

Flexible Training Principles

1. All doctors in training can apply for flexible training.
2. All efforts will be made to provide flexible training to every applicant where possible.
3. Applications for flexible training can be submitted within a defined period and will normally be processed within three months.
4. No existing trainee can be disadvantaged by the application for Flexible Training options. For example, a trainee cannot have their rotation changed without their agreement to accommodate a request for reassignment from another trainee.
5. The flexible training post must meet the training requirements and be appropriate to the trainee's stage of training.
6. Flexible training should not extend the duration of training beyond the parameters laid out in the training regulations of an individual training body.
7. Flexible trainees will have their equivalent full-time salary protected and will continue to hold the NCHD contract.
8. Supernumerary Flexible training posts funded by NDTP will be administered by the training bodies from the July 2019 training year.
9. The annual allocation process should maximise the opportunities for trainees to access flexible training posts.
10. Trainees who need flexible training at short notice and /or in exceptional circumstances should have their applications dealt with on a case by case basis by individual training bodies.
11. Appeals will be processed transparently and in accordance with the policies and procedures of the individual training bodies.
12. Trainees will also have the right to an independent appeals process, but only if they have utilised the training body appeals mechanism initially.
13. Data on Flexible Training applications and approvals will be collected centrally through the Forum, shared with HSE NDTP, and be made available publicly in order to monitor progress.
14. It is expected that the number of flexible trainees will increase in the future, subject to demand. This has been incorporated into the annual Service Level Agreement process between HSE- NDTP and each individual Training Body.
15. The requirement to enhance Flexible Training options is recognised by all and in this regard, each training body will designate a named advocate for Flexible Training Options.
16. The revised arrangements for access, implementation, promotion and feedback will be reviewed on an ongoing basis by a Steering Group representing all key stakeholders.