



FLEXIBLE TRAINING OPTIONS

OVERVIEW:

The postgraduate medical training bodies, through The Forum, provide a key leadership role in the promotion of a common strategic policy with a shared vision and common goals for excellence in postgraduate medical education and training.

The Forum has now developed a Strategic Framework to guide the strategic development of postgraduate medical education and training in the decade to 2030. One of the guiding principles stated within the framework is for its objectives to be trainee centred.

A steering group has been established to develop a clear policy framework to ensure a more standardised approach across the training environments. In developing this policy, The Forum will align with the published objective within the Strategic Framework: “to embrace the principles of less than full-time training and explore measures designed to reduce barriers to less than full-time training”.

In the interim, CPsychI aims to support, where possible, any trainee BST or HST who wishes to train flexibly. These are some options currently available to trainees and how to make a request to train flexibly.

FLEXIBLE TRAINING OPTIONS:

NDTP National Flexible Training Scheme

The NDTP Supernumerary Flexible Training Scheme funds up to 32 participants at 50% of WTE at any one time. The scheme is open to trainees from year 2 BST training onwards.

How to apply

Further information is available on our website and also - <https://www.hse.ie/eng/staff/leadership-education-development/met/ed/flex/>

JOB SHARING

Job sharing may be possible when two trainees would both like to work 0.5WTE or 0.6WTE

How to apply

There is no formal process or ring-fenced posts in place for job sharing currently. If a trainee or two trainees are interested in job sharing, they should contact their Vice Dean (BST Trainees) or HST Mentor (HST Trainees). Alternatively, the PGT administrative staff in the College can also assist with further information.

Job sharing is not approved automatically, and many things are taken into consideration when assessing a job sharing request, such as but not limited to;

- Stage of training of both trainees
- Training needs of both trainees
- Geographical location
- Requirements / feasibility in relation to the proposed post/service for the job share



Parental leave / 4-day week / Other flexible training arrangements

Trainees may negotiate other appropriate flexible training arrangements with their Educational Supervisor within their training post, e.g., 0.8WTE.

CPsychI is fully supportive of all flexible training proposals and will work with each individual trainee to work out training requirements pro rata. The training requirements and training pathway will then be revised through the 'change of mind' process each year as required.

How to apply

- Discuss with your Educational Supervisor and ensure the service is in agreement with the arrangement
- Contact your Vice Dean (BST Trainees) or HST Mentor (HST Trainees). Alternatively, the PGT administrative staff in the College can also assist with further information.

Permanent part-time posts

There is one 0.5WTE training post in HST Child and Adolescent Psychiatry, Eating Disorders.

How to apply

CAP HSTs can apply for this post through the annual allocation of posts process.