



TRAINEE WELLBEING POLICY

Purpose

The New Zealand College of Sexual and Reproductive Health (NZCSRH) is committed to promoting the wellbeing of trainees throughout the NZCSRH Fellowship Training Programme.

The College recognises that trainee wellbeing is fundamental to learning, professional development, patient safety and high-quality healthcare. NZCSRH is committed to fostering a supportive, respectful and culturally safe learning environment in which trainees can develop professionally while maintaining their personal wellbeing.

This policy outlines the College's approach to supporting trainee wellbeing.

Scope

This policy applies to:

- all trainees enrolled in the NZCSRH Fellowship Training Programme
- supervisors
- assessors
- Educational Advisory Committee members
- Board members
- contractors and educators involved in training.

Detail

NZCSRH is committed to fostering psychologically safe learning environments where trainees feel supported to ask questions, seek feedback, acknowledge uncertainty, and raise concerns without fear of intimidation, discrimination or adverse consequences.

Trainee wellbeing encompasses physical, psychological, emotional, cultural and professional wellbeing. The College recognises that wellbeing may be influenced by workplace culture, workload, supervision, life circumstances, health, and personal responsibilities.

Principles

The College is committed to ensuring:

- trainees are treated with dignity and respect
- educational processes are fair and transparent
- learning environments are culturally safe
- wellbeing concerns are managed sensitively and confidentially
- trainees know how to access support



- concerns can be raised safely without fear of retaliation, victimisation or disadvantage
- supervision promotes learning and professional growth
- trainee wellbeing is considered in programme development and review.

Supporting Trainee Wellbeing

NZCSRH are committed to:

- fostering respectful educational relationships
- providing clear communication regarding programme expectations
- ensuring trainees have access to appropriate supervision
- encouraging open communication between trainees and supervisors
- monitoring trainee progression and identify where additional support may be beneficial
- providing flexibility where appropriate to support wellbeing while maintaining programme requirements
- encouraging trainees to access external health and wellbeing services when required.

Supervision

Supervisors are expected to:

- foster psychologically safe learning environments
- maintain regular communication
- provide timely, constructive feedback
- recognise early signs that a trainee may require additional support
- encourage help-seeking behaviour
- escalate concerns where appropriate.

Raising Wellbeing Concerns

NZCSRH expects trainees and supervisors to identify concerns early.

Early discussion allows educational, professional or personal issues to be addressed before they significantly affect training progression or wellbeing.

The College supports a proactive approach to wellbeing and encourages trainees to seek assistance without concern that doing so will disadvantage their progression through the programme.

Concerns may relate to:

- Unsafe clinical and educational supervision due to supervisor absence, discrimination, bullying or harassment
- Clinical workload affecting educational progress and health of trainee
- Culturally unsafe behaviour in the workplace
- Assessment processes that are not inclusive
- Issues in the trainee's personal life.

When a trainee experiences a wellbeing issue, there are a number of people from whom they can seek support:



- In the first instance, where possible, the trainee should discuss their concerns with their training supervisor.
- If the trainee is not comfortable discussing their wellbeing concerns with their training supervisor, they should contact the independent Training Liaison for guidance. They may also choose to seek advice from mentors.
- In some circumstances, the trainee may choose to report issues directly to the EAC. They can contact the Director of Training, the EAC Chair, or the Board Chair without fear of reprisal.
- All disclosures regarding concerns about trainee supervision will be handled in strictest confidence to ensure there is no adverse impact on the trainee's academic standing.

Wellbeing Support

The College recognises that it is not a healthcare provider and does not provide counselling services. Where appropriate, the College will assist trainees to identify appropriate sources of support where required, including through:

- their own general practitioner
- employee assistance programmes (where available) or other employee wellbeing services
- Medical Council support services
- other appropriate community or health services.

Leave and Training Interruptions

The College recognises that trainees may require interruptions to training due to a range of factors including illness, parental leave, bereavement and other significant life events.

Requests for interruption or variation to training requirements will be considered in accordance with the Special Considerations Policy.

Responsibilities

Educational Advisory Committee

The Educational Advisory Committee is responsible for:

- monitoring trainee wellbeing across the programme
- reviewing themes arising from trainee and supervisor feedback
- Identifying opportunities to improve trainee support
- recommending programme improvements where required.

Training liaison

The Training liaison acts as an independent conduit between the trainee and the College and is responsible for:

- overseeing trainee wellbeing
- supporting supervisors managing trainee concerns
- responding appropriately to significant wellbeing issues
- ensuring concerns are managed fairly and consistently.

Trainees

Trainees are encouraged to:



- engage actively with supervision
- communicate concerns early
- seek support when required
- participate respectfully in the training programme
- take an active role in maintaining their own health and wellbeing.

Confidentiality

The college recognises the limitations to confidentiality given the size of the College. However, all reasonable steps will be taken to maintain the trainee's confidentiality wherever possible.

Information relating to trainee wellbeing will be managed confidentially and access will be strictly restricted to those who need the information to provide appropriate support, manage educational requirements or meet legal or professional obligations.

Monitoring

The College will monitor trainee wellbeing through:

- trainee feedback
- supervisor feedback
- programme evaluation
- Educational Advisory Committee review
- quality improvement processes.

Information will be used to improve the SRH Fellowship Training Programme while maintaining appropriate confidentiality.

Disputes

Any dispute in this regard will be referred to the NZSRHECT Board according to the Complaints Policy.

Policy Owner	Educational Advisory Committee
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