

# NZIQS Career Break Policy

Effective 11 April 2018

---

## Contents

1. Purpose
2. Policy
3. Membership Benefits
4. How to Apply

## 1. Purpose

The Career Break policy is to encourage members to retain their membership of NZIQS during an extended period of leave from paid employment. This helps members keep up to date and connected with colleagues and industry knowledge.

## 2. Policy

- A career break is defined as taking leave from work for at least 6 months
- A career break may include paternity leave, taking care of your own or another family member's health, unemployment, studying full-time, doing voluntary work overseas or in other circumstances at the discretion of the Executive Director
- This does not apply to Retired members as there is a separate Retired membership category in place.
- A reduced membership fee applies during the career break – either 50% for a 6-month break or 100% for a 12-month break.

## 3. Membership Benefits

- Members retain their current membership level. However, the Membership Committee has the discretion to require a MNZIQS to attend an interview if they believe they have been out of the workforce and not practicing as a QS for a length of time.
- Members continue to receive all membership benefits e.g. receive newsletters, attend events at reduced member rates, use the Member Benefit App and keep login access to the website
- Registered QS may retain their status but need to fulfil their CPD requirements while on a career break
- Members on a break are advised to create a CPD plan to get up-to-date with latest practice when returning to work

## 4. How to Apply

- Apply in writing to the Executive Director who has the discretion to approve the subscription exemption and for which year.:

Executive Director  
 e: [Marilyn.moffatt@nziqs.co.nz](mailto:Marilyn.moffatt@nziqs.co.nz)  
 t: 04 473 5521

- You can apply in advance of taking the career break
- This exemption can be extended at the discretion of the Executive Director for a maximum of 2 years if the member is still not in the workforce.

## 5. Review

<u>Version Control</u>	<u>Reviewed</u>	<u>Council Approved</u>
Version 1.0	April 2018	11 April 2018