Exposure event management Additional Immunisation activity to support response.	Variable as responsive to number of measles cases and related number and complexity of exposure events	Cannot be predetermined	Variable over 2-week period	After use of all appropriately skilled resources and contingencies in rostered area access to resource with the speciality skills required	Reason is we are currently experiencing an escalating measles outbreak with increasing case numbers across all regions, working together across regions as a national response. Unpredictability of occurrences, skill set requirements and locations, and the ongoing escalation mean access to NZNO staff will be required but cannot be predetermined.	
NPHS	Subspecialty skills for communicable disease, sexual health responses and urgent care to young people	Variable as responsive to number of cases and related	Cannot be predetermined	Variable over 2-week period	After use of all appropriately skilled resources and contingencies in	Time critical response to communicable disease and high-risk sexual health and child welfare and protection.	

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		number and complexity of exposure events			rostered area access to resource with the speciality skills required	We require flexibility for Child welfare / child protection / sexual assault including reports of concern.
NPHS	Extended shift	Unable to confirm numbers linked to LPS Variable as responsive to number of measles cases and related number and complexity of exposure events	unknown	Variable over 2-week period	After use of all appropriately skilled resources and contingencies in rostered area access to resource to undertake shift extension	Reason is we are currently experiencing an escalating measles outbreak with increasing case numbers across all regions. Some response duties are time critical for Public Health Action requiring an extended shift on the day.
NPHS	Measles Response including IMT roles and Immunisation response roles			Variable over 2-week period	After use of all available resources and contingencies in rostered area access to maximum resource as per request	Reason is we are currently experiencing an escalating measles outbreak with increasing case numbers across all regions. We are operating in an IMT structure. IMT roles of operations and Immunisation response. Immunisation response roles required to respond to the current outbreak
NPHS	Staff for Health and Safety				Access to resource where needed to meet health and safety requirements	To uphold health and safety standards, we need to be able to have responsive resourcing, allowing us to adjust staffing levels in real-time to meet fluctuating patient demand and heightened staff risk, especially where the nature of this partial action affects staff mix in any area related to

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						<p>unexpected leave requirements or personal situational changes.</p> <p>All efforts to ensure a safe working environment for staff and safe patient care requires the flexibility to resource to meet the demands for staff as well as patients.</p> <p>Risk of staff fatigue from prolonged outbreak response.</p>
NPHS	12.5c Emergency Management Protocol	<p>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 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 of the staff confirmed as available for life preserving services prior to the action. This includes situations such as civil defence emergency or major disaster, escalation in acute demand, virus alert levels or other similar activity, unexpected sickness, unavailability of non-striking staff, or higher than expected occupancy.</i></p>			Access to appropriately qualified and skilled staff as required	

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