



Voluntary Bonding Scheme Terms and Conditions for Midwives 2025

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1. Introduction

- 1.1 The Voluntary Bonding Scheme (the Scheme) is a practical initiative run by Health New Zealand Te Whatu Ora (Health New Zealand) 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 For Midwives, the Scheme is targeted to new graduates starting their career, with the aim of incentivising them to work in Aotearoa New Zealand. Those accepted to the Scheme can become eligible for payments in the first three-to-five years of their career, to help repay their student loan or as top-up income.
- 1.3 To be eligible to register for the 2025 intake of the Scheme and qualify for payment(s), you must:
- be a New Zealand citizen or permanent resident ¹ at the time you make an application for payment;
 - have completed your final year of study in 2024 for your undergraduate qualification for your profession at an accredited New Zealand Training Institution (clauses 1.11 to 1.13);
 - be registered, or be eligible to be registered with the Midwifery Council of New Zealand - Te Tatau o te Whare Kahu;
 - have commenced working, or intend to start working, in the profession for which you have trained and intend to do so for at least three and up to five years;
 - work in an eligible hard-to-staff community in Aotearoa New Zealand as per the eligibility criteria for midwives (clauses 4.2 to 4.7) for at least three and up to five years, beginning on the applicable commencement date (refer clauses 4.9 to 4.12); and
 - comply with all other terms and conditions of the Scheme.
- 1.4 Involvement in the Scheme involves four phases:
- Registration of Interest
 - confirmation of place on the Scheme
 - participation (employment)
 - applications for payment.
- 1.5 **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 New Zealand strongly encourages you to apply for payment no later than six months after becoming eligible to apply under the Terms and Conditions.
- 1.6 Health New Zealand also recommends that you check your progress while participating in the Scheme (by contacting us via email at ybs@tewhatuora.govt.nz), particularly:
- at the three, four- and five-year points after registering for the Scheme, and
 - if you change employers, communities, practice type, take parental leave or extended leave.
- 1.7 You will not be eligible for any payment from the Scheme if you do not complete at least three full years (36 months) on the Scheme, in accordance with these Terms and Conditions.
- 1.8 The Scheme is a voluntary process and you, not Health New Zealand, are responsible for any employment decisions you may make based on your intended participation in the Scheme, including decisions about working in hard-to-staff communities.

¹ 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 You are responsible for notifying Health New Zealand of any change of postal address, email address or other contact details in a timely manner.
- 1.10 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.

Education Prerequisites

- 1.11 You must:
- have completed, in 2024, the requirements of an undergraduate training programme for Midwifery from the list of accredited New Zealand institutions below (clause 1.12) **AND**
 - Be registered or be eligible to be registered with the Midwifery Council of New Zealand - Te Tatau o te Whare Kahu
- 1.12 Accredited training institutions for midwifery are:
- Auckland University of Technology
 - Ara Institute of Canterbury
 - Otago Polytechnic
 - Victoria University of Wellington, Wellington
 - Waikato Institute of Technology
 - Waikato University

Definition of a Graduate

- 1.13 Eligible graduates are those who completed their studies in towards their undergraduate degree in 2024 and can provide evidence of having done so (if requested by Health New Zealand), irrespective of the date of their graduation ceremony.

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. This involves providing 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 New Zealand 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.
- 2.4 If you have previously registered for the Scheme in an earlier intake and have already received a Scheme payment, you are not eligible to register for the 2025 intake or receive additional payment(s) under a new Scheme registration. Please contact vbs@tewhatuora.govt.nz if you have any queries.

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 New Zealand (following consideration of your Registration of Interest) to formally confirm you on the Scheme. You will be advised in writing whether your Registration of Interest has been confirmed.

- 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.

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 hard-to-staff communities
 - 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) and comply with all other terms and conditions of the Scheme.

Eligibility Criteria

- 4.2 To be eligible for the Scheme payment(s), you must:
- meet the prerequisites as listed in Clauses 1.3 and 1.11 to 1.13 **AND**
 - work as a core-employed and/or Lead Maternity Carer (LMC) midwife in Aotearoa New Zealand in one of the hard-to-staff communities (clause 4.3) for midwives for at least three and up to five years beginning on the applicable commencement date (refer clauses 4.9 to 4.18) **AND**
 - if employed as an LMC, meet the births requirements as specified in clauses 4.4 to 4.7 **AND**
 - undertake appropriate entry to practice training, which must include the Midwifery First Year of Practice programme and may include employer-run programmes.
 - **Note:** you may move between listed areas as per clauses 4.23 to 4.24 **AND**
 - comply with all other terms and conditions of the Scheme.

4.3 **The 2025 eligible hard-to-staff communities for core-employed (any employer) midwives and/or LMC midwives are:**

- | | |
|-------------------------------|-----------------------------|
| • Auckland district | • Northland district |
| • Bay of Plenty district | • South Canterbury district |
| • Canterbury district | • Southern district |
| • Capital and Coast district | • Tairāwhiti district |
| • Counties Manukau district | • Taranaki district |
| • Hawkes Bay district | • Waikato district |
| • Hutt Valley district | • Wairarapa district |
| • Lakes district | • Waitemata district |
| • MidCentral district | • West Coast district |
| • Nelson-Marlborough district | • Whanganui district |

The above communities reflect that for the 2025 intake of the Scheme, all communities within Aotearoa New Zealand are eligible

Lead Maternity Carer Midwives (LMCs)

- 4.4 **The Commencement date of Scheme participation for those employed as LMCs is the date of your first attended birth as an LMC.** The employment requirement for LMC midwives is based on the number of births attended as an LMC each year. This will vary depending on whether you work in an urban or predominantly rural hard-to-staff area (see clause 4.6).

- 4.5 The eligible communities are districts which reflect the geographical area of the corresponding former DHB. If you have any queries, contact us at ybs@tewhatuora.govt.nz.
- 4.6 The **required number of births for LMCs** participating in the Scheme are as follows:
- when the Commencement Date (on the Scheme) is in the first postgraduate year, LMCs working in hard-to-staff **urban** communities are required to attend at least 20 births in their first postgraduate year of practice (clause 4.9) and at least 30 births for their second and subsequent years of practice
 - when the Commencement Date is in the first postgraduate year, LMCs working in hard-to-staff **rural** communities are required to attend at least 15 births in their first postgraduate year of practice, and at least 21 births for their second and subsequent years of practice
 - when the Commencement Date is not the first postgraduate year of practice, the LMC must attend the minimum number of births required for the second and subsequent years of practice.
- 4.7 When you apply for payment, you are responsible for verifying the number of births attended as an LMC each year and will be required to make a declaration and **provide a report from your midwifery provider organisation regarding the number of urban and/or rural births** you have attended as an LMC annually (clause 4.6) before each bonding payment is made. If you make birth claims directly via Health New Zealand, please provide your **agreement and payee numbers that you use to claim**. If you have any questions, please make contact by emailing ybs@tewhatuora.govt.nz for more information.

Changes to Hard-to-Staff Communities

- 4.8 You must commence working in at least one of the hard-to-staff communities listed in clause 4.3. If you wish to change the community you are working in, you may only do so in accordance with clause 4.23 to 4.24.

Commencement Date

- 4.9 **Core-employed midwives:** If you were already working in a hard-to-staff community on or before 1 January 2025, your Commencement Date on the Scheme is **1 January 2025**. Time employed in an eligible position prior to this date does not contribute towards the bonding period.
LMC midwives: If working as an LMC, the Commencement date of Scheme participation is the date of your first attended birth as an LMC on or after **1 January 2025** (after registration as a midwife). Births attended prior to 1 January 2025 do not contribute towards the bonding period.
- 4.10 If you began (or begin) working in a hard-to-staff community, after 1 January 2025, your Commencement Date is the date on which your employment began, or the date of the first birth attended if an LMC.
- 4.11 If you have indicated in your Registration of Interest that you intend to shift into a hard-to-staff community your Commencement Date is the date that your employment in a hard-to-staff community or hard-to-staff specialty begins.
- 4.12 If you have not commenced employment or LMC work in accordance with these Terms and Conditions by **30 June 2026** your confirmation on the Scheme will lapse and you will cease to be eligible for the Scheme and payments.

Minimum Employment Requirements

- 4.13 To be eligible for payments, core-employed midwives must be employed for a minimum 0.6 Full Time Equivalent (FTE). This may be an average FTE for any 12-month period of employment if your hours worked fluctuated for any reason. This equates to 24 hours per week, or 1,152 hours across a normal working year of 48 weeks.
- 4.14 The eligibility criteria for LMCs (clause 4.6) have been developed to match an LMC's workload as closely as possible to the 0.6 FTE requirement for core-employed midwives.
- 4.15 You will not be eligible for payment from the Scheme if you undertake substantive or continuous locum work which means that you cannot meet the breaks and pauses clauses (clauses 4.25 to 4.27 and 4.31 to 4.33).
- 4.16 You are responsible for verifying that the FTE or birth requirements have been met and will be required to make a declaration and provide a certificate of service from your employer(s) or midwifery provider organization before each bonding payment is made (Section 5).

Moving Between Hard-to-Staff Communities

- 4.17 You may move between hard-to-staff communities:
- listed in clause 4.3
- 4.18 You cannot move to a hard-to-staff community that is listed in any Voluntary Bonding Scheme Terms and Conditions before 2025, that is not listed in clause 4.3.

Breaks and Pauses in the Term of Service

- 4.19 You can take up to 14 weeks absence (total paid and unpaid leave, not including Parental Leave) in any 12-month period from your position in a hard-to-staff community without affecting your eligibility for bonding payments. Such an absence is known as a "break".
- 4.20 A "pause" is any time beyond the 14 weeks break allowance that you spend away from the hard-to-staff community. Time taken as pauses must be added to the term necessary to complete the bond, and no more than ten weeks may be added during 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 New Zealand (refer clauses 4.34 and 4.35).**
- 4.21 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. Locum work will also be considered an absence against the breaks and pauses provisions (see clauses 4.31 to 4.33). Breaks and pauses clauses also apply to those participating in the Scheme as contractors.

Parental Leave

- 4.22 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.
- 4.23 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 eligible employment or an eligible LMC role in one of the hard-to-staff communities listed in clause 4.3.

- 4.24 Time spent on parental leave (up to a maximum of 52 weeks) is separate to the break and pause provisions (clauses 4.25 to 4.27). Parental leave of over 52 weeks (per pregnancy) will be considered under the breaks and pauses clauses.

Exemptions and Reviews in Exceptional Circumstances

- 4.25 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 New Zealand. 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 an 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.
- 4.26 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. Payment

- 5.1 You are responsible for initiating the first 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 4.9 to 4.18).
- 5.2 If you remain on the Scheme for a fourth and fifth year, you are responsible for initiating the second and third claims for payment.
- 5.3 **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 New Zealand strongly encourages you to apply for payment no later than six months after becoming eligible to apply, under the terms and conditions.
- 5.4 Health New Zealand 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 three, four- and five-year points after registering for the Scheme, and
 - if you change employers, communities, practice type, take parental leave or extended leave.
- 5.5 You will only be eligible for payments if you have:
- worked for at least three full years (1st payment) in Aotearoa New Zealand in accordance with these Terms and Conditions. Up to two additional payments can be applied for upon completion of a fourth or fifth year provided all terms are met.
 - met the minimum full time equivalent (FTE) employment requirements for midwives (clauses 4.13 to 4.16) OR
 - the required number of births for LMCs (clause 4.6) AND
 - complied with the rules governing breaks and pauses (clauses 4.19 to 4.21), Parental Leave (clauses 4.22 to 4.24), and locum work (clauses 4.25 to 4.27) for the Scheme AND
 - complied with all other terms and conditions of the Scheme.
- 5.6 No payments 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) or midwifery provider organisation confirming that your employment has complied with the Terms and

Conditions of the Scheme during the bonding period.

- 5.7 Details of further information required to confirm that you have met the Terms and Conditions of the Scheme 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.
- 5.8 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 Scheme payment, you will need to contact Inland Revenue once the payment has been made to enable the difference to be paid to you.
- 5.9 If you do not have a student loan, the net Scheme payment will be paid directly to you.
- 5.10 The payment for midwives for the first 36-month bond completed on the Scheme is **\$10,500** after tax (net). You can go on to be eligible to apply for additional payments of **\$3,500** net upon completion of a fourth year, and **\$3,500** net again after a fifth year.
- 5.11 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.
- 5.12 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.
- 5.13 Health New Zealand 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 New Zealand 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 New Zealand 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 New Zealand to request access to and correction of any personal information held about you.
- 6.5 We suggest you keep a copy of these Terms and Conditions for your records.