



Leave from the JFICMI Training Programme Guidelines

Unplanned Leave:

The JFICMI training programme is not a “run-through” programme. Progression to Year 2 requires successful completion of all Year 1 training requirements and a formal application for a Year 2 post, which is awarded through a competitive interview process. There is no requirement to complete Years 1 and 2 consecutively, and trainees may take leave between year 1 and 2 of training.

It is recognised that trainees may need to take unplanned leave during the training programme. In exceptional circumstances where a trainee takes a period of leave of up to 1 month within a 6 month rotation period, they will receive credit for the full 6 months, provided they complete all necessary training requirements within the remaining five months period. This can only be taken once during the full 2 year training programme. If any additional period of leave is taken after this time, there is no further credit allowed and the CSCST date is extended accordingly. This rule does not incorporate Flexible Training.

Where possible, a trainee should notify the Chair of Training of the JFICMI of their intent to take unplanned leave a minimum of 6 months in advance. However, in the situation where leave is requested on grounds of personal health and/or well-being, the Joint Faculty accepts that the standard period for giving notice may not be feasible. Under these circumstances the Chair of Training should be contacted as soon as possible at jficmi@coa.ie.

Parental and Parents' Leave:

Any ICM trainee seeking to take parental or parents' leave should first get approval from their training site. If approved, they must then notify the JFICMI Chair of Training at jficmi@coa.ie outlining the terms of the agreed leave. Additional training time will be required by these trainees at the end of their training to make up any training time missed. Please see below links to the relevant HSE guidance documents.

<https://healthservice.hse.ie/staff/leave/paternity-leave/>



Maternity Leave:

JFICMI trainees are entitled to 26 weeks of paid maternity leave with an additional optional 16 weeks of unpaid maternity leave. Trainees should notify the Chair of Training at jficmi@coa.ie of their intention to take maternity leave as soon as possible. Additional training time will be required to make up for training time missed during maternity leave. Please see below links to the CAI “Guide for Anaesthesia Staff During Pregnancy” and the HSE maternity leave document which may provide further helpful information. <https://www.anaesthesia.ie/wp-content/uploads/2025/07/Pregnancy-During-Training-July-2025.pdf> and <https://healthservice.hse.ie/staff/leave/maternity-leave/>.

Flexible Training:

For information on the JFICMI Flexible Training Programme please refer to the JFICMI Flexible Training Document.

<https://jficmi.anaesthesia.ie/wp-content/uploads/2025/06/Flexible-Training-Document-JFICMI-June-2025.pdf>

Guidelines 2026