

## Maternity Leave and Out of Programme in New Zealand

Out of programme in New Zealand negates any maternity leave entitlement as this post abroad is not considered part of GP specialty training. Should female trainees choose to apply for an Out of Programme placement it is essential they seek clarification and guidance regarding their maternity rights. Trainees are advised to read the following information and speak to their Patch Associate GP Dean if they have any queries or concerns.

### Excerpt from NHS employers handbook 3/2012

15.61 For the purposes of calculating whether the employee meets the qualification set out in paragraph 15.7 (i) to have had 12 months of continuous service with one or more NHS employers, the following provisions shall apply:

1. i) NHS employers include health authorities, NHS boards, NHS trusts, primary care trusts and the Northern Ireland Health Service;
2. ii) a break in service of three months or less will be disregarded (though not count as service).

15.62 The following breaks in service will also be disregarded (though not count as service):

1. i) employment under the terms of an honorary contract;
2. ii) employment as a locum with a general practitioner for a period not exceeding 12 months;
3. iii) a period of up to 12 months spent abroad as part of a definite programme of postgraduate training on the advice of the postgraduate dean or college or faculty advisor in the speciality concerned;
4. iv) a period of voluntary service overseas with a recognised international relief organisation for a period of 12 months, which may exceptionally be extended for 12 months at the discretion of the employer which recruits the employee on her return;
- v) absence on an employment break scheme in accordance with the provisions of Section 36 of this Handbook;
- vi) absence on maternity leave (paid or unpaid) as provided for under this agreement.

15.63 Employers may at their discretion extend the period specified in paragraphs

15.61 (ii) and 15.62.

15.64 Employment as a trainee with a general medical practitioner in accordance with the provisions of the Trainee Practitioner Scheme, shall similarly be disregarded and count as service.

15.65 Employers have the discretion to count other previous NHS service or service with other employers.

15.66 There are occasions when employees are entitled to other statutory benefits/allowances and Information about all statutory maternity/adoption and paternity rights can be found using the following links:

[www.dti.gov.uk/employment/workandfamilies/maternity-leave-pay/guidance/page21116.html](http://www.dti.gov.uk/employment/workandfamilies/maternity-leave-pay/guidance/page21116.html)

<http://www.dwp.gov.uk/healthcare-professional/benefits-and-services/statutory-maternity-pay-and-maternity/> [updated link]

<https://www.gov.uk/browse/working/time-off>

Information about health and safety for new and expectant mothers at work can be found using the following link: [www.hse.gov.uk](http://www.hse.gov.uk)