



For all NZ and Australian Medical Graduates applying  
for a first year House Officer position in New Zealand

# ACE RMO Intake 2027 Training Year Presentation

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# Today's Session

Background

ACE Process Overview

ACE Match Algorithm

ACE Statistics

ACE Employer Webinars

Questions

# Background

## Advanced Choice of Employment

ACE is a centralised application and matching process which allows medical school graduates throughout the country to submit one application which is then distributed to up to 20 Districts around the country.

The ACE RMO process has been in place since 2003 and is also used to support the recruitment of Registered Nursing graduates since 2012 and Enrolled Nursing graduates since 2020.

The ACE process is the most effective way to gain a first year House Officer (PGY1) position starting in January 2026.

# ACE Principles

All Districts have agreed to implement the ACE process to employ graduates to their first year House Officer positions

All graduates seeking first year House Officer positions must apply via the ACE process

An applicants District preference rankings are private and confidential

Neither party in the recruitment process are permitted to make independent contracts prior to the notification of match results

Once matched to a District, there is an expectation that applicants will accept a position with that hospital

**No Match Swaps**  
Districts may not appoint House Officers matched to another hospital without the express consent of that hospital and ACE

Any applicant who declines an offer made through the ACE process will be excluded from that ACE intake, including the talent pool

# ACE RMO Intake 2027 Training Year

## Indicative Timeline TBC

2026 ACE RMO House Officer Intake (2027 Training Year) Key Dates	
Date	Milestones
9am - Monday, March 9, 2026	Applications Open
12 noon (NZT) – Friday, 3 July 2026	Applications Close
Tuesday, 14 July 2026	District rankings and selection processes commence
Tuesday, 4 August 2026	District ranking and selection processes end
Monday, 24 August 2026	Match results emailed to all applicants
Monday, September 2026	Districts offer sent to successfully matched applicants
Monday September 2026	Matched applicants accept or decline offers

# ACE Process Overview



Submit application to ACE

4 Months



ACE assess applications and sends to preferred districts

1 Week



Districts review, rank, and interview applicants

3 Weeks



ACE completes national match and notify districts and applicants

2 Weeks



Districts offer matched applicants directly

1 Week



Applicants accept or decline offer from district

7 days

# Eligibility Criteria

To be eligible to apply through ACE for a first year House Officer position applicants must meet one of the following eligibility criteria:

- **Category One:** Graduates from New Zealand medical schools and are citizens or permanent residents of New Zealand or Australia.
- **Category Two:** Graduates from Australian medical schools and are citizens or permanent residents of New Zealand or Australia.
- **Category Three:** Graduates from New Zealand medical schools and are not permanent residents of New Zealand or Australia.

# Application Checklist



	CHANGE LOGIN DETAILS
	YOUR PROFILE
	YOUR REFERENCES
	YOUR APPLICATION APP NUMBER: 569AD0EE
Check List	
	Application for ACE
	Personal Details
	Education
	Declaration
	Preferences
	Documents
	References
	Workforce Questionnaire
	Consent

## Check List

You are currently editing the application for **Quentin Campbell** [cancel](#)

**Username:** Quentin **Email:** Quentin.Campbell@nra.health.nz

### ACE House Officer Intake 2020

Your Application is Incomplete

Application Number : 569AD0EE

Note: There is no submit button. Provided your application status is complete at the time applications close your application will automatically be taken through to the next stage of the ACE process.

Application for ACE	✓
Personal Details	>
Education	✓
Declaration	✓
Preferences	✓
Documents	✓
References	✓
Workforce Questionnaire	✓
Consent	>



# Employer Preferences

Applicants can select up to 20 Districts as part of their employer preferences

A minimum of 6 Districts must be selected for a complete application

ACE recommends selecting at least 10 Districts



Be prepared to rank Districts outside the major centres and be prepared to move as there may be more applicants than positions available

# Required ID Documents

**New Zealand Citizens:** The photo page of **New Zealand Passport plus** either a New Zealand Tertiary **Student Identification Card** or **New Zealand Driver Licence**.

For New Zealand Citizens in lieu of a New Zealand Passport, ACE will accept a **New Zealand Citizenship Certificate** or **New Zealand Full Birth Certificate** that is issued on or after 1 January 1998 and that carries a unique identification number.

**Australian Citizens:** The photo page of **Australian Passport plus** either a New Zealand Tertiary **Student Identification Card** or **New Zealand Driver Licence**.

**Permanent Resident Visa or Resident Visa Holders:** The photo page of an **Overseas Passport plus** the relevant **Visa Document plus** either a New Zealand Tertiary **Student Identification Card** or **New Zealand Driver Licence**.



# Required Documents



## Academic Transcripts

These must be certified if you are uploading these yourself

You must sign a consent to release form from your Med School. **ACE does not receive this itinerary** from the Med Schools.

**DO NOT upload your consent to release form** in place of your Academic Transcript

All applicants who sign a consent to release transcripts to ACE **must start their application prior to the registration cut off date, 21 June 2025**

Failure to do so will confer on you, responsibility to upload a certified unofficial transcript yourselves



**3 completed references from core placements in Y6.**


**Referees MUST have vocational scope of practice in the area of specialty which you are being supervised.**

**Check the MCNZ register**



**Current Resume (CV)**



# Optional Documents

 Cover Letter(s): **Highly recommended** that you write individual Cover Letters for each employer that you preference

 Deans Commendations and Clinical Results: Year 4 and 5

 Prizes, Scholarships & Presentations

 Medical publications

  Any degrees other than your medical degree

You will be asked to provide proof of awards, publications and any additional qualification by uploading a copy of your certificate or confirmation letter in the documents section.

# References

- Applicants are required to provide **3 references** from supervising clinicians from their final (6<sup>th</sup>) year.
- A referee must be an **SMO** who is **vocationally registered** in their area of practice or a General Practitioner
- ACE will allow the following exceptions for applicants that are on elective overseas during the first half of their TI year:

- One reference from your elective, provided:

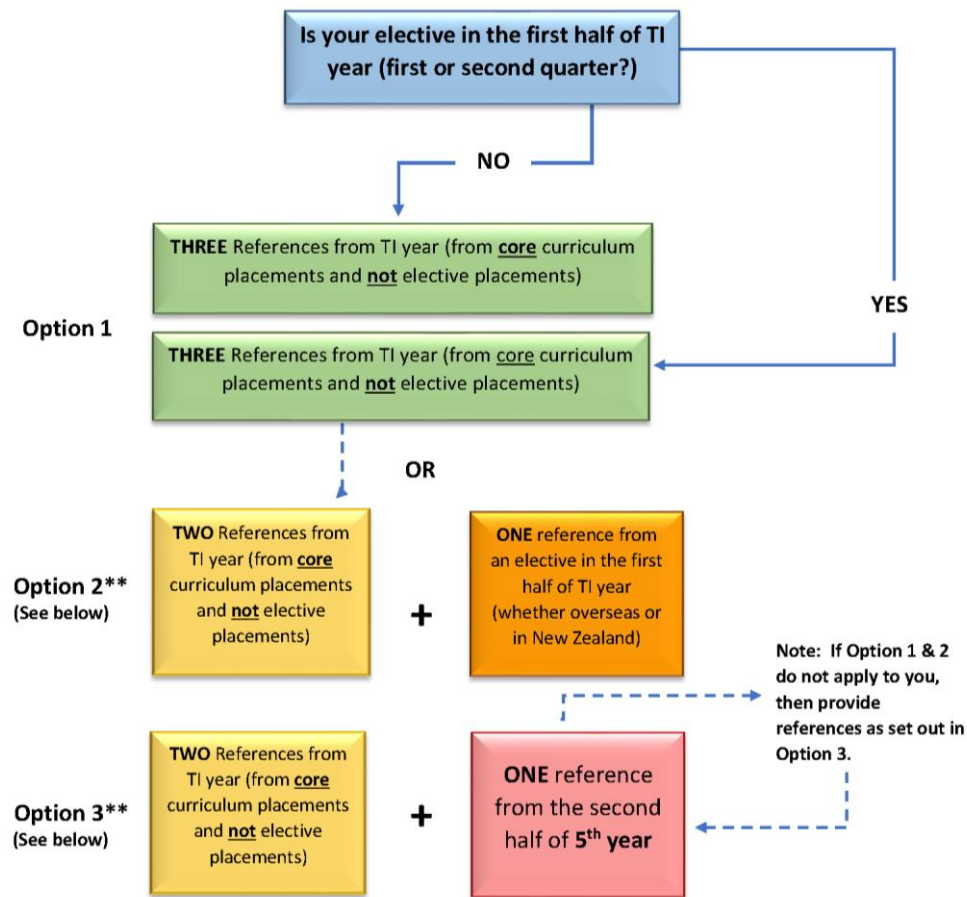
*The hospital you completed an elective in is in a comparable health country, or*

*The clinical supervisor providing a reference for an elective completed in a non-comparable health country possesses a current practising certificate and has vocational scope of practice with either the New Zealand Medical Council, Australian Medical Council, General Medical Council (GMC) or Irish Medical Councils.*

**OR**


- One reference from a placement completed in the second half of your 5<sup>th</sup> year

# ACE RMO Reference Flowchart



**\*\*Reference Pathway Option One must be used wherever possible, only when this does not apply; Option 2 or 3 may be provided as alternatives.**

# Requesting References



ACE  
ADVANCED COLLEGE EDUCATION

CHANGE LOGIN DETAILS

YOUR PROFILE

YOUR REFERENCES

**YOUR APPLICATION**  
APP NUMBER: 8841218B

Check List

- Application for ACE
- Personal Details
- Education
- Declaration
- Preferences
- Documents
- References**
- Workforce Questionnaire
- Consent

FAQS

TESTAPPLICATION - LOG OFF

RMO

## References

### Instructions for Attaching References

You must provide ACE with three references from your final year, exceptions to this are outlined in the [ACE Business Rules](#).

All references must be requested and completed using the 'Your References' tab in the top left corner. 'Your References' is set up as a reference library, separate to this application form, and contains the reference policy and detailed instructions on requesting references. Instructions on how to request ACE to upload manually completed reference forms are also included.

Once a reference form has been completed by your referee, you will need to attach each reference to this application form by using the drop down box below. Pending references cannot be attached to the application form and will require further follow up from you, to ensure that your referees complete your references well before applications close.

Please note that if a manual reference file upload request has been sent to ACE, it will display as complete so that it can be attached to your application using the drop down box below. ACE will not be able to upload the manual reference file until the manual reference is chosen from the drop down box and added to the application below. Once the manual reference is added below, it will display the following message 'Incomplete – Awaiting File', until ACE has uploaded your manual reference file. Please get in contact with the ACE team if you are unsure whether your reference has been received, as your application status will remain incomplete if no file is uploaded.

**As the applicant, you are responsible for ensuring that your references have been requested, completed and attached to your application in time.**

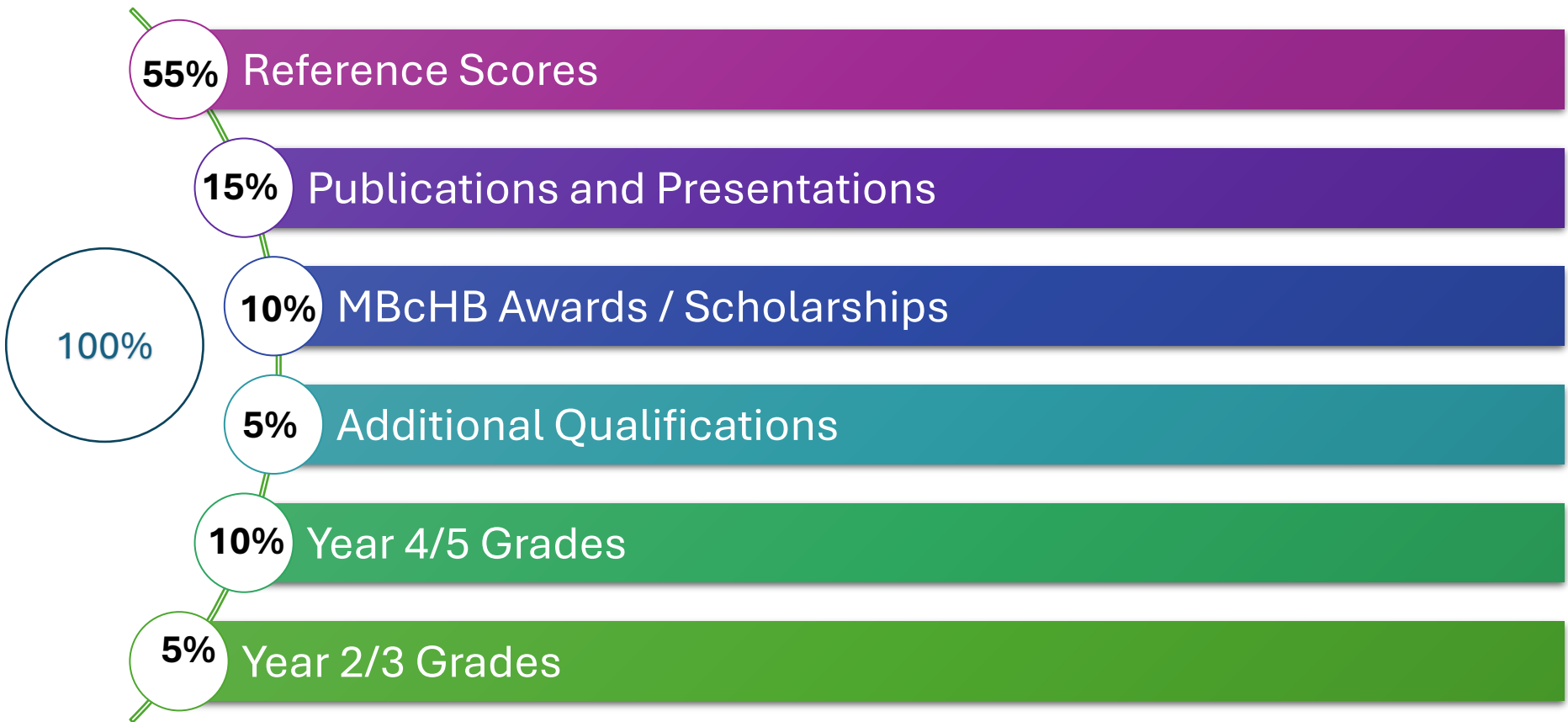
*This section will not be deemed complete until all 3 completed references have been added below.*

Please select previously created references.

Select Reference... Add

SAVE SAVE & NEXT

# ACE Scoring Criteria





# Paired Applicants

## To apply as a pair, both applicants must:

Detail their wish to apply as paired applicants on the online ACE application form in the Personal Details section . To do this you will need the applicant number of the other applicant you wish to pair with

Detail in cover letter(s) that you want to apply as a paired applicant so employers can identify your reasons for this

Make sure your District preferences are identical (i.e. Preference the same number of employers in the same order) – if your preferences are different ACE will not be able to pair your application in the system and you will not be put through the ACE Match process as a pair.

## Key things to remember:

The ACE algorithm will consider the pair based on the lowest eligibility category of the two applicants

The ACE algorithm will consider the pair based on the lowest District ranking of the two applicants

A match can only be facilitated where there are two House Officer positions still available at the time the algorithm considers the paired applicants.

# District Selection & Ranking



Submit  
application to  
ACE



ACE assess  
applications  
and sends to  
preferred  
districts



Districts  
review, rank,  
and interviews  
applicants



ACE completes  
national match  
process and  
notify districts  
and applicants

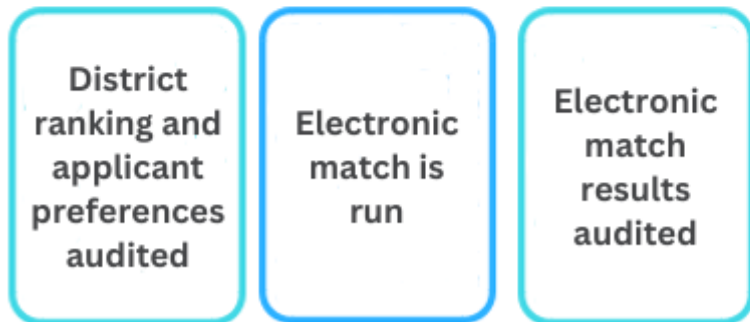
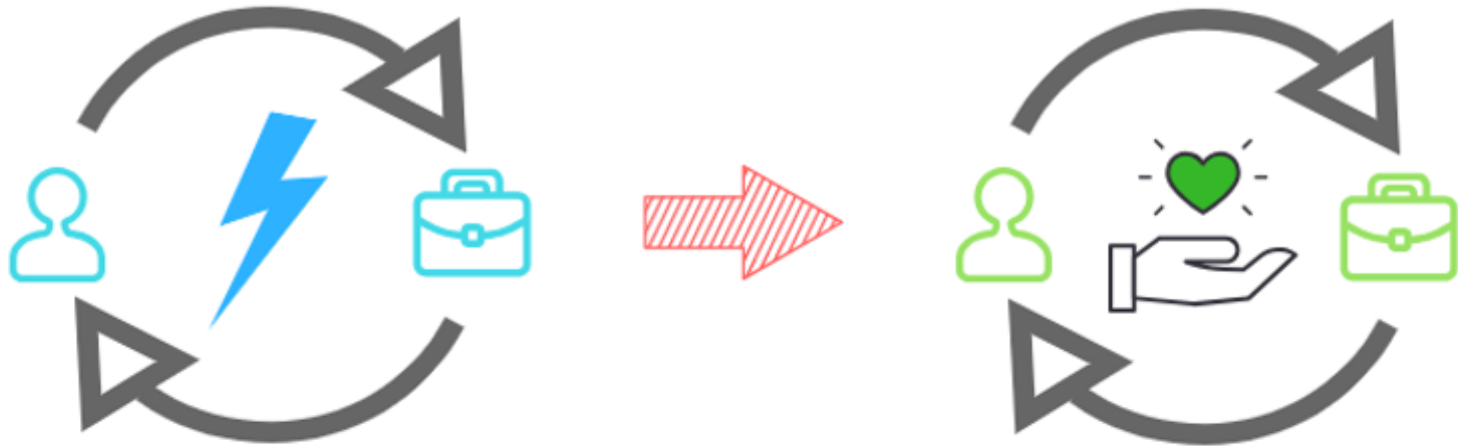


Districts offer  
matched  
applicants  
directly

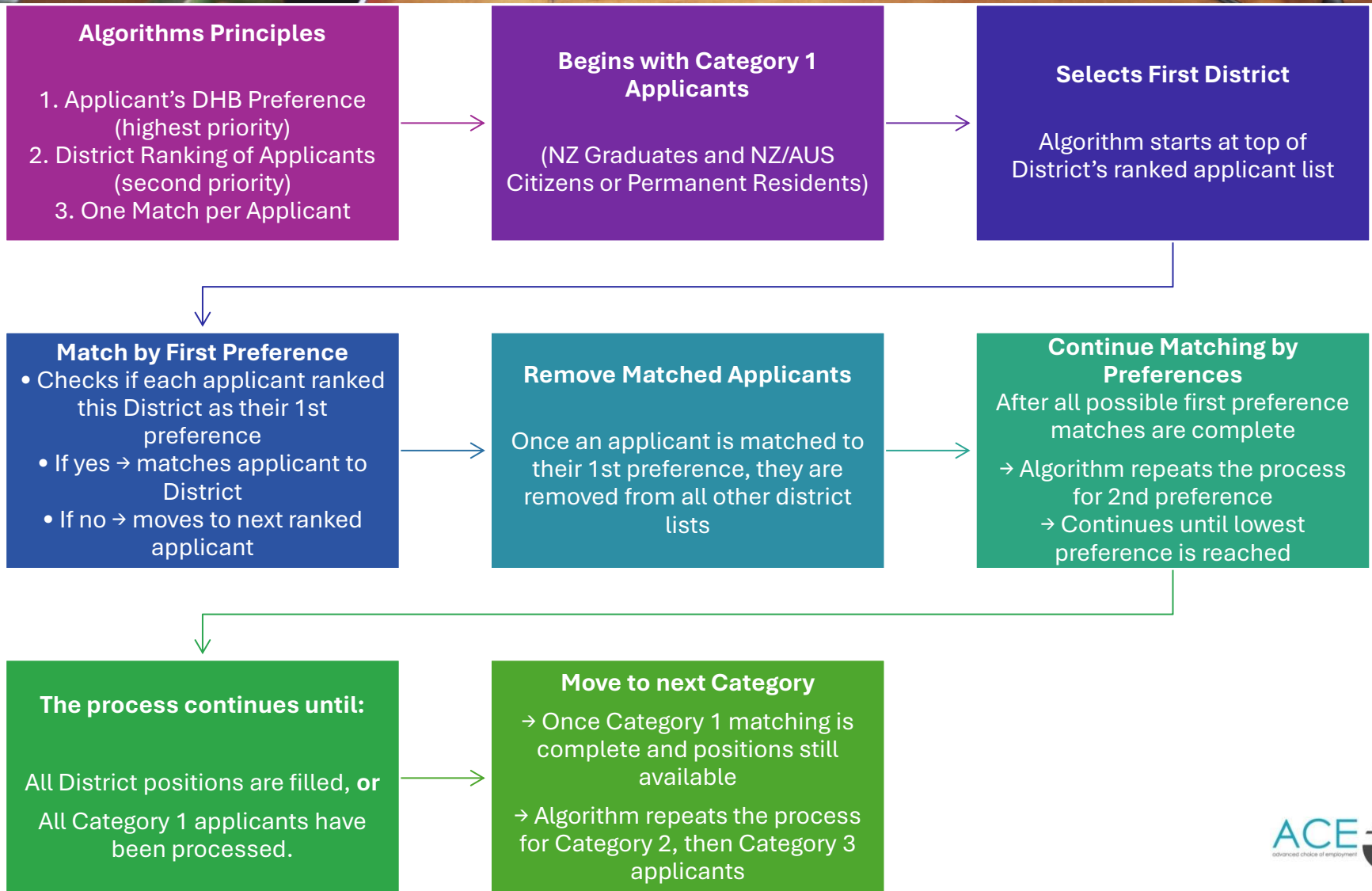


Applicants  
accept or  
decline offer  
from district

# Match Process



# Matching Algorithm Process



# Post Match



Districts & applicants notified of match outcome  
late August or early September 2025



Districts send offers directly to successful applicants  
Early - mid September 2025



Unmatched applicants automatically go into the Talent Pool  
The Talent Pool is available to all Districts to fill any subsequent  
positions that arise during the year.



Unmatched applicants can contact any Districts they are interested in  
working with directly to indicate their interest, and should keep an eye  
on District's Career websites & [Health New Zealand | Te Whatu Ora  
RMO careers page](#)



# TIPS!

You have four months to complete your application. Don't leave it to the last minute

There may be more applicants than jobs so if your application is late there will be no exceptions

It is your responsibility to make sure your application is complete

Log in to your application and make sure your transcript is uploaded, make sure your referees have responded

This is a job application and there are no extensions

Do your research

Be prepared to move

# ACE & Employer Webinars

## ACE RMO Employer Webinar Schedule 2025 (April – May) TBC early 2026

ACE RMO Employer Webinar Schedule 2025 (April – May) TBC early 2026					
Bay of Plenty (Tauranga)		Taranaki (New Plymouth)		Mid-Central (Palmerston North)	
South Canterbury (Timaru)		Hawkes Bay (Hastings)		Auckland Regional	
Wairau		Tairāwhiti (Gisborne)		Canterbury (Christchurch)	
Lakes (Rotorua)		Whanganui		Capital Coast (Wellington)	
Dunedin		Nelson		Waikato	
Bay of Plenty (Whakatāne)		Southland		Northland	

# ACE RMO 2025 Match Results

## ACE RMO 2025 Intake Match Results

98.21% of the available 560 positions included in the process have been filled through the match process.

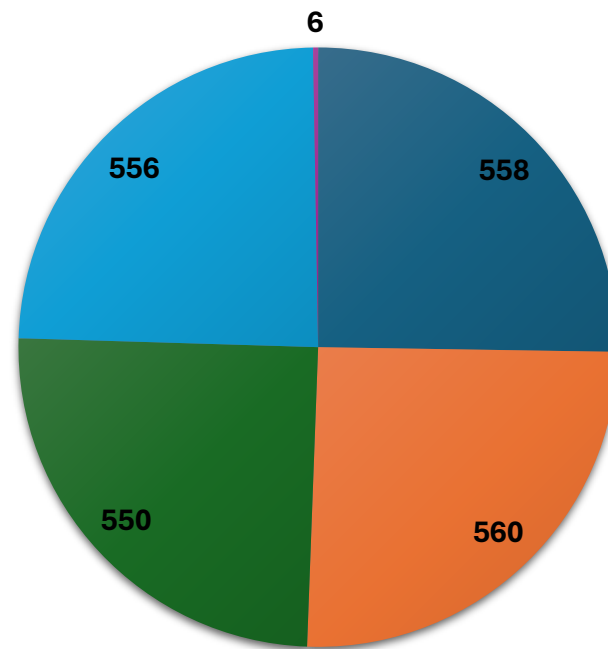
550 out of 558 (98.56%) applicants have been matched to a position.

8 unmatched applicants automatically entered the national talent pool. 1 of those applicants withdrew from the intake.

National offers went out to all 550 matched applicants.

6 applicants received offers while in the talent pool. 1 withdrew and 1 remains in the talent pool.

Overall, 556 (99.64%) of all applicants have been offered PGY 1 roles



- Completed Applicants
- Matched Applicants
- Applicants employed from the TP
- Positions available
- Applicants that received offers



# ACE RMO - PGY Positions Available per Hospital 2016-2025

## PGY1 Positions Available per Hospital

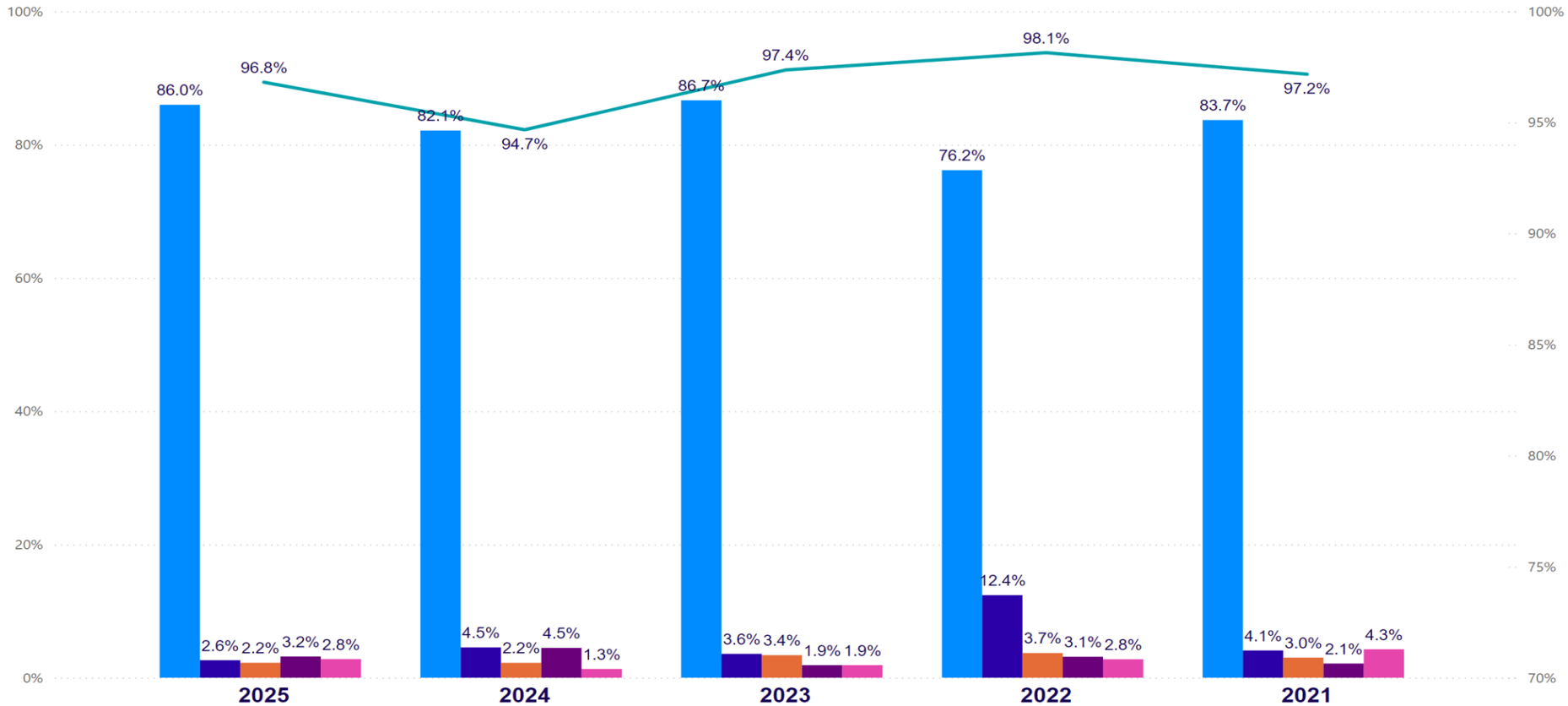
District	2021	2022	2023	2024	2025
Auckland City Hospital	63	62	62	62	64
Christchurch Hospital	66	61	62	62	63
Dunedin Hospital	26	26	26	26	28
Gisborne Hospital	10	10	10	10	11
Hastings Hospital	20	20	19	19	19
Middlemore Hospital	62	61	61	61	63
Nelson Hospital	12	12	12	12	13
New Plymouth Hospital	15	14	14	14	15
North Shore & Waitākere Hospital's	63	62	62	62	64
Palmerston North Hospital	21	21	20	20	22
Rotorua Hospital	13	13	13	13	14
Southland Hospital	10	10	10	10	11
Tauranga Hospital	22	21	21	21	21
Timaru Hospital	7	7	7	7	8
Waikato Hospital	45	44	44	44	44
Wairau Hospital	5	5	4	4	5
Wellington, Kenepuru, Hutt & Masterton Hospital's	58	55	58	58	57
Whakatāne Hospital	6	6	6	6	7
Whanganui Hospital	8	8	7	7	11
Whangārei Hospital	20	20	20	20	20
<b>Total</b>	<b>552</b>	<b>538</b>	<b>538</b>	<b>538</b>	<b>560</b>

# ACE RMO

## % Of Matched Applicants by Preference

**% of Matched by Applicants Preferences and Intake**

Applicants Preferences ● 1 ● 2 ● 3 ● 4 ● 5-20 ● Total Matched Percentage



# Pātai?

**For any questions from today's session please do check the following links:**



ACE RMO Website

<https://rmo.acenz.net.nz>



Employer Webinar Presentations: 2022 – 2024 playlists

[www.youtube.com/channel/UCMKwr\\_E1KujXnqxcAagfBow/video](http://www.youtube.com/channel/UCMKwr_E1KujXnqxcAagfBow/video)



ACE RMO Facebook Page

<https://www.facebook.com/RMOACE>



Contact the ACE Centre:  
0508 223 766

[rmo@acenz.net.nz](mailto:rmo@acenz.net.nz)

