



Questions?  
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## General - Frequently Asked Questions

### 1. Am I eligible to apply for a Physiotherapy position at Ligament?

The criteria we need from our physios to apply for a position at Ligament is based on a number of things including your qualification and experience. In the country of your qualification and experience, the physiotherapist must also be permitted to:

1. Act as First Contact/autonomous practitioners
2. Assess patients/clients
3. Make a diagnosis
4. Treat (interventions, advice and evaluation of outcome)
5. Refer to other specialists/services
6. Offer preventative advice/services

Most countries physiotherapists meet these criteria, but there are some that don't. If you lack some of these criteria from the country that you gained your registration in, there are some other options to take into consideration.

1. If you had 12 months experience working in another country that allows you to practise as a registered physiotherapist with this criteria, it may give you eligibility to apply.
2. If you gained additional qualifications in another country after your physiotherapy degree, and these are within the realm of the physiotherapy discipline, it may give you eligibility to apply.

You may have loads of experience and high qualifications, but you must meet Ligament's specific criteria above for us to progress with your application.

### 2. Am I eligible to apply for an Occupational Therapy position at Ligament?

The criteria we need from our OTs to apply for a position at Ligament is based on a number of things including your qualification and experience. In the country of your qualification and experience, the Occupational Therapist must:

- have an appropriate occupational therapy qualification

- be competent to practice
- be of good character and are a 'fit' person to work as an occupational therapist.

In most countries OTs meet these criteria, but there are some that don't. If you lack some of these criteria from the country that you gained your registration in, there are some other options to take into consideration.

3. If you had 12 months experience working in another country that allows you to practise as a registered OT with this criteria, it may give you eligibility to apply.
4. If you gained additional qualifications in another country after your Occupational Therapy degree, and these are within the realm of the Occupational Therapy discipline, it may give you eligibility to apply.

You may have loads of experience and high qualifications, but you must meet Ligament's specific criteria above for us to progress with your application.

### **3. Can I work in a hospital position with Ligament?**

Yes. We have a number of hospitals that are signed with us where we are able to place physios.

### **4. What is living in Australia like?**

Australia is a vibrant diverse country with many different cultures and communities that call it home. Aussies are known for their 'she'll be right', friendly and laid-back attitude and for their love of nature and sports. Aussies value humility and a positive can-do attitude is a must for living in Australia!

We generally don't live in grand houses, we don't have gated communities, with nannies, maids or cooks. You may have a cleaner, but this is definitely not the norm. Our houses are older. You would be very lucky to live in a new build. Rents are high and so are house prices relevant to the cost of daily living. It is very unusual to have a pool. It is normal for children to walk or bike to and from school, alone, if they live close enough. Private schools are VERY expensive and not an option for most people. Schooling is zoned to where you live, so often there is little choice as to which school your child will attend. And they will attend with all the other children that live in the area. You can usually arrange some kind of afterschool care, some schools provide this where children attending gather in a school hall together for afterschool activities, or maybe a babysitter who can be with your kids for a few hours after school. Some preschools go from 7.30-5.30, and some do school hours. Most cars are

not fancy. Very few people buy new cars. Petrol is expensive. You put your own petrol into your car. Food and wine are relatively expensive.

## 5. What is Australia's climate like?

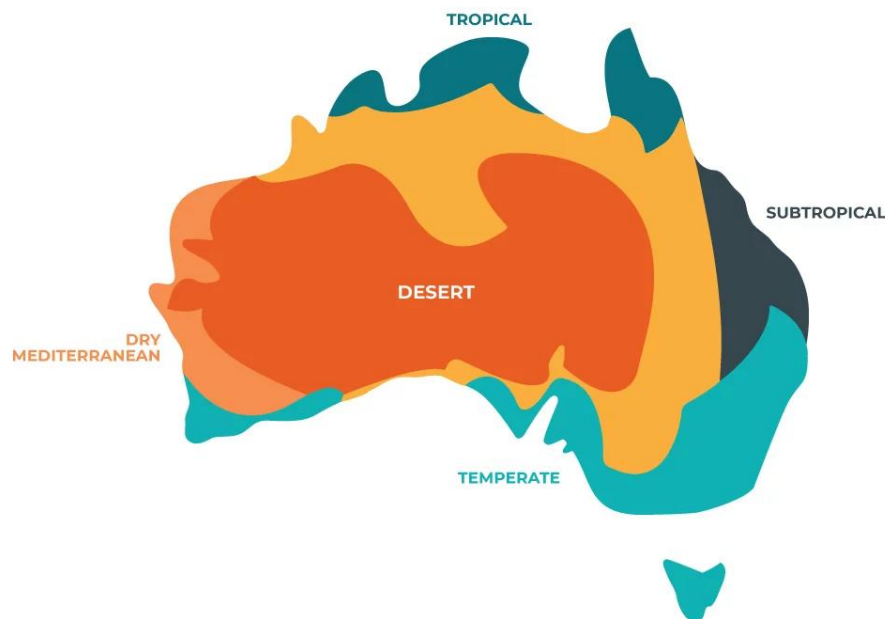
Australia is a very large continent, and the weather varies greatly throughout the eight states and territories. Australia has 4 seasons. December to February is summer; March to May is autumn; June to August is winter; and September to November is Spring.

The tropical North experiences wet and dry seasons, with summer average temperatures of 29°C and winter averages of 13°C. In Darwin the wet season extends from November to April and is characterised by high humidity, monsoon rains and storms.

Western Australia experiences hot and dry summers with mild winters. It is uncommon for it to rain during the summer months, but thunderstorms and rainfall are common during the colder months. In Perth the hottest month is January experiencing average temperatures around 24.5° and the coldest month is July with an average temperature of 13°C.

Melbourne is on the Australian East Coast, and it is known to receive all 4 seasons in one day. It can be warmer and drier the further north you travel. The summers are hot with warm night and the winter months are cold and rainy.

In the Australian desert also commonly known as the outback, the weather can be very unpredictable. The temperatures are very hot and humid. Some days the temperature can reach a maximum of 50°C. However, the outback can also drop to below freezing temperatures during the winter months,



## 6. Why is the sun so strong in Australia?

Australian sun is harsh due to two main factors - firstly the air is clearer here than other countries where smog or pollution can act as a bit of a sunscreen. Secondly, there is a hole in the ozone layer over Antarctic which isn't far from Australia. Please be mindful of the sun in Australia, pack hats, and good sunglasses.

## 7. What are the seasons in Australia?

- **Summer** – December, January and February
- **Autumn** – March, April and May
- **Winter** – June, July (typically the coldest month) and August
- **Spring** – September, October and November

## 8. What is the rental situation like in Australia?

House prices have increased dramatically over the past few years due to an increasing population, lack of supply and interest rate increases. You are however, moving to one of the best countries in the world 😊 fresh clean air and water, safety, great healthcare system, schools, food, not to mention the incredible scenery with so many things to see and do 😊

## 9. Will accommodation be provided?

Dependent on your needs, insure you are placed in a placement that provides accommodation.

## 10. What if something was to happen to a member in my family back in home during my time in Australia. Are you entitled to compassionate leave?

We understand that things don't always go to plan and family and friends back home can become unwell. We are pretty understanding about this kind of scenario. We don't have paid compassionate leave as such; however, you accrue up to 4 weeks annual leave per annum which you have the option of taking, or we have historically allowed unpaid leave also. If there is a death in the family, you are entitled to two days Bereavement leave

### **11. How do you decide where I will be placed?**

This is an extremely important process for us. Getting this part right is paramount. We do a variety of assessments with you that include gathering information about your values, personality, temperament, what situations you thrive in etc. This gives us an idea of what your needs are and where you would best be placed. Our Placement Facilitator will be in touch with you after your contract has been signed, where you will complete a placement profile which details the locations you are considering, the disciplines you are wanting to work within, your preferences for team make-ups etc. We then create a profile of you with these assessments and your preferences. We do the same with our Clinics. We can then match what you are looking for with what Clinics are looking for.

### **12. What if I have a problem in the clinic I am working in?**

We have Placement Facilitators that work very closely with you throughout your time with us at Ligament. The Placement Facilitators also have close relationships with the clinics Practice Manager/Director/Owner and our Clinical Advisors should the issue be physio/performance/skills related. If there are any concerns from either party, these are brought back to us to review. Depending on what the problems might be, we would most likely put in some development plans with our Clinical Advisors and extra support to help you or if it was just not working out, our Placement Facilitator would look at relocating you to another clinic.

### **13. How much annual leave is a full-time staff member entitled to?**

Four weeks annual leave is accrued over a 52-week period. Ligament allows you to use this as it is accrued, i.e. you don't need to wait for your first 12 months to have access to your annual leave.

### **14. What is the AHPRA? What is the cost of this?**

AHPRA is the Australian Health Practitioner Regulatory Authority. Physiotherapists and Occupational Therapists are registered with AHPRA through the Australian Physiotherapy or Occupational Therapy Board. Australian law requires PT's and OT's to renew their registration with these Boards annually. It costs around \$220AUD for the application fees and registration fees. If you are working as a Ligament employee, we cover this cost only for the time you work with us as per your employment contract, if no government scheme

covers this.

## 15. What is a Skills Assessment?

Because you have New Zealand registration, the Skills Assessment is more of a paperwork exercise as your qualification will be recognised by the Australian Physiotherapy or Occupational Therapy Council (APC/AOTC). They are not assessing your qualification, as the Trans Tasman Mutual Recognition Act means that if you hold registration as a physio or OT in NZ then you will be eligible to hold registration and practise in Australia.

If you are registered as a physio or OT in New Zealand, you will be able to be registered as a physio or OT in Australia and will have a positive skills assessment by the AHPRA.

While the skills assessment may not be necessary for registration purposes, it's important to note that the [Australian Department of Home Affairs](#) may still require you to provide evidence of your qualifications and skills as part of the visa application process. The specific documentation requirements and eligibility criteria for the visa can vary, so it's recommended to consult the official website of the Department of Home Affairs or seek advice from a migration agent to ensure you meet all the necessary requirements.

The downside of this paperwork exercise is that it must be done and it does cost and it costs about \$1650AUD for this process.

## 16. What Visa do I need to get and how much does this cost?

Once you have applied for your New Zealand Physiotherapy or OT registration, you can look at which Visa you think is best suited to you to work in Australia. Below are some of the visas that may be suitable. Each has their own pros and cons and all except the Working Holiday Visa require visa sponsorship or nomination.

### [Working Holiday Visa \(417\)](#)

The downside is not everyone is eligible for a Working Holiday Visa. The upside is those of you going for a Working Holiday Visa (417) do not need a skills assessment!

### [Temporary Skills Shortage -Medium Stream \(482\)](#)

This is a common visa to apply for allowing you to work and live in Australia for up to 4 years with options to apply for permanent residency.

### [Employer Nomination Scheme Visa \(186\)](#)

This visa is for Residency. You can apply for have family (partner and dependent children) to come with you, though there is an extra charge for this. You will be "expected" to work

for an employer for a period 2 years. This will be directly with the employer and not via Ligament.

### **17. What is professional indemnity cost? Do I need to pay this back?**

ALL Physios and OT's need to have Professional Indemnity Insurance. There is an option to include this cover when you register with the APA (Australian Physiotherapy Association) or OTA (Occupational Therapy Australia). This insurance covers you in case of treatment injury etc of your client. It costs about \$840AUD per year. The cost of this membership is covered by Ligament if you are placed as a Ligament employee, only for the time you work with us as per your employment contract if no government scheme cover this cost.

### **18. Is there an induction plan for new starters? If so, what does this involve?**

Yes, depending on how much experience you have as a physio and how well you pick up the new systems, depends on how much input you will need. Our standard Induction period ensure full system training, Australian healthcare system familiarisation, Clinic process familiarisation, shadowing and peer reviews if needed. We make sure that you feel fully supported and comfortable!

### **19. How much tax do I have to pay?**

Below is Australia's current tax rates.



Australian income tax rates for 2023–24 and 2022–23 (residents)

Income thresholds	Rate	Tax payable on this income
\$0 – \$18,200	0%	Nil
\$18,201 – \$45,000	19%	19c for each \$1 over \$18,200
\$45,001 – \$120,000	32.5%	\$5,092 plus 32.5c for each \$1 over \$45,000
\$120,001 – \$180,000	37%	\$29,467 plus 37c for each \$1 over \$120,000

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 [superguide.com.au](https://www.superguide.com.au)  
<https://www.superguide.com.au> > ... > Income tax

[Australian income tax brackets and rates \(2023-24 and 2022-23\)](#)

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Here is a link that you can put your annual salary into, and it will tell you what your after tax income will be.

<https://www.ato.gov.au/Rates/Individual-income-tax-rates/>

## 20. As a physiotherapist, would you recommend doing further training around Mulligan/Maitland/McKenzie prior to commencing the role in Australia?

Though not a requirement, these are great courses that would be highly beneficial for your treatment repertoire. Considering these guys are all from New Zealand, this part of the world is pretty keen on hands on treatments.

## 21. How long are appointment times to see patients?

Most of the clinics that we work with offer 45-minute appointment slots for initial appointments and 30-minute appointments for follow-ups. There is a range though which can be up to 1 hour for initial assessment and as short as 20 minutes for a follow up.

## 22. How much does it cost to live in Australia?

Here is a great website that gives a range of comparisons for you to compare costs.

[https://www.numbeo.com/cost-of-living/country\\_result.jsp?country=Australia#:~:text=Summary%20of%20cost%20of%20living,higher%20than%20in%20United%20States.](https://www.numbeo.com/cost-of-living/country_result.jsp?country=Australia#:~:text=Summary%20of%20cost%20of%20living,higher%20than%20in%20United%20States.)

### 23. How does Superannuation work?

1. **Savings for Retirement:** Superannuation is like a savings account specifically for your retirement. It helps you save money for when you stop working.
2. **Compulsory Contributions:** Your employer puts a portion of your salary into your superannuation fund regularly. It's like a retirement gift from your employer.
3. **You Can Add More:** You can also add extra money to your super if you want to save more. This can be a good idea to grow your savings faster.
4. **Investment:** The money in your super is invested in different ways, like putting it into stocks or property. This helps it grow over time.
5. **Wait for Retirement:** You can't touch your super until you retire. That's when you get access to the money you've saved.
6. **Tax Benefits:** Super gets special tax treatment, which means you pay less tax on it. That's a good thing for your savings.
7. **Government Help:** If you're earning less money, the government may help you add more to your super to boost your savings.
8. **Plan for the Future:** Keep an eye on your super and think about how much you'll need for a comfortable retirement.

Remember, superannuation is like a gift for your future self. It's there to make sure you have enough money to enjoy life when you're done working. For more information, you can look here: <https://www.ato.gov.au/General/Other-languages/In-detail/Information-in-other-languages/Your-superannuation-basics/>

**For any further questions please email our friendly and helpful team at**  
[info@ligamentnz.com](mailto:info@ligamentnz.com)