

Standard in Focus

Standard 3.2 – Flexible Training

April 2022

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- **3.2.1:** *The intern training provider guides and supports supervisors and interns in implementing and reviewing flexible training arrangements. Available arrangements are consistent with the Registration standards – Australian and New Zealand graduates.*

This standard requires providers to ensure that appropriate and relevant flexible training arrangements are embedded within their programs. The Medical Board of Australia's Registration Standard requires graduates of Australian and New Zealand to complete 47 weeks of equivalent full-time supervised practice within accredited programs. Accredited programs must include at least 8 weeks of emergency medical care, 10 weeks experience in medicine and 10 weeks in surgical care with the remaining weeks in other accredited terms. Each applicant is required to satisfactorily complete the entirety of the program with final sign off by a Director of Clinical Training or equivalent.

The 47 weeks of supervised training must be completed within three years. *Please note that the MBA has revised these requirements for interns directly affected by Covid-19 for 2022 interns.* Those revised standards can be found here:

<https://www.medicalboard.gov.au/News/2021-12-14-covid-19-interns-2022.aspx>

Flexible training arrangements can look different depending on the facility. For example, a program might need to provide flexibility for interns that are struggling for various reasons and need extra time in a term or may need to fully repeat a term. Similarly, programs may need to provide for unexpected events in an intern's life that need special consideration including extended leave, parental leave, or other emergent leave. This may also include enactment of specific procedures for part-time training which may take the form of job share arrangements or an independent part-time contract.

With any flexible training arrangement, it is incumbent upon the provider to ensure equity of experience and appropriate and regular access to teaching and training sessions such that any other intern would experience. It is recommended that when embarking on developing such procedures a wide range of stakeholders are consulted. This should include junior doctors, term supervisors, medical administrators, rostering officers, and HR representatives to ensure that all aspects of a flexible training arrangement can be incorporated into a comprehensive experience for the intern.

To demonstrate that providers have met this standard, the following types of evidence can be included:

- De-identified examples of flexible training arrangements
- Guidelines or other documents that demonstrate considerations for flexible training arrangements
- Providing evidence of how decisions are made regarding flexible training for interns
- Recruitment materials that outline flexible training arrangements