

# Psychiatry in New Zealand

## Testimonials

"Larry is the second recruiter with whom I have dealt. I fell in love with New Zealand despite my first recruiter who put me into a very toxic work environment for seven months. I developed an eye problem and the other recruitment agency threatened me with owing them a huge amount of money if I left early to take care of my retinal issue. My pay with the first agency was shockingly lower than the other physicians. In my current position, I have met a doctor who took a job with that same, first agency that resulted in a much lower salary for him, even taking into account a car and place to live. This other doctor needed neck surgery and it took him months to be able to return to the US for the operation. Larry cares!!! He will be your advocate. When you move to the other side of the world, even if it is only for 6 months, one year or longer, you need someone like Larry who will have your back. Larry will and other large locum agencies absolutely will not. He has been fabulously helpful, is detail oriented, honest, perceptive, took the time to get to know me and found me a good fit. Larry has the energy to get things done and he knows the system. I would recommend Larry to anyone who is looking for work in New Zealand."

**- DR NANCY JOAN SMITH, MD**

FORMERLY ADULT PSYCHIATRIST WITH COUNTY OF SANTA BARBARA NOW SPECIALIST PSYCHIATRIST WITH WAIKATO DISTRICT HEALTH BOARD, HAMILTON, NEW ZEALAND

"My experience with Align Recruitment was life-changing. Larry Beck, from the very beginning of our acquaintance, entirely committed to my family's dream of living in New Zealand. He assisted us to overcome all obstacles (and there were many of them) that appeared along the process.

Always supportive and realistic, Larry gave us the confidence we needed to be where we are today. Simple but generous gestures, like picking us up at the airport, hosting my family at his place, liaising with my future (and current) employer and accompanying me at the New Zealand Medical Council's appeal meeting, all those made a huge difference to us. Today, he has not only our admiration, but also our affection. Without him, we would surely not be where we are today. I am grateful to life, and I am grateful to Larry."

**- DR LEONARDO SAUAIA, MD**

FORMERLY CONSULTANT PSYCHIATRIST WITH UNIVERSIDAD FEDERAL DE SAO PAULO, BRAZIL NOW CONSULTANT PSYCHIATRIST, SOUTHERN DISTRICT HEALTH BOARD, DUNEDIN, NEW ZEALAND

"Larry is a very knowledgeable and extremely reliable recruitment consultant, who goes the extra mile to find the perfect candidate for the required position. The assistance Larry gives to his clients and service recruiting them is outstanding."

**- KAY F NISBET-SMITH**

MEDICAL STAFF CO-ORDINATOR, MENTAL HEALTH, WAIKATO DISTRICT HEALTH BOARD, HAMILTON, NEW ZEALAND

"I have had the pleasure of recruiting a fantastic psychiatrist through Larry. He was a person who recognised and understood the needs of our service but also understood the wishes and desires of the prospective doctor. He worked tirelessly in supporting the applicant and the service to negotiate some of the challenges related to immigration and registration in another country. Nothing was too much. His personal interest in the clinician and the organisation was exemplary. Larry understands the challenges of immigration, is a details person who leaves no stone unturned and supports all from A to Z. I look forward to working with him in the future."

**- DR ANDREW DARBY**

CLINICAL DIRECTOR, ADULT MENTAL HEALTH SERVICE, WAIKATO DISTRICT HEALTH BOARD, HAMILTON, NEW ZEALAND

## Working as a Psychiatrist in New Zealand

*Our population represents a diverse ethnic background and requires sensitivity to and understanding of Maori, Pasifika, Asian and other peoples' customs and needs. The ability to collaborate with whanau (family) during treatment is an important aspect of mental health treatment in New Zealand.*

Teams often include a clinical psychologist, registered nurse, social worker, occupational therapist and related support staff who work in a multi-disciplinary, collaborative environment. An open and accepting attitude towards one's team members is important. Valuing the strengths and perspectives of your team will go a long way towards establishing your credibility and earning the respect of your team. Liaising closely with your team members will help you learn some of the subtleties of our culture while ensuring that you come up with the most appropriate diagnoses and treatments for your clients.



## Why come to Aotearoa, the land of the long white cloud, to live and work as a Psychiatrist?

- ▶ You won't find a better place to have a little bit of an adventure while expanding your horizons both personally and professionally.
- ▶ While you may be able to earn more money in countries like the US and the UK, you won't find a better place to live than New Zealand.
- ▶ Our Kiwi Lifestyle is the best in the world.
- ▶ New Zealand is an excellent place to raise a family with a world-class education system and a generally safe society.
- ▶ Our outdoors are stunningly beautiful with both beaches as well as snow-capped mountain peaks, subtropical forests and native bush.
- ▶ Our climate is known for being relatively mild - not too hot in the summer and not too cold in the winter.
- ▶ Kiwis, or New Zealanders, are open, friendly and accepting people. Here we are still nice and polite with each other.
- ▶ You may have more flexibility regarding how much time you are allowed to spend with your patients.
- ▶ The cost of malpractice insurance is quite reasonable compared to most western countries and is usually reimbursed by NZ employers.
- ▶ Working in New Zealand as a Psychiatrist is way less stressful than in the US or the UK.

## Positions

Our need for board certified Psychiatrists in New Zealand in our public health care service exceeds our supply. Therefore, New Zealand needs to recruit Psychiatrists from overseas to fill some of our vacancies. You can choose from a number of unique and exciting options including inpatient and outpatient in the following disciplines:

- ▶ Adult Community
- ▶ Inpatient
- ▶ Outpatient
- ▶ Older Persons
- ▶ Child and Adolescent
- ▶ Acute Community
- ▶ Assertive Community Treatment (ACT); non-acute; provided in patients' homes
- ▶ Community Alcohol and Drug Addiction Services
- ▶ Eating Disorders
- ▶ Forensic
- ▶ Maternal
- ▶ Rural Health

As we are a small country Psychiatrists who are generalists by nature may be asked to be responsible for various aspects of general adult Psychiatry, both community and inpatient, which can include addictions, older persons and sometimes child and adolescents. The exact range of clinical responsibilities is usually negotiable with respect to your experience, interests, background, training and the services' needs.

## Benefits for You

Besides the opportunity to live and work in our beautiful country and enjoy our world-acclaimed Kiwi Lifestyle you will receive:

- ▶ 51 paid days off from work per year comprising of (a) six weeks paid annual leave, (b) 11 paid public holidays and (c) 10 paid CME days;
- ▶ \$15,000 relocation if you stay for a minimum of two years;
- ▶ \$16,000 for CME each year;
- ▶ \$35,000 potential, additional pay per year for being on-call;
- ▶ 6% matching employer contributions to your NZ savings fund; and
- ▶ Reimbursement of malpractice, registration and college membership fees.

## Length of Positions

Typically, for permanent, direct hire positions the doctor is bonded for two years for the cost of relocation assistance. If you were to leave before the two years are up you may be required to repay some or all of the costs of the relocation assistance provided to you. Therefore, for permanent, direct hire vacancies, a minimum two years' commitment is something you may want to consider. Shorter term positions are typically locums or on a fixed-term agreement of up to 12 months.



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