



Questions?  
Email: [info@ligamentnz.com](mailto:info@ligamentnz.com)

## Physiotherapists: Welcome to Ligament!

Ligament was created to cater for ALL physios. Those from near, those from afar, those who are new, those who are experienced, those who are adventurous, explorers of the far corners of the earth, to those who are relocators, immigrating to the New Zealand and Australian paradise. Even those who are uncertain of where they fit in, we cater for you too. If you are a physio looking for work in New Zealand, we've got you covered. And when we say covered, we mean Superstar covered!

Ligament NZ (AKA Ligament – keeping it nice and easy) was founded by Amy, in 2019. From her time owning a group of physiotherapy clinics throughout the country she's observed first-hand how clinics struggle to find staff because of the nationwide shortage of physiotherapists in New Zealand. Unfortunately, most clinics can't afford to support staff from overseas to make moving countries less stressful and more affordable for them. So, she got her thinking hat on and thought.

*What if someone could support physiotherapy clinics around New Zealand and help them with their staffing needs.*

*What if someone could offer physios an amazing opportunity to work here, play here, or settle here?!*

*What if someone could develop an **ACTUAL** international registration process that guided physios through the minefield of the New Zealand Physiotherapy Registration process!!*



So that's **EXACTLY** what she did.

## Superstar Covered!

Simply put, *it's all about support*. Starting at the very beginning for most of our physios, with the daunting "Physiotherapy Registration Process".

We have created a personalised Registration Process that divides this daunting registration process into 6 easy modules. We support you to decipher what the New Zealand Physiotherapy Board are looking for. Don't be fooled though, you are still required to do ALL the work, we are just here to support you through it. Each module is locked till it is completed and reviewed personally by our super amazing Registration Specialists. Once you have the all clear, you progress to the next module. Easy!

## So, what else??

We know first hand how challenging it can be moving countries to settle here, finding meaningful (and well-paid) work. We offer support that other businesses and clinics don't (or unfortunately can't) because humans aren't square shaped, so trying to fit them in boxes is silly.

### Here's what else what you can expect from us:

- A guaranteed salary that is fair, totally transparent, and very competitive.
- All clinics that we work with are vetted extensively to make sure that our staff will be safe and happy working there.
- All staff receive a comprehensive induction- we won't chuck you in the deep end!
- Support and guidance from our Clinical Advisors, Senior Physiotherapists and our Placement Facilitators give additional support and mentoring for Graduates to help them settle into their new career.
- Individualised Development Programmes to work on achieving your professional and personal goals!
- In-service trainings, group catch-ups and free professional development events throughout the year.

- Assistance, advice and support if you're from overseas and need help with Visas and moving logistics.

### **But wait, there's more!**

- We can assist staff with sourcing accommodation, either within our fully furnished shared accommodation at subsidised rates or provide assistance and guidance to find your own accommodation if you don't want to share. Our shared accommodation is not suitable for families immigrating to NZ so instead.
- Use of a vehicle!
- If you work directly with us, we reimburse you the monthly cost for your Professional Indemnity Insurance and your Annual Practising Certificate.
- We have fabulous Christmas parties, and mid-year catchups where we get together and have a blast as a team!

As you can see, we're pretty awesome and we're genuinely interested in investing in our staff!

### **Times are a changen**

The world has changed, the way we work has changed and people's priorities have changed! When you give up the majority of your waking hours and choose to work for us, for the short term, or a long term, we take this pretty seriously. It is a privilege to have you as part of our team. We don't want you earn a living but sacrifice being alive.

Ligament is all about modernising and personalizing work to fit around your lifestyle, your values, your dreams. We want "work" to be a meaningful part of your life that doesn't stop you from enjoying all the other stuff you have going on. Unlike traditional Recruitment companies, we believe in creating opportunities for passionate physiotherapists from all walks of life, whether you want to travel and see the beauty of New Zealand, whether you're a mum that wants flexible working hours, or maybe you want to bring the whole family and settle in one location. We work around our team- not the other way around!

Our entire business is set up differently to the old fashioned and boring way of doing things. We don't believe in managing staff with carrots and sharp sticks, instead we want to support you and help you become the best physio and the best version of yourself.

### **Anything else?**

Yes, since you're asking. We have a unique way of looking at company culture. We don't throw around values that are meaningless because they sound great but in reality, no one knows what they mean. We keep things simple.

**Our Vision:** To create equality in a world where everyone is treated equally by having the same opportunities as others.

**Our Mission:** To connect physios to clinics all over New Zealand and beyond.

Connections equal strength and we're here for three reasons:

- To support our deserving communities
- To support our deserving physios
- To support our deserving Physio Clinics and Hospitals

**Our Values:**

<p><b>Achievement</b></p> <p>Measure physical improvements</p> <p>Measure performance of business</p> <p>Deliver results</p>	<p><b>Recognition</b></p> <p>Recognised as a high quality provider of good value services</p> <p>Our staff are recognised for their value and performance</p>	<p><b>Fairness</b></p> <p>Providing access to people in rural areas</p> <p>Treating people fairly and as equals</p>	<p><b>Understanding</b></p> <p>To be able to empathise with patients, understanding their needs so they feel comfortable and build trust with our staff</p>	<p><b>Diligent</b></p> <p>Both staff and patients working hard to deliver positive results</p>	<p><b>Respect</b></p> <p>Showing respect for each other, as unique individuals</p>
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**That's why we're here.**

**That's why we rock.**

**That's why you want to join us.**

## The Nitty Gritty:

### So, Who Exactly Do I Work For?

When you sign with Ligament, there are two options available. Depending on the placements that we have and what you want, you can choose to work either directly with Ligament or directly for the clinic or hospital that has a placement available via Ligament.

### Working Directly within Ligament:

When you are placed in a placement under Ligament, you will remain part of the Ligament team as a Ligament Employee and therefore are able continue to take advantage of all the awesome perks we offer you. Placements could be as short as a couple of weeks or go on for months or years.

You have the choice of three arrangements to best suit what your life plans are:



**The Fantail Package:** Fantails are well-known for their playfulness and love of changing direction mid-flight as they catch insects. The Fantail package is for you if the idea of spontaneity, travel and flexibility are your priorities. Where having the freedom to do what you want when you want is the ultimate. These are short term cover positions cross the country ranging in 2 - 16 weeks. *This package may not be possible under some visas.*



**The Kea Package:** Keas are cheeky, social parrots and don't take things too seriously. If you like to go with the flow and want to experience the "real" New Zealand, integrating into the local communities then this package is for you. These are medium term based positions that are around 3-6 months.



**The Kiwi Package:** Kiwis are our well-loved national bird. They tend to stay in one area and create a safe and comfy burrow for their chicks. This package is for you if you're looking to settle in one location and/or your preference is to find a permanent position.

- Clinic owners looking at physios under this package, are interested in having you on their team permanently. If the feeling is mutual then you have the opportunity to transfer and permanently join their team after a 6 month placement period.
- Hospitals have varying requirements. Some hospitals require staff to be employees from the get-go and others do not. We will discuss requirements and details as and if needed for these placements.

## Matching You to a Placement

We match our employees with Clinics and Hospitals that we support throughout New Zealand and Australia based on mutual goals and needs. We first get to know you, and understand a few things about you such as:

- What areas of physio do you love and want to grow in?
- What level of support and mentoring do you need and want?
- What sort of clinic environments best suit you?
- What location do you want to be in if any?

We create a profile card for you, putting your best foot forwards and send these out to clinics or hospitals looking for someone with a foot like yours. We have profile cards for our clinics too so you also get a chance to check them out. It goes both ways! If both parties were interested in each other, we will arrange a meet and greet via zoom where both parties get a change to ask questions and get a feel for each other, so to speak. If the stars align and it's a match made in heaven, we will add the specific clinic details to your current contract and get the wheels in motion!

## So then what happens?

We will provide you with a token for your Accredited Employer Work Visa which you then apply for.

## And then?

Then you book your flights!

Around this time, we will provide you details about your orientation and induction process. There will be some pre readings to do and forms to complete before your arrival. When you arrive in the country, you will have transfers arranged to get to Rotorua where our Head Office is located or your location of placement. Here you will go through our Induction which is tailor made to fit your clinic or hospital placement. You will have assistance and guidance on how to open a bank account, get a tax number, get an ACC provider number (if applicable) and all that fun stuff. You will learn the foundation of our Health Care System and the software system Gensolve which is most commonly used in Private Practise in NZ. And then you will go off to your placement.

## What was that about a Vehicle?

New Zealand isn't like London. While our bigger cities have relatively good public transport, many smaller areas are much more limited. Ligament has a fleet of vehicles that are available for our employees to use. Use of these vehicles comes in the form of a lease or rental basis (cheap as chips rates apply) or you have the option of purchasing your own vehicle.

If you decide to join us as a Locum, you will have exclusive first rights to use our vehicles.

If you choose to join us on a permanent basis, you can choose one of two options:

- Lease our vehicle for up to 6 months
- Or you can get your own

## **You also mentioned something about Accommodation?**

How nice will it be not to worry about where you are going to live and all the things you need to buy to furnish a bedroom and home? If you're moving to NZ from overseas you are already packing everything bar the kitchen sink. We get it!

To take the weight off your shoulders - literally, we offer our staff the option of living in subsidised, shared, fully furnished accommodation which includes power and wifi. This accommodation is not suitable for families with children - but chat to us to see how we can support your family when it comes to accommodation. If you don't wish to share with others, we can provide guidance on where to search for your own accommodation which you are responsible for paying the full rent for.

If you choose to be placed in an area where we don't have accommodation available, there may be additional costs to accommodation. This depends on accommodation demand, availability, length required and clinic accommodation subsidies available.

## **100% Salary Transparency**

We've all been in jobs where you find out that someone less qualified than you gets paid the same or more than you. Simply put, it can be a tad demotivating! We've also all been in those situations where you have to jump through hoops like a circus animal to try to get a pay raise and that makes you feel completely unappreciated. That's not how we roll at Ligament - salaries are 100% transparent and as you grow in your experience, we reward you! There's no ambiguity. It's crystal clear.

If you are a locum, due to the type of work, the flexibility required, the locations covered and at times minimal assistance within the clinic when covering leave, the expectation is that you are able to step in and out as needed. This means the locum rate is slightly higher which is also reflected in our charge rates to the clinic.

Here's how our pay works:

**Kiwi and Kia Rates:**

**Fantail Rates:**

Level 1: 1 - 3 Points	\$30.00 p/h	Level 1: 1 - 3 Points	\$35.00 p/h
Level 2: 4 - 6 Points	\$31.73 p/h	Level 2: 4 - 6 Points	\$36.73 p/h
Level 3: 7 - 10 Points	\$32.69 p/h	Level 3: 7 - 10 Points	\$37.69 p/h
Level 4: 11 - 15 Points	\$34.80 p/h	Level 4: 11 - 15 Points	\$39.80 p/h
Level 5: 16 - 21 Points	\$36.04 p/h	Level 5: 16 - 21 Points	\$41.04 p/h
Level 6: 22 - 27 Points	\$37.50 p/h	Level 6: 22 - 27 Points	\$42.50 p/h
Level 7: 28 Points +	\$38.46 p/h	Level 7: 28 Points +	\$43.46 p/h

<b>Points System</b>			
<b>Fast Track Country Experience (Ireland, UK, Canada, South Africa) + Australia and US</b>	<b>Year Experience</b>	<b>Points</b>	<b>Total</b>
	0 - 1	1	
	2 - 4	2	
	5 - 7	4	
	8 - 10	6	
	11 - 13	8	
	14 - 17	10	
18+	12		
<b>Private Practise/ Musculoskeletal Experience</b>	<b>Year Experience</b>	<b>Points</b>	
	0 - 1	0	
	2 - 3	1	
	4 - 5	2	
	6 - 7	3	
	8 - 9	4	
10 +	5		
<b>Post Grad Experience</b>	<b>Year Experience</b>	<b>Points</b>	
	0 - 4	1	
	5 - 10	2	
	11+	3	
<b>New Zealand Experience</b>	0 - 6	1	
	7 - 12	2	
	13 - 18	4	
	19 - 24	6	
<b>Ligament Work Experience</b>	<b>Months Experience</b>	<b>Points</b>	
	0 - 6	1	
	7 - 12	2	
	13 - 18	4	
	19 - 24	6	
<b>Post Graduate Qualification</b>	Post Grad Courses	1	
	Post Grad Cert	2	
	Post Grad Diploma	3	
	Post Grad Masters	4	
	<b>Total</b>		

For further details and information, check out our [Frequently Asked Questions](#)

- [General](#)
- [Registration Process](#)
- [Accommodation](#)
- [Placement](#)
- [Vehicle](#)