

Questions?
Email: info@ligamentnz.com



Welcome to Ligament!

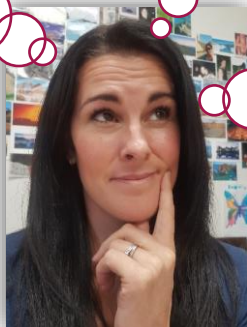
Ligament was created to cater for ALL physios. Those from near, those from afar, those who are new, those who are experienced, those who are adventurous, explorers of the far corners of the earth, to those who are relocators, immigrating to the New Zealand paradise. Even those who are uncertain of where 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 seen 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 personalised Registration Programs that divides this daunting registration process into 6 easy modules. We support you to decipher what they are looking for. Don't be fooled though, you are still required to do ALL the work, we are 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 and progress to the next Module. Easy!

So, what else??

We know first hand how challenging it can be moving countries to settle here, or finding meaningful (and well-paid) work while travelling, or affording professional development and annual registration costs when you're on a part-time salary, or finding employment that is flexible because baby is keeping you up and you've started hallucinating. 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 base salary that's 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 2-week induction- we won't chuck you in the deep end!
- Support and guidance from our Senior Physiotherapists and our People and Culture Facilitator 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- we want you to bring your whole self to work!
- A generous annual CPD allowance to do professional development courses.
- 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 provide staff with fully furnished shared subsidised accommodation. This type of accommodation is not suitable for families immigrating to NZ. We offer instead a relocation allowance and can help point you in the direction to find your ideal new home.
- A vehicle, that can be used for personal use!
- We know moving country is expensive so we also support our staff with the financial side of being a physio by reimbursing Registration costs, Visa costs, and the cost of Annual Practising Certificates.
- We pay for your Professional Indemnity Insurance and register you with PNZ (Physiotherapy New Zealand – our Physiotherapy Society).
- We have fabulous Christmas parties, and mid-year catchups where we get together and have a blast as a team!
- Where possible, we try to organise 4-day working weeks so that you can have long weekends to explore, rest, relax, do cosplay...whatever you're into!

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

Times have changed.

The world has changed, the way we work has changed, people's priorities have changed. When you give up the majority of your waking hours and choose to work for us, 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.

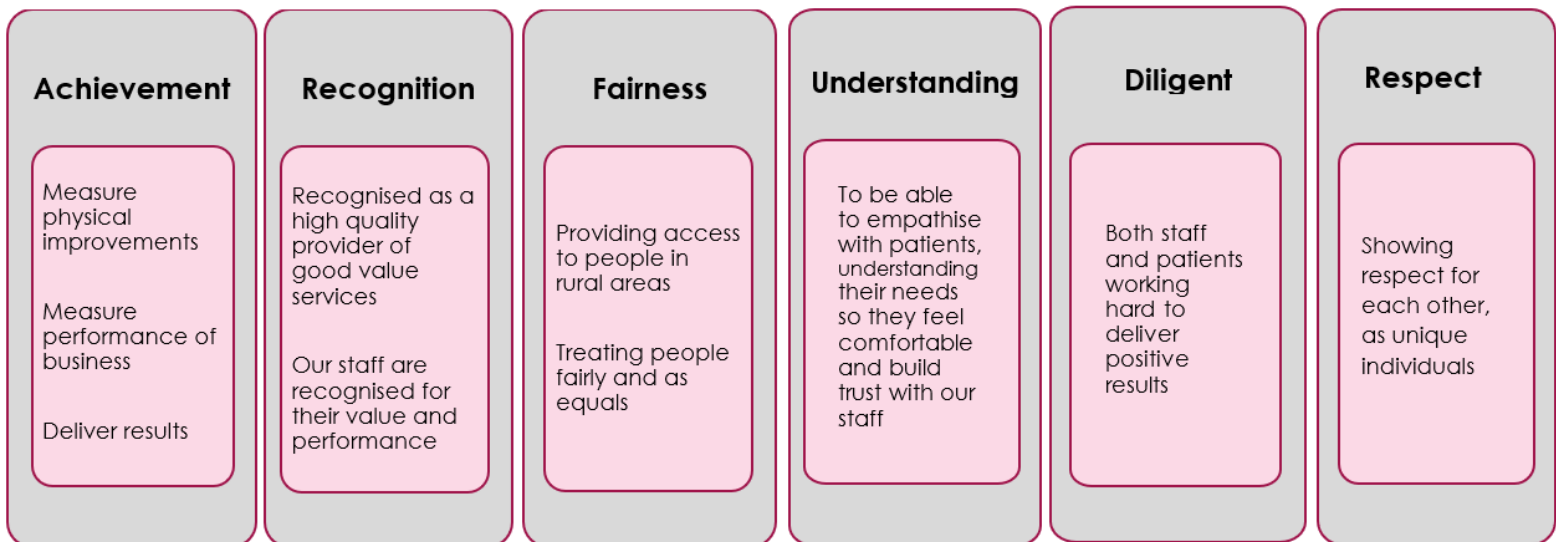
Our Vision: To create equality in the world where everyone is treated equally by having the opportunity to have treatment for their injuries.

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

Our Values:



That's why we're here.

That's why we rock.

That's why you want to join us.

The Nitty Gritty:

Matching you with clinics

We match our staff with clinics that we support throughout New Zealand 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? We then match you to clinics that are looking for staff based on your characteristics and requirements and what you need as a physio to succeed. Placements could be as short as a day or go on for months or years. Even though you get placed in a clinic, you get to remain a part of the Ligament team as a Ligament Employee and therefore are able to continue to take advantage of all the awesome perks we offer you.

Often clinic owners decide that they would love to have you stay on permanently, and if the feeling is mutual then you can transfer and permanently join their team after a 12-month period with us.

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 1- 16 weeks.



The Kia Package: Kias 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.

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 fully furnished accommodation which includes power and wifi. This costs \$180 per week for a single person or \$250 a week if you are bringing a partner. 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! This is shared accommodation with other Superstar Physio's.

100% Salary Transparency

We've all been in jobs where you find out that someone less qualified than you get 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. Its crystal clear.

To find out more about our pay packages, register your interest [here](#).

Each rate also receives:

an additional \$13,500!!

worth of additional perks in the form of reimbursed practising and moving costs, vehicle access, professional development allowances and other perks

Our Expectations

We understand the needs of our Physios and also our Clinic owners. Employing staff is expensive and there is a fine balance of being a successful clinic to one that is not. We have created a fair system that will benefit the Physiotherapist as well as the Clinic. There is an expectation that you can achieve an average of 80% productivity in your working day and that you act in good faith at all times.

Working in New Zealand

To legally work in New Zealand as a physiotherapist you need to get registration from the physiotherapy Board of NZ. Without help and direction this can be a real romance killer, taking 4-6 months. The good news is that we can help staff to get this organised and approved in 3 months or less depending on how much time they have to put into the application. We assess your case and help streamline applications by providing support and answers to all your questions. You can apply for a job with us before you've even



started thinking about what you'll need for your registration application and if successfully hired we help you through the whole process. We will also give you advice on visas and other moving arrangements.

For further details and information, register your interest [here](#).