A Guide to Working as a Locum in Australia & New Zealand
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THE ROLE OF A LOCUM

The role of locum originated because of the need to fill temporary duties on behalf of another doctor. Typically these opportunities occur for several reasons, such as covering sick leave, study leave, annual leave, or hospitals may have a period where they are waiting for a new Physician to commence work causing a need for duties to be covered by another doctor. The word ‘locum’ is common in New Zealand, Australia, Canada, United Kingdom and Singapore but the term ‘locum tenens’ is more commonly used in the United States.

What are the benefits of locuming?

- it offers you greater flexibility and work life balance
- it can give you the time to study for exams
- it can allow you to combine medicine with other employment opportunities or hobbies
- it allows you to work while you explore career options and locations
- working as a locum exposes you to a variety of working environments and different practices and procedures so you can gain a wealth of clinical experience which can complement your Curriculum Vitae
- you can work in a temporary capacity while waiting to take on a permanent role
- it maximises earning potential
- it helps to build a wider network of colleagues

"I have been working as a locum with Triple0 for last 5 years and have been very pleased with the professionalism and promptness of the staff."

Dr Dilawar Singh, ED SMO
THE DIFFERENT TYPES OF LOCUM WORK

As mentioned hospitals and clinics typically use locums to cover short term gaps, but they now also use locums to cover longer rosters.

Short term locum opportunities
This is commonly used to cover unexpected shifts of 2-3 days or from known small gaps in a populated roster. Suitable for doctors who are looking to help a hospital or a clinic and for those who are looking at earning some extra cash.

Short term locuming also covers longer placements of 1-2 weeks. Again, doctors look to work these locum shifts to help a clinic or hospital, or earn some extra cash. Some use this as a holiday opportunity and take their family with them, or they may be interested in that hospital or clinic for more permanent roles so use this as a learning opportunity.

Long term locum opportunities
With the continued Doctor shortages, hospitals and clinics have had to look at how they cover their shifts. This has brought about the need for long term locum assignments where doctors either work a longer block of shifts or may return regularly to cover shifts. We find a lot of our doctors feel like they want to give back, so undertake rural work in regions where they feel they are making a difference to a community. This is also a good option if you are looking to take a break from your current permanent role.

“Triple0 has been placing me in locum positions for nearly a decade, and they are more like family than an agency. They are extremely efficient and the many colleagues I’ve referred to them have been contacted virtually immediately. Thence they too (like myself) have been placed in virtually “custom-made” locum positions. Triple0 is the best agency to have dealings with as they are never pushy but are truly there to help. They take the time to personally get to know their doctors, and I cannot recommend them highly enough.

Dr Janie Worth
LOCUM REMUNERATION

Each country and even region has their own way of managing locums, the following is a general guide.

New Zealand
In New Zealand locums are paid directly by the agency as a Contractor under the Labour Hire Agreement. TripleO will pay you fortnightly and take care of your taxes for you. You can contract either as a Sole Trader or through your Company/Trust.

Australia
Australia is similar to New Zealand, where most locums are paid directly by the agency either as a Contractor under the Labour Hire Agreement (and TripleO will take care of your super, taxes and workers comp) or through your own Legal Entity Company (and you take care of your super, taxes and workers comp). In the case of TripleO, pay is every fortnight. The exception is New South Wales where you will be paid by the hospital directly.

Rates offered will usually fall into the following schemes:
- $ per hour (based on exact hours worked)
- $ per day (daily retainer which may include or exclude on call requirements)
- $ on-call callout fee (in addition to hourly or daily rate)
- $ per session (a set amount per session worked)

The main factors that influence rates are
- the location of the hospital
- the experience of the locum
- the urgency of the locum shift

Our experienced Recruitment Consultants will talk to you in more detail about the different payment options and tax requirements for each specific locum assignment.

Pay Rates

<table>
<thead>
<tr>
<th>STATE</th>
<th>STANDARD HOURLY RATES FOR RMO’S AND SHO’S</th>
<th>STANDARD HOURLY RATES FOR REGISTRARS</th>
<th>STANDARD DAILY RATES FOR SPECIALISTS</th>
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</thead>
<tbody>
<tr>
<td>QLD</td>
<td>$90 - $110</td>
<td>$90 - $165</td>
<td>$2000 - $2500</td>
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<td>NSW</td>
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<td>SA</td>
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<td>$2000 - $2500</td>
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</table>
## New Zealand

<table>
<thead>
<tr>
<th>SPECIALTY</th>
<th>STANDARD DAILY RATE</th>
<th>MAXIMUM DAILY RATE (ON CALL INCLUDED)</th>
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<tr>
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<td>Anaesthetists</td>
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<td>Registrars &amp; SHO's</td>
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FREQUENTLY ASKED QUESTIONS

Can I work as a locum if I have a permanent job?
A high percentage of doctors locum around their permanent roles, using their days off, annual leave or working part-time.

It is a good idea to plan ahead so you can send through your availability to our Consultants as soon as these are made available to you. This allows us to look at options that caters to your personal preferences.

Can I bring my family with me on longer term placements?
Some locum doctors use their locum placements as an opportunity to take their family on a holiday to a new location. You will generally need to pay for your family’s flights and in some cases you will be required to cover the additional accommodation costs.

Do I have to complete a lot of paperwork?
Yes! However, we make it our job to take the pain out of doing this. Hospitals and clinics understandably must complete due diligence and adhere to strict requirements when engaging locums. In most situations they require the completed paperwork at the same time a doctor is put forward for consideration as a locum. For your first locum assignment we’ll work with you to ensure this is all completed as efficiently as possible, from there on future assignments are a lot easier as a large proportion of the paperwork is already complete.

CV
We know writing up a curriculum vitae can be daunting but we can assist you with this. The two main things to remember are that your work experience needs to be listed in a chronological order and any gaps in your CV need to be explained.

References
References are a standard requirement and we normally asked for three referees, one of whom must be your current manager. We only need to know the name, address and phone number of your referees and we will do the rest.

Credentialing
Each hospital or clinic will have different requirements regarding paperwork that needs to be provided. Typically, you will be asked for the following:

- copy of your qualifications
- police checks relevant to the country or state you will be working in
- verification of vaccinations
- MRSA swabs
- financial information as in IRD numbers and bank account numbers
- complete a brief health and safety induction
- verified copies of photo identification
- medical indemnity
- visa and residency status
- medical registration
What area of medicine do most locums specialise in?
We have locum roles in all areas of medicine but our current high demands are in the following areas:

- General Practitioners
- Rural Health Specialists
- Emergency Medicine
- Psychiatrists
- General Medical Physicians
- Paediatrics
- Obstetrics & Gynecology
- General Surgeons
- Orthopaedic Surgeons
- Radiologists
- Anaesthetists

Where are most of the locum vacancies?
There are certain areas within Australia and New Zealand that utilise locums more frequently and for longer length placements, but if you have a certain location that you are interested our Specialist Recruitment Consultants can generally help you secure an assignment in this region.

Here is a snapshot of the Triple0 locum placements for 2017:

Why would I work through an agency for locum work?
You want to make organising your assignment as stress free as possible, by using an agency you save a lot of time and hassle. Plus, there is no cost for our service.

We also work closely with the district health boards to help them plan for future gaps. This means we always have visibility of the shifts that are coming up in the next six months.

At Triple0 we also offer a unique service where we will actively approach a specific hospital or clinic on your behalf to source locum assignments that fit your availability and personal requirements.
Here are some of the key elements that the team at Triple0 can assist you with:
- negotiating dates and shift times
- booking flights, accommodation and vehicle hire
- negotiating rates and extras
- collating paperwork
- completing forms
- ensuring prompt payment

Our objective is to give you peace of mind, knowing that an experienced Medical Recruitment Consultant is looking after you and making sure that everything goes ahead without any problems.

For additional information or resources please check out our two locum series online:

- **Locum Planet** – an insider’s guide to being a locum in specific areas throughout rural and urban New Zealand and Australia

- **Your Questions Answered** – detailed answers to questions the team at Triple0 are regularly asked by locum doctors
ABOUT TRIPLE0

We place doctors in locum and permanent jobs throughout Australia and New Zealand. We’ve been doing this since last century. Our team cover the following specialist areas:

PAEDIATRICS
GENERAL PRACTICE
PSYCHIATRY
INTENSIVE CARE
SURGERY
MEDICINE
RADIOLOGY
ANAESTHETICS
EMERGENCY MEDICINE
OBSTETRICS & GYNAECOLOGY
Contact Triple0
Free Phone (AUS): 1800 212 899  Fax (NZ): +64 9 355 0400
Free Phone (NZ): 0800 15 0009  Fax (AUS): +61 7 3607 5337
Phone (NZ): +64 3 373 6380  Email: doctors@triple0.com
Phone (AUS): +61 7 3613 0071