Foundation School Reservists Leave Policy

In order to standardise the approach to such requests across all Health Boards within Wales, the Wales Foundation School has agreed to adopt the following policy, the principles of which were agreed by the National Groups of Foundation School Directors in January 2020.

This policy reflects the uniqueness of the Foundation Programme, which is both **Competency** and **Time based** i.e. a trainee must complete all the required competencies and 24 months in training.

1. The Wales Foundation School fully supports foundation doctors who are reservists and is committed to supporting this activity.

2. Issues relating to both employment and training must be considered when approving leave.

3. All foundation doctors should seek advice early in their Foundation Programme from their Foundation Programme Director (FPD) and the Foundation School Director (FSD) about how to balance the requirements of the Foundation Programme and reservist training.

4. All foundation doctors should make their reservist officer aware that during their Foundation Programme they are restricted in the amount of leave they can take without an impact on their training. They should discuss how to achieve a balance that best serves both commitments.

5. The GMC 20 days of permitted absence cannot be used in order to cover reservist training courses. This means that any missed days of training will be added to the training period in order for the foundation doctor to meet the time requirements of the Foundation Programme.

6. If the employer agrees that unpaid leave can be taken, this will also result in an extension to training for which funding will need to be agreed in advance between the employer and the Foundation School.

7. The Foundation School will consider study leave applications for courses that have competencies relevant to medical training. This will require additional sign off by the Foundation School Director.

8. Foundation doctors may use annual leave to facilitate reservist training.

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