

## **Working together to assist with pipeline flow**

The parties are committed to the process by which medical graduate's progress through provisional registration, prevocational training and vocational training to achieve vocational registration. Whilst allowing doctors to plan their own careers and recognising the need to accommodate work life balance into the lives of Resident Doctors, the parties commit to the following.

1. Career planning. NREG has produced an agreed career planning form and documentation. Prevocational doctors in particular are encouraged to complete a career plan and update it regularly as changes in circumstances dictate. This information will assist to forecast and facilitate improved pipeline flow.
2. Effective mentoring and career guidance will be provided to resident doctors to enable them to make informed choices. To facilitate decision making, RMOs should be given honest, complete and up to date information about career options.
3. The parties will collaborate together and with governmental agencies to provide in a easily accessible, nationally consistent, RMO focused, web-based facility providing:
  - a. medical workforce information including future projections of need by speciality and locality, and
  - b. available training opportunities including current or impending vacancies, and
  - c. Future SMO vacancies and anticipated increasing demand.
4. Run allocations shall facilitate resident doctors gaining a "taste" of what opportunities exist, including clinical governance, research and in under-subscribed current and impending shortage specialities.
5. The parties will work collaboratively and with appropriate colleges to identify possible guidelines around the appropriate number of times an individual could reasonably make application to a specific training programme whilst as best possible avoiding unintended consequences that might arise. For those who are repeatedly unsuccessful in their first choice of career, additional career guidance and assistance should be provided to assist in finding a suitable available alternative.
6. Provincial experience will be facilitated through mechanisms such as:
  - a. Secondments or leave without pay from tertiary centres;
  - b. Assistance with the process of moving;
  - c. Access to tertiary centre teaching opportunities through telecommunication linkages;
  - d. Provincial transitional registrar opportunities.
7. Appropriate fixed term appointments include those facilitating GPEP registrar hospital experience and to cover leave without pay where the doctor covering the period of leave is not a current DHB employee.
8. Flexibility in the use of 3<sup>rd</sup> and 4<sup>th</sup> year house officer positions as registrar positions to facilitate uptake into registrar training programmes.
9. Non training registrar positions will be reviewed to maximise training positions where possible.
10. Forward planning, national collaboration and information sharing to monitor for potential and impending blockages to the pipeline enabling time for the parties to address the identified issues, before they become a problem.