

TRAINEE INTERNS' NEWSLETTER



November 2020

Dear Colleagues,

We hope you are well. This newsletter will focus on the cost of training, career planning and protected training time. While we realise this may seem as though it is not something you need to consider in your first year, there are some training programmes where you will want to start planning in order to gain points towards getting onto a particular pathway.

For those of you who have recently signed up with the RDA, we suggest you review our [previous TI newsletters](#) which we have sent out during the course of this year.

We also have a video on training and career planning, made by Dr James Anderson and Dr Rosa Tobin-Stickings, experienced members of the National Executive team. You can watch this by clicking on the video below.



You can also view this video and other informative videos on what your day-to-day life will be like as an RMO here. You can also access other helpful “soon to be practicing doctors” resources [here](#).

Cost of Training

What costs of training are reimbursable?

As an RMO your costs of training are reimbursed (or alternatively the DHB may pay directly) under the MECA if it is training undertaken in the pathway to obtaining vocational scopes of practice including various diploma courses.

These costs include:

- examination fees;
- college fees (annual cost of membership of relevant postgraduate colleges);
- course and conference (training programme related costs);
- travel and accommodation incurred as a result of training e.g. to and from courses and examinations;
- required textbooks or other aids such as a laptop;

- you are also entitled to reimbursement of the costs of the MCNZ recertification bPAC programme.

It is generally non-contentious whether a cost is a reasonable one and one which is relevant to your training. There are only a few areas where we find members are met with resistance from the DHBs so if you think your costs are 'reimbursable' but the DHB thinks differently, [get in touch with us](#).

When do these costs need to be reimbursed by?

The MECA does not stipulate a particular timeframe in which the DHB shall reimburse costs claimed – the wording states 'on the production of receipts'. However, the DHB must not be unreasonable, so if you are experiencing difficulty with the untimeliness of reimbursement then we suggest 'cc-ing' the RDA into email correspondence with the employer. Where required we can always follow up with the DHB on your behalf.

If I change DHB, who reimburses me?

The DHB to which you submit your receipt is the DHB that is required to reimburse you. It may be the case that this is not the DHB employing you when you undertake the course or sit the exam but the DHBs accept there are swings-and-roundabouts with this, so while they may be paying for RMO to attend a course that takes place when you are no longer their employee; the opposite may be the case where they that is for example.

Note that training costs are not dependent on the relevant department approving (or not approving) the reimbursement. It is not your responsibility to go and 'check' with a particular department and see if they can 'afford' it.

There is also no cap on the amount that you can claim so if you get a response that you have

already claimed "x" amount this year and therefore cannot claim anymore, get in touch with us.

Career Planning

What can you do to support your case for reimbursement?

We strongly suggest that (if you have not done so already) you complete and submit a career plan. The plan should indicate that a particular course (for example) is appropriate to your vocational scope of practice pathway.



In addition, you may wish to have a conversation with an SMO working in the department regarding future plans and your vocation in this area. Ask if they are able to vouch for you in writing in respect of:

1. Your chosen pathway; and
2. A particular training cost, such as a course or an examination is appropriate to your chosen pathway as outlined in your plan. However, remember, this is a MECA entitlement. The absence of the above does not preclude claiming.

A cost of training does not have to be as a result of a College or training programme requirement!!

Protected Training Time

As a RMO you have an entitlement to protected training time for training not delivered as a result of your clinical work, this is specific to whichever DHB you are employed by so head to Schedule 3 of the MECA to check what your entitlement is.

This time has been worked into the MECA to ensure that DHBs are training RMOs and that RMOs are able to participate in training. This is an important entitlement as it ensures that you are able to obtain vocational scope of practice, meet regulatory standards of your position and also develop your ability as an RMO.

The NZRDA has an active voice where your training is concerned, and if you have any comments or feedback regarding current reviews, papers, or reports, [please contact us](#) as we welcome your feedback.



This is a friendly reminder that whilst membership is free as a Trainee Intern you will need to start paying fees (\$40 per month) when you are working as a House Officer. Don't worry, we will send you a reminder closer to the time (we allow time for you to get this organised).

If you have any questions about RDA membership please do not hesitate to visit our

website or email us – we are happy to help wherever we can!

Contact Us



The next NZRDA trainee interns' newsletter will be published later this month.

If you have any specific issues you would like us to cover in our upcoming newsletters or have some interesting information you would like us to include please [email us](#) to let us know! We love feedback and will do our best to accommodate your wishes.



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