



What is the difference between a College-employed, practice-employed and a self-funded registrar?

The information presented here is correct as at 14 February 2024 and is subject to change.

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	College-employed	Practice-employed	Self-funded
	<p>If you are a New Zealand citizen or permanent resident, you have the option of being either College employed or practice employed.</p> <p>Non-permanent residents should still apply to be either College employed or practice employed. The Health Workforce Directorate (the Directorate) will consider funding exception applications on a case-by-case basis. The College will make this application on your behalf. More information is available here.</p>		<p>This option is available for eligible candidates (including New Zealand citizens or residents) who are not eligible for funding under Te Whatu Ora.</p> <p>This includes members of government organisations who are funded through other government channels.</p>
Placement	<p>The College sources and places you in two accredited teaching practices (one in each of the two attachments). At least one of these will be in a rural or high-needs practice. Both attachments can be rural. Let us know if you would like to do this.</p> <p>The practice will have a dedicated Fellow of the College who is accredited by the College for teaching.</p>	<p>You source your own placement for the year. The practice must have completed the Foundation Standard and be actively working towards Cornerstone accreditation.</p> <p>The practice must also have a dedicated Fellow of the College who is accredited by the College for teaching.</p>	<p>This is dependent on the arrangements in place between the employing organisation and the College.</p>

	College-employed	Practice-employed	Self-funded
Salary	<p>Salary is based on the number of complete years of postgraduate work experience you have as a qualified medical practitioner.</p> <p>As per current RNZCGP and NZRDA Collective Employment Agreement:</p> <ul style="list-style-type: none"> > Less than 5 years: \$104,500 > 5-6 years: \$111,000 > 7+ years: \$117,000 	<p>You negotiate your own salary directly with the practice.</p>	<p>You negotiate your own salary directly with the employing organisation.</p>
Leave entitlements*	<p>Four weeks' annual leave in accordance with the Holidays Act 2003, taken subject to the approval of the practice.</p> <p>10 days per year study leave are available.*</p> <p>15 days paid sick leave (pro rata for part time).</p> <p>Other special leave, including COVID leave, bereavement leave, Domestic Violence Victims Leave, and Parental Leave is also available.</p> <p>Leave is not required to be taken for regular working days that College-employed registrars are attending approved conferences.</p>	<p>You negotiate your leave entitlements directly with the practice.</p>	<p>You negotiate your leave entitlements directly with the employing organisation.</p>

* Conditions apply

	College-employed	Practice-employed	Self-funded
Expense reimbursements*	<p>The College directly covers the costs of the following programme-related expenses:</p> <ul style="list-style-type: none"> > RNZCGP membership fees > Written and Clinical exam fees. <p>Annual membership of Te Ohu Rata o Aotearoa.</p> <p>Non-taxable allowance of \$2,600 to cover medical indemnity insurance, practising certificate and required textbooks and equipment.</p> <p>Reimbursement of:</p> <ul style="list-style-type: none"> > ACLS renewal fees > APLS or EMST certificate if relevant to placement > ACC prime course for rural registrars attached to PRIME-certified practices if not funded by ACC > Up to \$620 contribution for attendance at the RNZCGP annual conference > Up to \$590 towards other College-approved conferences* > Travel and accommodation expenses to attend written and clinical exams, including for mock exams where applicable > Some relocation assistance* <p>Additional financial benefits:*</p> <ul style="list-style-type: none"> > Registrars who relocate to a rural attachment: \$350 per week, or > Working in a high-needs or rural practice: \$1,500 per attachment > Contribution towards superannuation fund > Ex gratia payment for birth mothers and adoptive parents. 	<p>You must cover you own exam and membership fees.</p> <ul style="list-style-type: none"> > Membership fee: \$1,223.04 (excl. GST) > Clinical exam fee: \$2,915 (excl. GST) > Written exam fee: \$1,650 (excl. GST) <p>You must cover your own expenses to attend weekly seminars, and conferences and any other training, including travel and accommodation expenses to attend written and clinical exams.</p>	<p>This is dependent on the arrangements in place between the employing organisation and the College.</p>

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	College-employed	Practice-employed	Self-funded
Programme requirements	<p>Programme requirements are the same for College-employed, practice-employed and self-funded registrars. This includes:</p> <ul style="list-style-type: none"> > Attendance at weekly seminars – including the two-day orientation event ‘Te Ahunga’ > Research activities > Learning plan > Weekly one-on-one teaching time within your practice > Patient feedback survey > Medical audit > In-practice visits > Video reviews > Community service visits > After-hours or acute-care sessions > Written and clinical exams. 		
Expectations of teaching practices	<p>Expectations of teaching practices are the same for College-employed, practice-employed and self-funded registrars. Teaching practices are paid for providing teaching support. Teachers meet with their registrar for a minimum of four hours every week – at least 90 minutes of which is protected one-on-one weekly teaching time. The activities in this time should be structured, focus on the learning outcomes related to the GPEP curriculum, and can include formal teaching, informal discussions, review of patients or problems, review of recorded consultations, or joint consulting sessions.</p> <p>Teachers will:</p> <ul style="list-style-type: none"> > be on-site at all times to teach, supervise and mentor their registrars – if the teacher is not available or needs to take leave, they must ensure another Fellow is available and is aware of the need to supervise the registrar > work with the registrar to develop a learning plan > review four video consultations with the registrar over the year (may be done with the ME as part of a seminar session) > enable the registrar to attend the seminar days, community visits and after-hours clinic sessions (Note: for College-employed registrars, these are done as part of their contracted hours each week, not in addition to their contracted hours). <p><i>In terms of workload, the teacher ensures that the registrar:</i></p> <ul style="list-style-type: none"> > starts with 30-minute consultations, and reduces this to 15-minute consultations with regular breaks by the end of attachment 1 (this is a gradual process and should be negotiated between the registrar and the teacher) > sees a minimum of five and a maximum of 11 patients per half-day consulting ‘session’ > has a full patient load and responsibility for no more than five days per attachment – providing there is still on-site supervision available. 		