

Why Does the Nurses Society of New Zealand have a ‘Recruitment Arm’?

Since the early 1990s, the Society has had a recruitment arm and that arm currently operates as NSNZ Recruitment. This notice is primarily for new members.

- NSNZ Recruitment grew out of a Society service designed to help new graduates with job search. Because of the serious lack of placements available for new graduates in the 1990s, the Society established a programme taking new graduates overseas.
- This involved arranging registration, preparing new graduates to sit registration examinations, organising travel, and ultimately placing new graduates in hospital positions. It often included ongoing support and, in some cases, even providing housing for the duration of the one or two year placement.
- Very high numbers were taken overseas – literally about 2000. These new graduates generally flew out in large groups, often over a 100 at a time. Placements were made to the USA (mostly New York, New Jersey, Florida, Texas and California), Canada (mainly Alberta and Saskatchewan), Singapore and Hong Kong, plus a small number to the UK. The partner hospitals were all public or not-for-profit, mostly teaching hospitals, including some world-renowned institutions. No agencies or travel nurse companies were included.
- In due course, by popular demand, NSNZ Recruitment morphed into a full-service global placement service for all health professionals (nurses, doctors and allied health professionals).
- Initially, this was done partly to encourage the overseas partner hospitals to continue to take new graduates. It was a ‘trade-off’ of sorts for taking new graduates, as they were generally reluctant to hire foreign new graduates.
- Unfortunately, new graduate placements stopped around 2012, due to a lack of available places and / or interest by the overseas hospitals. Hopefully, limited placements might be available again in the future.
- However, placements for experienced health professionals continue to some carefully selected hospitals. Currently, it is essentially a boutique operation, with a limited range of locations and partner hospitals.
- Some locations have been rejected, for a variety of reasons, including human rights considerations, as well as professional factors, and unacceptable terms and conditions.

- NSNZ Recruitment places from a wide range of countries (not just New Zealand) and into a small selection of countries. Funds generated from this are used to support other Society operations and services. It also helps keep membership fees as low as possible.
- Both members and non-members are placed, but members receive premium access to the service. Occasionally, notices about vacancies and international opportunities are emailed to members or a subgroup of members.
- NSNZ Recruitment also provides career development and related support to members more generally.



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