

FLEXIBLE TRAINING POLICY

Purpose

To define the limitations for flexibility for trainees enrolled in the NZCSRH Fellowship Training Programme.

Scope

Trainees enrolled in the NZCSRH Fellowship Training Programme who are not undertaking full-time training.

Definitions

Flexible Training: Any variation from standard full-time training, including part-time training or modified schedules.

FTE (Full-Time Equivalent): Standard measure of training workload used to calculate credit.

Weeks: In reference to training, time specified in weeks excludes leave.

Detail

The NZCSRH Fellowship Training Programme involves a course of clinical training and study to the equivalent of 138 weeks full-time.

The requirements of this programme can be met by part-time work. Each curriculum year of training can be completed over two years (92 weeks), with the full programme being completed within six years (276 weeks).

The New Zealand College of Sexual and Reproductive Health (NZCSRH) recognises that some trainees may need to take a break in training. The maximum time allowed on leave from training is 138 weeks cumulative total.

Applications for a "leave of absence" from training must be made in writing to the Educational Advisory Committee (EAC), including the purpose of the break in training and the expected duration. Provided that the training will be completed within the 276 weeks from the initial registration, pauses of less than 46 weeks will not unreasonably be declined. Applications will be considered at the next EAC meeting after receipt; the outcome will be notified to the trainee within fifteen (15) working days (or 21 calendar days) following the meeting. In exceptional circumstances, this process may be expedited. The decision of the EAC is final and binding.

If the trainee is "on hold" for a period of longer than 46 weeks (cumulative), on return to the programme they may be required to transfer to any new programme rules or to undertake an alternate programme in discussion with EAC (see below).

Exceptional Circumstances

NZCSRH recognises that on occasion, life circumstances create a barrier to continuing training. Applications for extended breaks from training beyond 46 weeks may be made in writing to the EAC for consideration,



including the reason for the request, and if possible, a return to training plan. These applications will be considered on a case-by-case basis. Prior performance will be considered in the EAC review.

If the trainee is “on hold” for a period of longer than 46 weeks (cumulative), on return to the programme they may be required to transfer to any new programme rules or to undertake an alternate programme in discussion with the EAC. This will be assessed by clinical observation by the supervisor including mini-CEX, and programme amendments, such as a Learning Development Plan (LDP) which will require prior EAC approval.

Trainees who experience medical events or accidents which impact on their ability to work, will need to be assessed through the Medical Council of New Zealand prior to their return to work. Amendments to training will be assessed according to the Disability section of the NZCSRH Inclusiveness Policy.

Disputes

Any dispute in this regard will be referred to the NZSRHECT Board according to the appropriate Appeals or Complaints Policy, depending on the nature of the dispute.

Policy Owner	Educational Advisory Committee
Date	June 2026
Review Date	June 2029

