

Voluntary Bonding Scheme Terms and Conditions for General Practice Trainees – 2025 Intake

1. Introduction	2
Postgraduate Education Prerequisites.....	3
Definition of an eligible postgraduate.....	3
2. Registration of Interest	3
3. Confirmation on the Scheme	3
4. Participation	4
Eligibility Criteria.....	4
Entry to the Scheme as a Postgraduate General Practice Trainee.....	4
Changes to Eligible Communities.....	5
Commencement Date	5
Minimum Employment/Training Requirements	5
Moving Between Eligible Communities.....	6
Breaks and Pauses in the Term of Service.....	6
Parental Leave	6
Working as a Medical Locum	6
Exemptions and Reviews in Exceptional Circumstances	7
5. Applying for Payment	7
6. Privacy Statement	8

1. Introduction

- 1.1 The Voluntary Bonding Scheme (the Scheme) is a practical initiative run by Health New Zealand Te Whatu Ora (Health NZ) to encourage newly qualified health professionals to work in the communities and specialties that need them most, and to retain essential health professionals in Aotearoa New Zealand.
- 1.2 The Scheme is targeted to General Practice medical trainees who are starting their career in general practice, with the aim of incentivising them to work in eligible communities.
- 1.3 General Practice trainees accepted to the Scheme are eligible for **one incentive payment after they have completed three years** working in an eligible community in accordance with these terms and conditions. Funding is intended to help repay a Scheme participant's student loan (if they have one) or otherwise provide a direct payment.
- 1.4 To be eligible to register for the Scheme and become eligible for the payment you must:
- have completed your undergraduate medical degree at an accredited New Zealand Training Institution
 - be postgraduate year 3 to 5 when you commence(d) GPEP training¹ in 2025;
 - commence(d) the first, second, or third year² of GPEP training in an eligible community in Aotearoa New Zealand in 2025 (see clause 4.6);
 - work and train as a General Practice trainee in Aotearoa New Zealand in an eligible community for General Practice trainees for at least three years, beginning on the applicable commencement date (refer clauses 4.8 to 4.10)³
 - be a New Zealand citizen or permanent resident⁴ at the time you make an application for payment;
 - hold general registration with the Medical Council of New Zealand Te Kaunihera Rata o Aotearoa (MCNZ) that allows you to participate fully in the GPEP programme without any restrictions; and
 - comply with all other terms and conditions of the Scheme.
- 1.5 Involvement in the Scheme involves four phases:
- Registration of Interest
 - confirmation of place on the Scheme
 - participation (employment)
 - applications for payment.
- 1.6 **In order to be eligible for payment**, you must register for the Scheme, have your place on the Scheme confirmed and meet the Scheme's Terms and Conditions during the participation phase. **You must also apply for payment within twelve (12) months of becoming eligible for payment, under the Terms and Conditions of the Scheme.** Health NZ strongly encourages you to apply for payment no later than six months after becoming eligible to apply under the Terms and Conditions.
- 1.7 Health NZ also recommends that you check your progress while participating in the Scheme (by contacting us via email at vbs@tewhatuora.govt.nz), particularly:
- at the eighteen-month point after registering for the Scheme, and
 - if you change employers, communities, take parental leave or extended leave.
- 1.8 You will not be eligible for the Scheme payment until you have completed the bond of three full years (36 months) on the Scheme, in accordance with these Terms and Conditions.

¹ GPEP1, GPEP2, or GPEP3

² GPEP1, GPEP2, or GPEP3

³ If you obtain vocational scope in General Practice during the bonded term, work in that capacity will also contribute to the bonded period, provided all other terms are met, including continuing to work in an eligible community

⁴ For the purposes of the Scheme, Permanent Residents include those who hold a NZ Permanent Resident Visa, or a Returning Residents Visa (with no expiry date for travel).

- 1.9 The Scheme is a voluntary process and you, not Health NZ, are responsible for any employment decisions you may make based on your intended participation in the Scheme, including decisions about working in eligible communities.
- 1.10 You are responsible for notifying Health NZ of any change of postal address, email address or other contact details in a timely manner.
- 1.11 There are limited places available on the Scheme. Where eligible Registrations of Interest exceed the number of places available on the Scheme, a selection process will be conducted. This is not subject to appeal.

Postgraduate Education Prerequisites

- 1.12 You must:
- have completed your undergraduate medical degree at an accredited New Zealand Training Institution
 - be postgraduate year 3 to 5 when you commenced GPEP training in 2025 (You will need to provide evidence of this if requested by Health NZ);
 - (have) commence(d) the first, second, or third year⁵ of GPEP training in an eligible community in 2025 (see clause 4.6);
 - hold general registration with the Medical Council of New Zealand Te Kaunihera Rata o Aotearoa (MCNZ) that allows you to participate fully in the GPEP programme without any restrictions.

Definition of a Postgraduate

- 1.14 Eligible postgraduates are those who are postgraduate year 3 to 5 at the time they commenced their first, second, or third year of general practice vocational training in 2025 and who can provide evidence of this (if requested by Health NZ).

2. Registration of Interest

- 2.1 In order to be a participant on the Scheme, you must successfully register your interest and be confirmed on the Scheme.
- 2.2 To successfully register your interest, you must complete the online Registration of Interest form and provide information to show that you meet, or intend to meet, the eligibility criteria of the Scheme. You are responsible for ensuring that you register during the registration of interest period. Entries outside this period will not be considered. It is your responsibility to ensure that you successfully register for the Scheme and obtain a formal notification from Health NZ confirming this.
- 2.3 Completing a Registration of Interest does not guarantee a place on the Scheme. The purpose of the Registration of Interest process is to provide information about your future work plans so that you can be considered for one of the places on the Scheme.

3. Confirmation on the Scheme

- 3.1 There are limited places on the Scheme. Successfully registering your interest for the Scheme does not guarantee you will be confirmed on the Scheme.
- 3.2 A separate process will be conducted by Health NZ (following consideration of your Registration of Interest) to formally confirm you on the Scheme. You will be advised in writing whether your place on the Scheme has been confirmed or declined.
- 3.3 There are limited places available on the Scheme. Where eligible Registrations of Interest exceed the number of places available on the Scheme, a selection process will be conducted. This is not subject to appeal.

⁵ GPEP1, GPEP2, or GPEP3

4. Participation

4.1 Once you are confirmed on the Scheme, your participation is determined by:

- your commencement date on the Scheme
- minimum employment requirements
- movement between eligible communities
- leave, breaks and pauses in your employment
- parental leave
- work you may undertake as a locum.

In order to be eligible to receive payment from the Scheme you must comply with the eligibility criteria for payment (Section 5).

Prior registration for the Scheme, and dual training in Rural Hospital Medicine

4.2a If you have previously registered for the Scheme in an earlier intake and have already received a Scheme payment, you are not eligible to re-register or receive an additional payment under a new Scheme registration. If you have previously registered for the Scheme but have not received any payments from the Scheme, your previous registration can be voided at your request, and (if eligible) you may re-register under the postgraduate general practice category. Please contact vbs@tewhatuora.govt.nz if you have any queries.

4.2b If you are dual training in General Practice and Rural Hospital Medicine (RHM), only time which counts towards the General Practice portion of training (in eligible communities) contributes to the bonded period. RHM rotations can often fit within the breaks and pauses allowances (Clauses 4.15 to 4.18), or otherwise participants may make an appeal under the Exemptions and Reviews under Exceptional Circumstances provisions (Clauses 4.26 to 4.27).

General Practice Trainees

4.3 Doctors who are postgraduate year 3 to 5 when commencing their first, second, or third year of general practice training in 2025, and who will work and train for at least three years in an eligible community are eligible to register for the Scheme.

4.4 General practice trainees are eligible for a maximum of **one payment of \$30,000** after tax (net) for 36 months working in an eligible hard to staff community in Aotearoa New Zealand in accordance with these terms and conditions.

4.5 The eligible communities are districts which reflect the geographical area of the corresponding former DHB. It is highly recommended that participants check the eligibility of general practices which are geographically close to excluded urban areas, by emailing Health NZ at vbs@tewhatuora.govt.nz.

4.6 **Eligible training communities in 2025 for General Practice Trainees are:**

- Bay of Plenty (excluding Tauranga)
- Canterbury (excluding Christchurch)
- Capital & Coast (excluding Wellington)
- Counties Manukau (excluding metropolitan Auckland)
- Hawkes Bay
- Lakes
- MidCentral
- Nelson Marlborough (excluding Nelson/Richmond)
- Northland
- South Canterbury
- Southern (excluding Dunedin/Mosgiel)
- Tairāwhiti
- Taranaki
- Waikato (excluding Hamilton)
- Wairarapa
- Waitemata (excluding metropolitan Auckland)
- West Coast
- Whanganui

These communities are defined by and refer to the geographical area covered by the former District Health Board under the (former) New Zealand Public Health and Disability Act 2000, with excluded areas based on the territorial boundaries of the stated cities/towns. Queries or request for clarification can be sent to vbs@tewhatuora.govt.nz.

Changes to eligible Communities

- 4.7 You must commence working in one of the eligible communities listed in clause 4.6. If you wish to change the community you are working in, you may do so only in accordance with clauses 4.13 to 4.14.

Commencement Date

- 4.8 If you were already in training as a GP in an eligible community on or before 1 January 2025, your Commencement Date on the Scheme is **1 January 2025**. Time spent employed and training prior to this date does not contribute towards the bonding period.
- 4.9 If you began (or begin) training as a GP in an eligible community after 1 January 2025, your Commencement Date is the date on which your training year⁶ and employment begins.
- 4.10 The expectation is that you will have commenced general practice training in an eligible community in 2025 (i.e., February). If you commence training after February 2025, the delay will be considered as an absence (see clauses 4.15 to 4.18), unless exceptional circumstances apply (see clause 4.26 to 4.27).

Minimum Employment/Training Requirements

- 4.10 To be eligible for the Scheme, you must be employed, and in general practice training, for a minimum of 0.6 FTE (this may be an average FTE for any 12-month period of employment if your hours worked fluctuate for any reason). This equates to 24 hours per week, or 1,152 hours across a normal working year of 48 weeks.
- 4.11 You will not be eligible for payment from the Scheme if you undertake substantive or continuous locum work that means you cannot meet the breaks and pauses clauses (clauses 4.15 to 4.18 and 4.22 to 4.25).
- 4.12 You are responsible for verifying that the FTE requirements have been met and will be required to make a declaration and provide a certificate of service from your employer(s) before the bonding payment is made (Section 5).

Moving Between Eligible Communities

- 4.13 General Practice Trainees may move between communities listed in clause 4.6

⁶ GPEP1, GPEP2, or GPEP3

- 4.14 You cannot move to an eligible community that is listed in any Voluntary Bonding Scheme Terms and Conditions before 2025 that is not listed in clause 4.6.

Breaks and Pauses in the Term of Service

- 4.15 You can take up to 14 weeks absence (total paid and unpaid leave, not including Parental Leave) in a 12-month period from your position in an eligible community without affecting your eligibility for bonding payments. Such an absence is known as a “break”.
- 4.16 A “pause” is any time beyond the 14 weeks break allowance that you spend away from the eligible community. Time taken as pauses is added to the term necessary to complete the bond, and no more than ten weeks may be added during the course of any one year. No more than 50 weeks in total can be added to the five-year bonding term.

Total absences of more than 24 weeks in any 12-month period (not including Parental Leave) will render an applicant ineligible for the Scheme and payments unless there are exceptional circumstances as accepted and agreed to in writing by Health NZ (refer clauses 4.26 and 4.27).

- 4.17 Breaks and pauses include any leave or absence from employment, with or without pay, including normal employment leave entitlements, such as annual leave and sick leave. Breaks and pauses clauses also apply to those participating in the Scheme as contractors.
- 4.18 Locum work will also be considered an absence against the breaks and pauses provisions (see clauses 4.22 to 4.25).

Parental Leave

- 4.19 You may take up to 52 weeks parental leave (per pregnancy), in accordance with the Parental Leave and Employment Protection Act 1987 and remain on the Scheme.
- 4.20 Time spent on parental leave does not accrue towards your bonding period and must be made up. The bonding period will automatically restart as soon as you return to work in an eligible community listed in clause 4.6.
- 4.21 Time spent on parental leave (up to a maximum of 52 weeks) is separate to the break and pause provisions (clauses 4.15 to 4.18). Parental leave of over 52 weeks (per pregnancy) will be considered under the breaks and pauses clauses.

Working as a Medical Locum

- 4.22 Locum work that you may undertake is considered an absence under these terms. If you undertake locum work such that you cannot meet the breaks and pauses clauses (clauses 4.15 to 4.18), you will not be eligible for payment from the Scheme.
- 4.23 Locum work that you undertake in an eligible community and as a necessary part of general practice vocational training may be permitted, but verification of this must be submitted with an application for payment, or otherwise written approval for this must be obtained from Health NZ.
- 4.24 For the purposes of the Scheme, a locum is someone who provides the services in the stead of another practitioner registered within the same scope of practice during normal working hours.
- 4.25 When you apply for payments from the Scheme, you will be asked to confirm that you have not engaged in “substantive” locum work.

Exemptions and Reviews in Exceptional Circumstances

- 4.26 If there is a change in your circumstances that is exceptional and results in an inability to meet the 2025 Terms and Conditions, you may request an exemption from Health NZ. Exemptions from the standard Terms and Conditions will only be granted in **exceptional circumstances, at the sole discretion of the relevant Health New Zealand business unit**. Health New Zealand is under no obligation to offer an exemption, for any reason. It is strongly recommended that you seek exemption prior to becoming ineligible under the normal terms. If you are applying for payment and have not met the terms due to exceptional circumstances, you can also request a retrospective review.
- 4.27 Applications for exemptions under exceptional circumstances must be made in writing, with a clear explanation as to what clauses cannot be met and the exceptional circumstances which have prevented you from meeting the Terms. These can be sent to vbs@tewhatuora.govt.nz, or submitted along with an application for payment.

5. Applying for Payment

- 5.1 You are responsible for initiating the claim for payment after three full years (36 months) have been completed on the Scheme, in accordance with these Terms and Conditions, starting from your Commencement Date (see clauses 4.8 to 4.10).
- 5.2 **To be eligible for payment under the scheme, you must apply for payment within twelve (12) months of becoming eligible for payment under the Terms and Conditions.** Health NZ strongly encourages you to apply for payment no later than six months after becoming eligible to apply, under the terms and conditions.
- 5.3 Health NZ also recommends that you check your progress while participating in the Scheme (by contacting us via email at vbs@tewhatuora.govt.nz), particularly:
- at the eighteen-month point after registering for the Scheme, and
 - if you change employers, communities, take parental leave or extended leave.
- 5.4 You will only be eligible for the payment if:
- you have been employed in Aotearoa New Zealand for three full years (36 months) in accordance with these Terms and Conditions
 - you have met the minimum full-time equivalent (FTE) employment requirements (clauses 4.10 to 4.12)
 - you have complied with the rules governing breaks and pauses (clauses 4.15 to 4.18), Parental Leave (4.19 to 4.21), and locum work for the Scheme (clauses 4.22 to 4.25).
- 5.5 No payment will be made until you have:
- applied for payment in accordance with the application for payment process
 - submitted a declaration confirming that you have met these Terms and Conditions
 - provided a certificate of service from your employer(s) confirming that your employment has complied with the Terms and Conditions of the Scheme during the bonding period.
- 5.6 Details of further information required to confirm that you have met these Terms and Conditions and to enable payment to be made (e.g., proof of identity) are outlined in the payment application form, which will be made available to you by January 2028.
- 5.7 If you have a student loan, the net Scheme payment will be made against your student loan. If the balance of your student loan is less than the net Scheme payment, you may need to contact Inland Revenue once the payment has been made to enable the difference to be paid to you.
- 5.8 If you do not have a student loan, the net Scheme payment will be paid directly to you.
- 5.9 The payment for general practice trainees for the completed 36-month bonded period on the Scheme is **\$30,000** after tax (net).

- 5.10 If you are an independent contractor, a gross payment will be made and the net amount you receive will depend upon your personal tax situation.
- 5.11 Scheme payments are subject to income tax and may affect your tax situation, for example, in relation to provisional tax, Working for Families and child support payments.
- 5.12 Health NZ recommends that you seek independent advice on how the payment will affect your tax position. For further tax information, contact Inland Revenue.

6. Privacy Statement

- 6.1 All of the information you provide in the Registration of Interest form will be treated as personal information and will be used, stored and disclosed in accordance with the provisions of the Privacy Act 2020.
- 6.2 By submitting the Registration of Interest form, you are authorising Health NZ to collect personal information about you and consenting to relevant information being shared with other key stakeholders, for the purposes of the Voluntary Bonding Scheme. This information will be stored and used by Health NZ for purposes associated with the Scheme, in accordance with the provisions of the Privacy Act 2020.
- 6.3 The information will be kept confidential and will not be disclosed to any person except in connection with the purposes for which it is obtained, or by operation of law.
- 6.4 You have the right to contact Health NZ to request access to and correction of any personal information held about you.
- 6.5 We suggest you print a copy of these Terms and Conditions for your records.