

9 November 2025

Health New Zealand South Canterbury District

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New Zealand Nurses Organisation (NZNO)

Lynda Boyd (for and on behalf of the Union):
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Kia ora Anna & Lynda

RE: Adjudication for Life Preserving Services (LPS) at Timaru hospital

I have read the information provided to me regarding Life Preserving Services (LPS) provision at Timaru Hospital during the proposed NZNO nursing strike between 00:01 on 17th November to 23:59 on 30th November. This determination is issued in my capacity as adjudicator under Clause 13 of Schedule 1B of the Code of Good Faith for the Public Health Sector, pursuant to the Employment Relations Act 2000.

Health New Zealand – South Canterbury (HNZ SC) District has referred this matter for adjudication on the grounds that:

- It has made a formal request to NZNO under Clause 12(2) of the Code for union member assistance in maintaining LPS.
- Despite good faith negotiations, agreement could not be reached on the scope and staffing of LPS.

Supporting documentation included from HNZ: Referral for LPS matters to Adjudication HNZ SC follow up letter to NZNO, Health NZ letter to NZNO LPS Response, LPS schedule, SC requested NZNO schedule Nov 2025, and a file note template of Schedule negotiations From NZNO:2025-11-06 NZNO Life Preserving services agreement, Member LPS adjudication submission, Statement from Duty Nurse Managers on Redeployment, NZNO core submission 08-11-2025, and Member LPS adjudication submission.

Upon review, I find that:

- The District has undertaken reasonable and practicable steps to plan for patient safety.
- The request for adjudication is consistent with Clause 13 of the Code, following genuine efforts to reach agreement.
- The District's request for access to union members for LPS as outlined in the documents provided to me, including emergency escalation under Clause 12(5)c, is justified and proportionate. This includes situations such as civil defence emergencies 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 hereby determine the following requests:

1. *Availability of LPS as proposed by HNZ SC:* **Accepted** as the LPS agreement.
2. *Clause 12.5c as proposed by HNZ SC:* **Accepted** as the LPS agreement.

3. *Staff for Health and Safety as proposed by HNZ SC* **Not Accepted** as does not fulfil the criteria for LPS service.
4. *Patient watch as proposed by HNZ SC.* **Accepted** as the LPS agreement.
5. *High dependency patient or deteriorating patient as proposed by HNZ SC.* **Accepted** as the LPS agreement.
6. *Handover as proposed by HNZ SC.* **Accepted** as the LPS agreement.
7. *Subspecialty skills as proposed by HNZ SC.* **Accepted** as the LPS agreement.
8. *Extended shift as proposed by HNZ SC.* **Accepted** as the LPS agreement.
9. *Ward coordination for areas where this is BAU as proposed by HNZ SC.* **Accepted** as the LPS agreement
10. *DNM coordination as proposed by HNZ SC.* **Accepted** as the LPS agreement.
11. *Ambulance patient transfer as proposed by HNZ SC:* **Accepted** as the LPS agreement.

I also determine the following:

1. A streamlined process shall be implemented for urgent access to union members, involving:
 - Real-time communication between the District's contingency lead and NZNO organiser.
 - A shared log of requests and responses to ensure transparency.
2. Both parties shall continue to engage in good faith, with a commitment to reassess LPS needs every 72 hours during the strike.

This determination is made in accordance with the principles of the Code of Good Faith for the Public Health Sector, with the overriding priority being the safety and wellbeing of patients and staff.

Regards,



Dr Magda Sakowska

Chief Medical Officer
South Canterbury

Copy to Anne Aitcheson, National Contingency Planner