

Voluntary Bonding Scheme 2024 – Eligible Professions, Communities, and Specialties

The Voluntary Bonding Scheme (the Scheme) is run by Te Whatu Ora to encourage newly qualified health professionals to work in the communities and specialties that need them most, and to retain essential health professionals within Aotearoa New Zealand. Those on the scheme can receive payments to help repay their student loan (or as top-up income for those without a loan).

As part of the regular annual review of the Scheme, and delivering on the Workforce Plan 2023/24, Te Whatu Ora has expanded next year's Voluntary Bonding Scheme to include Anaesthetic Technicians and Pharmacists and expanded the Scheme for Midwives and General Practice Trainees.

The Scheme has also been renewed for Registered and Enrolled Nurses, Dentists, Oral Health Therapists, Radiation Therapists, Sonographers and Medical Physicists.

Eligible graduates wishing to take part must register their interest. If a registrant for the Scheme is accepted and they meet the terms and conditions, they are entitled to an initial bond payment after a minimum of three years' service, and up to two additional payments after a fourth year and fifth year. **A registration period for the 2024 intake is anticipated to open in early 2024, probably February, on the [Te Whatu Ora website](#).**

Registrations must be received within the registration period, and late registrations generally cannot be considered. Registration does not guarantee a place on the Scheme (and if the Scheme is oversubscribed, a selection process may be undertaken); however, the Scheme has a flexible target of places per intake across the Scheme's professions, and all eligible Scheme registrants have been accepted since 2019.

Information about the 2024 intake is available on [Te Whatu Ora's website](#). Feel free to refer to the following information when working with candidates on employment with Te Whatu Ora for 2024.

2024 Voluntary Bonding Scheme Intake Eligible Professions, Communities and Specialties						
Profession	Eligible graduates (completing studies in year x)	Eligible specialties, communities, settings and/or employers	Bonded start date (earliest)	1st Payment for Years 1-3 (after tax)	2nd Payment for Year 4 (after tax)	3rd Payment for Year 5 (after tax)
Anaesthetic Technicians	2021, 2022, 2023	Public sector hospitals nationwide	1 January 2024	\$11,796	\$3,932	\$3,932
Pharmacists	2023	Regional Public Sector Hospitals and Rural and Regional Community settings * * (excluding metropolitan Auckland, Tauranga, Hamilton, Wellington, Christchurch, Dunedin)	1 January 2024	\$11,796	\$3,932	\$3,932
Midwives	2022**, 2023 ** those who haven't already registered to the Scheme	LMC and core-employed: nationwide	2022 graduates: 1 January 2023 2023 graduates: 1 January 2024	\$10,500	\$3,500	\$3,500
Sonographers	2023	Public sector employers	1 January 2024	\$11,796	\$3,932	\$3,932
Radiation Therapists	2023	Public sector employers	1 January 2024	\$10,125	\$3,375	\$3,375
Medical Physicists	2023 (completing TEAP)	Public sector employers	1 January 2024	\$11,796	\$3,932	\$3,932
Registered Nurses	2023	Specialties Aged Care (aged residential care and older persons' health services) Mental Health (hospital and community, including addiction services) District Nursing Well Child/Tamariki Ora Primary/Practice Nursing within: <ul style="list-style-type: none"> • Māori or Pacific Providers • the Auckland region • the Counties Manukau region • the Waitematā region • the Taranaki region Or Communities South Canterbury Wairoa District West Coast	1 January 2024	\$8,499	\$2,833	\$2,833
Enrolled Nurses	2023	Specialties Aged Care (aged residential care and older persons' health services) Mental Health (hospital and community, including addiction services)	1 January 2024	\$8,499	\$2,833	\$2,833

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General Practice Trainees	Commencing GPEP1, 2, or 3 by PGY6, in early 2024	<p>Māori General practice trainees (nationwide) Pacific General practice trainees (nationwide) and (non Māori/Pacific trainees) in:</p> <ul style="list-style-type: none"> • Bay of Plenty (excluding Tauranga and Whakatāne urban) • Canterbury (excluding Christchurch other than Banks Peninsula) • Capital & Coast (excluding Wellington and Porirua) • Counties Manukau (excluding metropolitan Auckland) • Hawke's 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 	1 January 2024	\$30,000	n/a (maximum bond is 3 years)	n/a (maximum bond is 3 years)
Dentists and Oral Health Therapists	2021, 2022, 2023	<p><u>Māori Oral Health Providers:</u> <u>Hard to-staff providers</u> Te Hiku Hauora – Kaitiāia Ngāti Hine Health Trust – Kawakawa Raukura Hauora o Tainui – Kirikiriroa / Hamilton Te Manu Toroa – Tauranga Tipu Ora – Rotorua Ngati Porou Hauora – Te Puia Springs / Ruatoria Te Taiwhenua o Heretaunga – Heretaunga / Hastings Ora Toa PHO – Porirua</p> <p><u>OR</u> Māori Oral Health Providers (to be assessed on a case-by-case basis) * Pacific Oral Health Providers (to be assessed on a case-by-case basis) * practices located in rural or remote areas (to be assessed on a case-by-case basis) *</p> <p>* Oral health practices in semi-rural hubs (i.e., smaller towns) and Te Whatu Ora roles may be considered if it can be verified that the role provides significant services to surrounding rural and semi-rural populations and/or to Māori and/or Pacific communities</p>	1 January 2024	\$11,796 (OHT) \$30,000 (Dentists)	\$3,932 (OHT) \$10,000 (Dentists)	\$3,932 (OHT) \$10,000 (Dentists)