



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 Australia, 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 Boards requirements are so you can then apply for your Australian Physiotherapy Registration via the Trans Tasmin Mutual Agreement.

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 firsthand how challenging it can be moving countries to settle and find 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 base 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.
- 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 accommodation. Dependent on your needs we can insure you are placed in a placement that offers accommodation or provide you with assistance and guidance to find your own accommodation and help point you in the direction to find your ideal new home.
- Dependent on your needs we can insure you are placed in a placement that provides you with a personal vehicle.
- We know moving country is expensive, so we also support our staff with the information about what government schemes and incentives are available for you in the different regions of Australia – there are many!

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

## 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 be work with 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 Australia, 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.

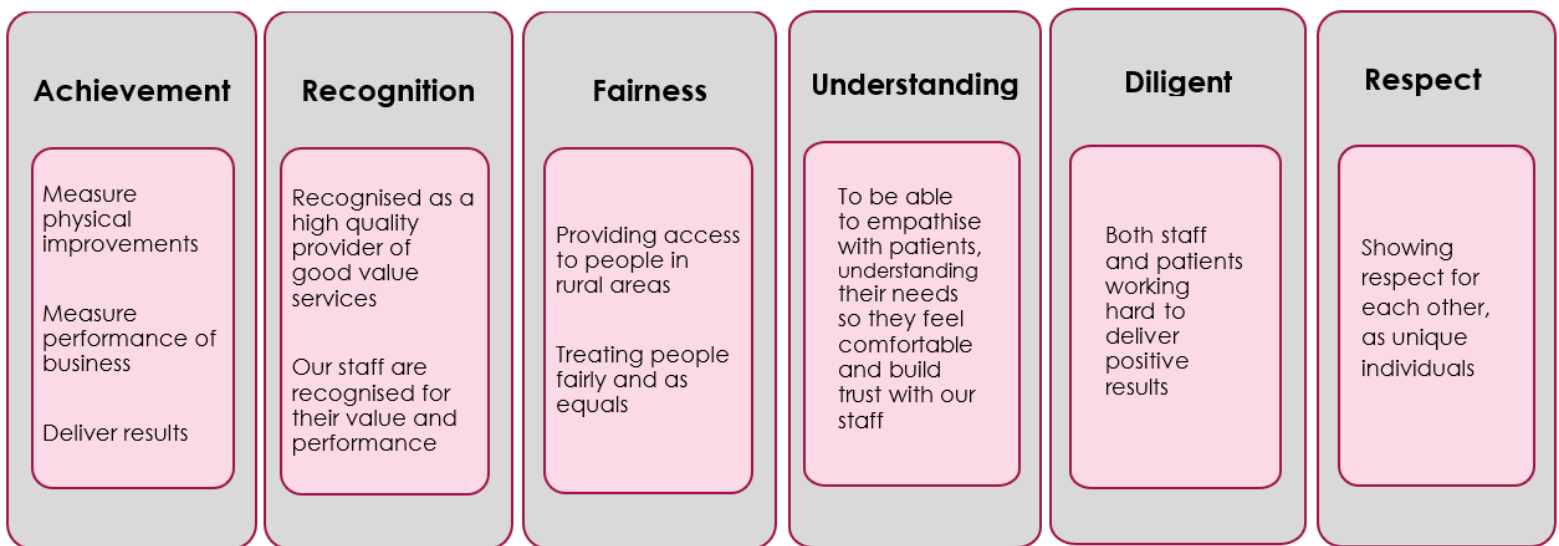
**Our Vision:** To create equality in a world where everyone is treated equally by having the same opportunities as others.

**Our Mission:** To connect physios to clinics all over Australia 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:



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 Kangaroo Package:** Kangaroos are well-known for their love of leaping and bounding, covering huge areas with ease. The Kangaroo 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 Kookaburra Package:** Kookaburra are cheeky sounding birds famous for having a loud call that sounds like human laughter and not to be taken too seriously. If you like to go with the flow and want to experience the “real” Australia, integrating into the local communities then this package is for you. These are medium term based positions that are around 3-6 months.



**The Koala Package:** Koalas are Australia's well-loved marsupial and they tend to stay in a selected group of trees. 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 can 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 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?**

You will then start the Visa process and gain a visa either directly with the clinic/hospital or through Ligament. We will guide to you to the specifics here as there are many different options.

### **And then?**

Then you book your flights. Ligament is able to provide financial support for people in genuine financial difficulty by applying for a loan with us through our Loan Application Form. Please discuss this with us if you think this applies to you and we are more than happy to discuss the details with you.

Around this timeline, we will provide you details about your orientation process. There will be some pre readings to do and forms to complete before your arrival. 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 and get a tax number. You will learn the foundation of the Australian Health Care System and the basics of the common software system used in Private Practise in Australia. And then you will go off to your placement.

### **What was that about a Vehicle and Accommodation?**

Depending on your needs we can insure you are placed in a placement that provides accommodation and a company vehicle. Australia has is a place of extremes and transportation is no exception. In the major cities, public transport is readily available and accessible and driving in the city can be much less practical. In these areas vehicles may not be an advantage. While in the rural and remote areas in Australia, public transport can be extremely limited, sometimes even non-existent! Depending on where you are placed will determine your vehicle requirements Ligament may be able to provide you with a vehicle in the form of a lease or rental basis (cheap as chips rates apply) or you have the option of purchasing a vehicle on your own.

### **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. Its crystal clear.

Here's how our pay works:

<b>Level 1:</b>	<b>Koala/Kookaburra</b>	<b>Kangaroo</b>
<b>Pay Point 3:</b> 2 - 4 points	\$29.79	\$34.79
<b>Pay Point 4:</b> 5 - 7 points	\$30.82	\$35.82
<b>Pay Point 5:</b> 8 - 10 points	\$33.57	\$38.57
<b>Pay Point 6:</b> 11 - 13 points	\$34.76	\$39.76

<b>Level 2:</b>	<b>Koala/Kookaburra</b>	<b>Kangaroo</b>
<b>Pay Point 1:</b> 14 - 16 points	\$34.95	\$39.95
<b>Pay Point 2:</b> 17 - 19 points	\$36.22	\$41.22
<b>Pay Point 3:</b> 20 - 22 points	\$37.61	\$42.61
<b>Pay Point 4:</b> 23 -25 points	\$39.10	\$44.10

<b>Level 3:</b>	<b>Koala/Kookaburra</b>	<b>Kangaroo</b>
<b>Pay Point 1:</b> 26 - 29 points	\$40.80	\$45.80
<b>Pay Point 2:</b> 30 - 32 points	\$41.94	\$46.94
<b>Pay Point 3:</b> 33 - 36 points	\$42.84	\$47.84
<b>Pay Point 4:</b> 37 - 40 points	\$44.75	\$48.75
<b>Pay point 5:</b> 41 - 43 points	\$46.40	\$51.40

<b>Level 4:</b>	<b>Koala/Kookaburra</b>	<b>Kangaroo</b>
<b>Pay Point 1:</b> 44 - 46 points	\$49.40	\$54.90
<b>Pay Point 2:</b> 47 - 49 points	\$52.72	\$57.72
<b>Pay Point 3:</b> 50 - 52 points	\$57.33	\$62.33
<b>Pay Point 4:</b> 53 - 55 points	\$63.29	\$68.29

## Pay Points

<b>Post Grad Experience</b>	<b>Year Experience</b>	<b>Points</b>	<b>Total</b>
	0 - 1	1	
	1 - 2	2	
	2 - 3	4	
	3 - 4	6	
	5 - 7	8	
	8 - 10	10	
	11 - 13	12	
	14 - 17	14	
18+	16		
<b>Private Practise/ Musculoskeletal Experience/Hospital</b>	<b>Year Experience</b>	<b>Points</b>	
	0 - 1	1	
	1 - 2	2	
	2 - 3	4	
	3 - 4	6	
	5 - 7	8	
	8 - 10	10	
	11 - 13	12	
	14 - 17	14	
18+	16		
<b>Australian Work Experience</b>	<b>Year Experience</b>	<b>Points</b>	
	0 - 1	1	
	1 - 2	2	
	2 - 3	4	
	3 - 4	6	
	4+	8	
<b>Ligament Work Experience</b>	<b>Months Experience</b>	<b>Points</b>	
	0 - 6	0	
	7 - 12	1	
	13 - 18	2	
	19 - 24	3	
	25 +	4	
<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](#)