



ACE RMO Intake 2026 Training Year End of Year Report

Date: 5 December 2025

Introduction

The Advanced Choice of Employment (ACE) scheme provides a national application and matching process to support the employment of medical graduates into first year House Officer roles in Health New Zealand | Te Whatu Ora (Health NZ) districts. The ACE scheme was introduced in 2003, simplifying the application process for first year House Officer Positions and streamlining the appointment process for districts.

The ACE scheme uses a centralised match process that simultaneously considers the applicants ranking of preferred districts, and the ranking of applicants by the districts. The match process aims to match each applicant to one House Officer position in a district, in accordance with their expressed district preferences.

This report examines the results of the Advanced Choice of Employment scheme for the 2025 match process for placements into the 2026 training year and identifies recommendations for consideration for future intakes.

Overview

Applications for the ACE RMO Intake 2026 Training Year opened 10 March 2025, with 730 applicants starting an application via the ACE RMO portal. Applications closed on 4 July 2025 with 558 applications completed.

Of the **558** completed applications received:

- **524** were from **Category One** applicants (graduates from a New Zealand medical school and citizens or permanent residents of New Zealand/Australia).
- **6** were from **Category Two** applicants (graduates from an Australian medical school and citizens or permanent residents of New Zealand/Australia).
- **28** were from **Category Three** applicants (graduates from a New Zealand medical school and not holders of permanent residency in New Zealand/Australia).

PGY1 Position Distribution

Health New Zealand | Te Whatu Ora has a commitment to make available PGY 1 House Officer positions to accommodate all New Zealand medical school graduates annually. From 2026 this includes international students from New Zealand medical schools as per the Health Workforce Plan 2024.

This year an increase in forecast graduates, including Category 3 international students, was anticipated.

Following consultation an increase in positions was agreed nationally. Each region was responsible for

determining how additional positions would be distributed across districts reflecting local service needs and workforce planning priorities.

This approach only applies to the 2025 intake. A revised methodology for PGY1 position distribution is being developed as part a wider ACE RMO Review for future intakes.

560 PGY1 Positions were included in this year's ACE RMO Intake. Positions available were sufficient to accommodate all applicants including Category 1, 2 and 3.

Match Process and Outcome

The Match process for the ACE RMO Intake 2026 Training Year has been successfully completed, with the process operating as per the business rules and match principles. Overall, the results reflect a high success rate for applicants, at the conclusion of the full match process.

All **558** completed applications were reviewed, audited, and scored by ACE and then sent to participating employers for the ranking process. Employers returned their rankings and confirmed final position numbers on 5 August 2025.

The ACE RMO Match process, which consists of the pre-Match audit, Electronic Match, post-Electronic Match audit and Manual Match followed.

As of 5 December 2025, 556 (99.64%) of all applicants have been offered PGY 1 roles.

- 98.21% or 550 of the 560 positions included in the process were filled through the match.
- 98.60% or 550 of 558 applicants were matched to a position.
- 8 out of 558 (1.4%) applicants were unmatched, with 7 being placed in the talent pool.
- 6 applicants that were placed in the Talent Pool have successfully received offers for PGY1 positions. Currently, 1 applicant a category 3 remains in the Talent Pool and has received an offer but at the time chose not to accept.
- Overall, 534 of the total 556 applicants have accepted to commence employment in 2026.
- 23 Applicants declined/withdrew their offers, primarily due to accepting positions in Australia.

The results are summarised by category in the table below:

ACE 2025-2026 Match Results as at 5 December 2025	Applicants	Matched		Unmatched		Employed Via the Talent Pool		No. Declined/Withdrew	
		No.	%	No.	%	No.	%	No.	%
Category 1	524	523	99.80%	1	0.19%	1	1.42%	16	3.05%
Category 2	6	5	83.30%	1	16.70%	0	0.00%	5	100%
Category 3	28	22	78.60%	6	21.40%	5	71.42%	2	9.09%
Total	558	550	98.60%	8	1.40%	6	72.84%	23	4.18%

Available Positions	560	550	98.20%
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Data Analysis

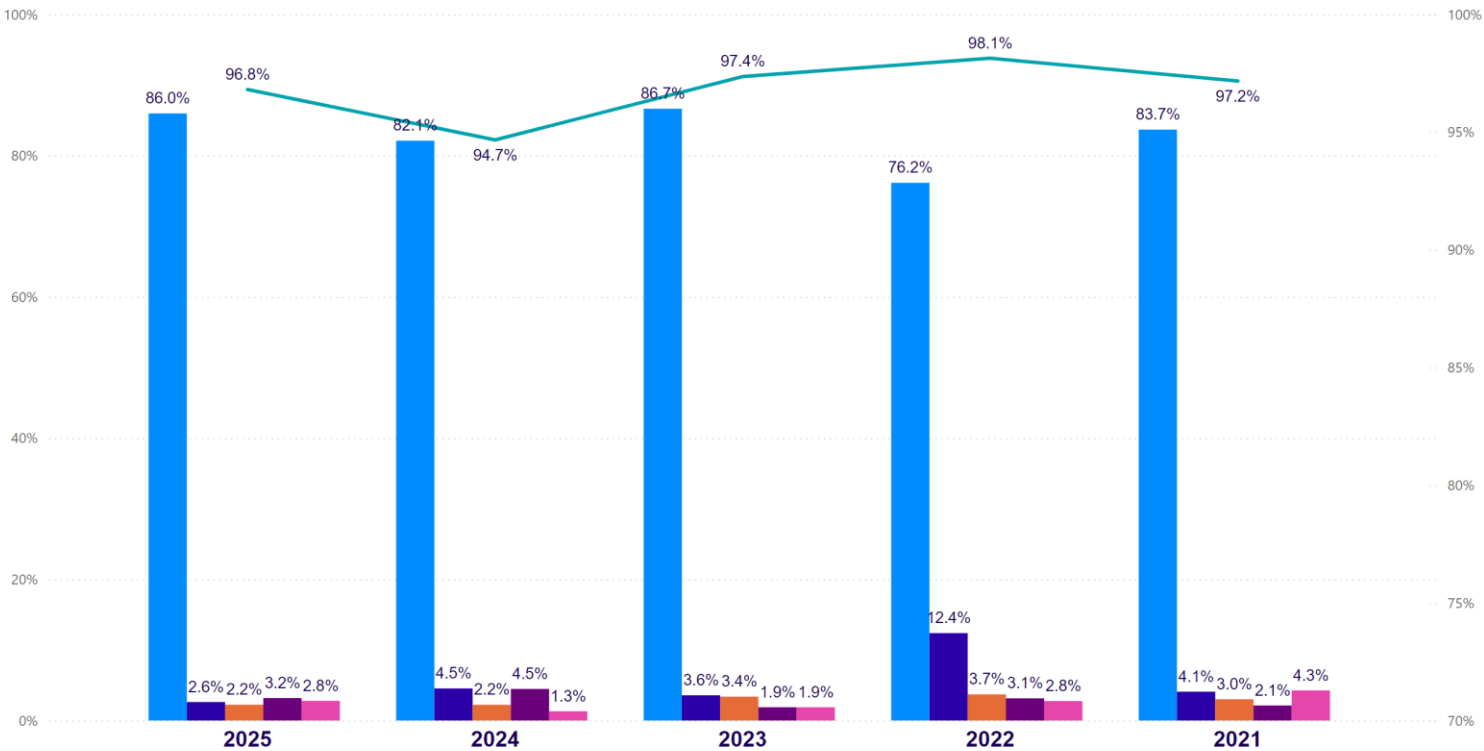
Matched Applicants (All Categories) Preference Results

The table below shows that between 2021–2025, most applicants (77–87%) were matched to their first preference, reflecting the algorithm’s first-priority principle being applicants’ preference.

For 2025 86% of applicants were matched to their first preference and a total of 94% were matched to one of their top 4 preferences.

% of Matched by Applicants Preferences and Intake

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



PGY1 Positions Available per District

For the three years from 2022–2024 the total number of PGY1 positions made available for the ACE match remained stable at 538. For the 2025 match, this number increased to 560 to align with the forecasted graduate numbers and to ensure sufficient positions were available for all suitable New Zealand medical graduates including international students.

Table 2: Number of PGY1 Positions by Employer (2021-2025)

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
Total	552	538	538	538	560