

# Supporting Doctors and Healthcare Providers for over 20 Years



**Ochre**  
RECRUITMENT



[ochrerecruitment.com](http://ochrerecruitment.com)



“We are focused on delivering exceptional doctors to healthcare providers across Australia and New Zealand”



## Building meaningful relationships that last

**At Ochre Recruitment we are committed in our purpose... to help doctors achieve their locum goals and career aspirations while maintaining an ideal work-life balance. We recognise individuality and strive to empower doctors in the workplace by securing opportunities most beneficial to them.**

We have been partnering with doctors and healthcare providers to deliver essential healthcare to rural, regional and metropolitan communities since 2002.

We apply our suite of services to:

- **support** you in your career;
- **enable** you access to Ochre Health Group's network of resources, medical centres, clinical and operational teams;
- **find** you a diverse range of roles in both Australia & New Zealand;

- **save** you time by providing you with administration support so you can focus on your clinical objectives;
- **influence** public health initiatives;
- **connect** doctors with employers whom share the same values;
- **improve** access to healthcare in rural and remote communities.

Whether you are seeking a short-term locum or on-going work, our experienced team will work closely with you to understand your requirements, so we can support you in your career to fulfill your professional and personal needs.

We focus on your professional needs, and upon identifying a role, work environment and location most beneficial to your chosen pathway, we support you by taking care of everything so you can carry out your clinical responsibilities with confidence.

# What sets us apart?

The Ochre Group, encompassing Ochre Health, Ochre Recruitment and Medical Directions, is unique in the market. As a leading medical centre operator, locum agency and workforce solutions provider, we are unrivalled across the medical recruitment industry in our understanding of the operational, clinical and governance complexities faced by health services from primary care and hospital Emergency Departments, to Fast Track Clinics, Urgent Care, Correctional Facilities and Defence.

## What that means for you?



Priority access to locum and permanent positions at our 65+ Ochre Health Practices before they go to market;



Exclusive access to Hospital Emergency Departments and Fast Track Clinics managed by Medical Directions;

Full clinical autonomy to practice medicine your way;



Comprehensive choice of rural, remote and regional locations across Australia and New Zealand;



Extensive onboarding, administration support, loyalty program and feedback platforms are all designed to put you in the driver seat, where you'll feel happy, valued and rewarded during your contract;



Support with upskilling and career development;



Training and certification that may be required for positions you are interested in;



Thorough position descriptions and support on the ground;



Invitations to networking and industry events;



As proud supporters of Angel Flight, together we can help remove the barriers to mobilization to help you get to where you need to go more efficiently.



We are owned and managed by doctors who have travelled similar paths and understand firsthand the challenges faced and learned experiences as a doctor in both the Australian and NZ healthcare systems.

Our unique perspective makes us different.

# How Healthcare employers receive the highest quality service from Ochre

**As part of the iconic Ochre Health Group, we understand your needs and expectations as a health services provider.**

You can be assured that we appreciate the intricacies of managing a Medical Centre, Urgent Care and Fast Track Clinic, AMS, Hospital Emergency Department and Correctional Centre while keeping doctors happy, valued and rewarded. We believe this gives us a sense of balance and fairness.

Our experienced team will assist you in finding not only the highest quality doctors for your requirements, but also the best match to fit your team. If your preference is for a new and improved service delivery model, our Medical Directions Division are experts at creating bespoke service to provide a cost effective and sustainable medical workforce.

The key stages of our meticulous search process:



**Listen** to your unique challenges and needs;



**Develop** a market mapping and candidate sourcing campaign to identify suitable doctors;



**Facilitate** the screening, all administrative processes and paperwork and credentialing of shortlisted doctors;



**Provide** you with reliable and reputable clinicians;



**Offer** frequent follow-ups and requests for feedback after placement.



## Connecting Doctors with Rural Communities

**Improving access to healthcare across Australia's rural and remote regions remains an enduring passion for our founding doctors and the entire team at Ochre.**

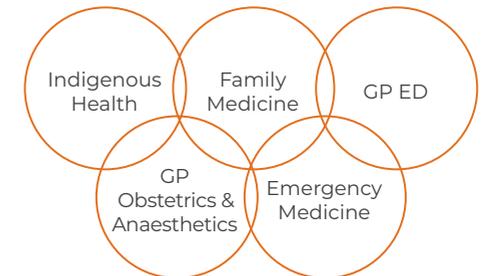
Our specialty is connecting General Practitioners, Rural Generalists and Emergency Medicine Doctors to rural and remote communities. Born in the bush, our roots are firmly planted in the outback. We've been fostering strong relationships with Local Health Districts in Australia and District Health Boards in New Zealand for many years.

**Partnering with Ochre gives you:**

- access to key stakeholders in rural and remote medicine;
- insights around roles before they are available with other agencies;
- flexibility round negotiation with rates, dates and other benefits;
- the opportunity to be represented by an agency who are trusted and well respected in the rural healthcare space;
- priority access to opportunities within the Ochre network;

- exclusive access to Emergency Medicine rosters managed by Medical Directions;
- peace of mind that you are dealing with a team of experienced and dedicated professionals.

Being a GP-centric recruitment agency also means we can offer you work in your sub-specialty areas of:

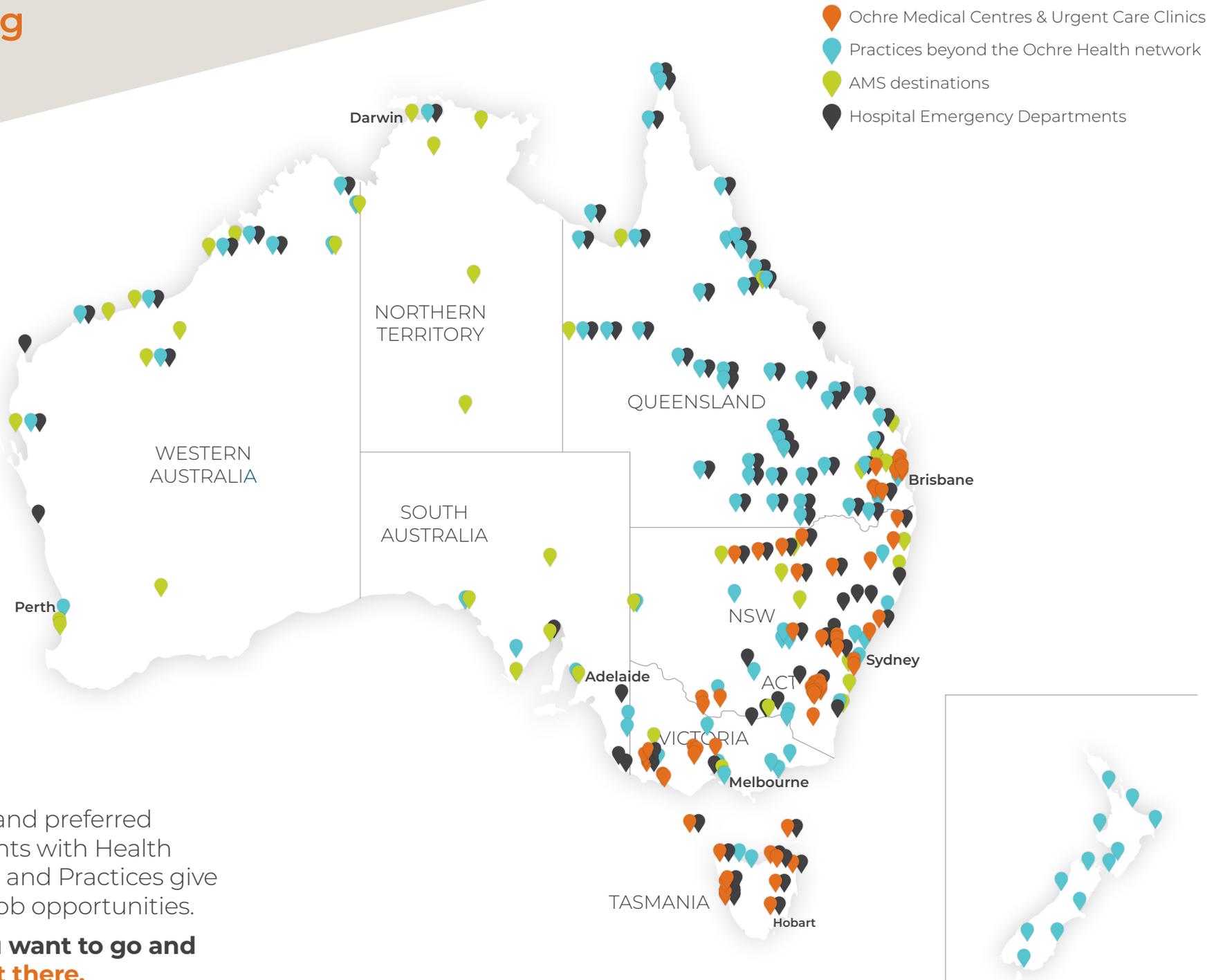


Our Emergency Division compliments our work with our Rural Generalists given the crossover with GP VMO & ED CMO work in the hospital setting. Our relationships with General Practices and hospitals enables our GPs to upskill in the hospital space and enjoy a broader scope of work.

**"As a Rural and Remote GP very interested in emergency medicine, I have found the secret, an organisational treasure trove. I've been to Nyngan, St George, Julia Creek, Mt Isa, Doomadgee and Mornington Island and I'm just getting started. Ochre Recruitment gives me the jobs I like, visiting the places I like and maintaining the lifestyle I want. Like the cat with two bowls of cream, it's a wonderful life. Try it". – Dr Taulke-Johnson**



# Our Growing Network



Our partnerships and preferred supplier agreements with Health Services, Hospitals and Practices give you a plethora of job opportunities.

**Tell us where you want to go and we'll help you get there.**

## CASE STUDY

### General Practitioners and Rural Generalists, Western NSW and Tasmania



#### Scenario

As part of the Ochre Group, we support Ochre Health contracts with medical workforce in rural, regional and urban areas of Tasmania and Western NSW. The Ochre Group partnerships with both Tassie Health and Western NSW LHD provides doctors with a diverse and interesting array of medicine you just won't find in the big smoke.

With Emergency Department and General Practice staffing resources stretched in an effort to handle the workload where patients experienced long wait periods for treatment, the Ochre group were engaged to provide a workforce solutions strategy to tackle the problem.

#### Our Approach

- Presentation data was analysed to determine the ratio of General Practice type vs ED presentation;
- A strategic market mapping, networking and candidate attraction campaign was developed by Ochre Recruitment to source suitable skilled doctors;

- A roster based on safety and effectiveness was implemented.

#### Outcome

- After identifying suitable locally based and interstate doctors, Ochre continue to recruit locum doctors who provide quality health care services in General Practice Clinics and Emergency Departments;
- Patients now receive care in a timely fashion with wait times significantly reduced;
- Patients are now treated in an appropriate setting by the highest quality clinicians;
- The community now enjoy better health outcomes;
- During 22/23 FY we provided 2,900 days of cover in Western NSW across the townships of Bourke, Brewarrina, Barham, Coonamble, Lightning Ridge, Walgett, Parkes and Dubbo;
- In Tasmania we provided 2,600 days of coverage across the length and breadth of the Apple Isle.

“Where I am now in the Western NSW Local Health District, the technology support systems are incredible. Even if you're dealing with a cardiac arrest that seems to be going pear-shaped, the technology we use now allows specialists to see what you're doing in real-time and assist you right then and there. It's such a fantastic use of technology” – **Rural Generalist Dr Karen O'Brien**

## CASE STUDY

### Indigenous Health General Practitioners, Miwatj Health Aboriginal Corporation, NT



#### Scenario

Miwatj Health Aboriginal Corporation is an independent Aboriginal controlled Indigenous health service in Eastern Arnhem Land near Darwin in the heart of Australia. Over half of their staff come from the Yolnu communities that they serve, however they also depend on clinicians and health professionals from elsewhere who come with an open heart.

It has been challenging for Miwatj to source doctors from outside the local communities due to the size and remote locations of many of the communities. If they don't have a GP, the clinic must rely on the nurses or the on-call services from Darwin.

#### Outcome

- Since June 2022, we have provided a permanent GP and six different locum doctors who secure multiple assignments during the year;
- Those locum doctors have delivered over 1504 hours of quality healthcare to the communities;
- We also provide assistance for telehealth;
- The SMO at Miwatj often refers Ochre Recruitment to other NT based clinics looking for an agency that takes the time to listen, understand and deliver.

#### Qualifications and experience required for the Indigenous Health specialism

Attitude and approach are central for any general practitioner looking to work with Indigenous communities. Eligible GPs need to be passionate about understanding and appreciating the uniqueness of each community they serve.

“If you are considering an Indigenous Health Locum - Give it a go! I've yet to meet a doctor or nurse who hasn't enjoyed it. Most of us can't wait to get back to the open spaces and red dust once we've been back in city life for a few weeks” – **Dr Sara Van Tinteren**

## CASE STUDY

### Locum GPs Tasman Medical Practice Tasmania



#### Scenario

Tasman Medical Practice is a general practice serving the Tasman Peninsula. They have a local permanent GP but with the demands of the surrounding population and not wanting to turn patients away or keep them, approached Ochre for additional locum support. They also required assistance with the nursing home round each week..

#### Outcome

- Since late 2022 Ochre have provided 34 doctors to Tasman Medical Practice;
- The locum durations range from 1 week to multiple weeks;

- 1 GP who connected with the practice and community now returns every 6-8 weeks bringing a great continuity of care;
- Many other GPs have returned on multiple occasions due to the practice values and culture and beautiful location;
- We have also identified a pool of doctors within an easy driving distance who are open to returning, including at late notice, bringing peace of mind to the clinic.

“I have had the pleasure working closely with Stephanie Nash and her team from Ochre Recruitment for the past three years. The locum world is quite new to me but after the first conversation and with her professional guidance she answered all my questions and I better understood what we needed as a Rural Practice. Her team have selected GP locums which have been a perfect fit for our practice so much so that they request to return. The team goes above and beyond to ensure the recruitment is smooth and the process is positive for all. We have had a few times when we have needed a locum urgently and Steph has delivered. I would highly recommend the team at Ochre Recruitment”

– **Maree Walker Tasman Medical Practice**

## CASE STUDY

### Permanent & Locum GPs, The Doctors Group & Tamaki Health Group, New Zealand



#### Scenario

The Doctors Group is the largest of its kind in New Zealand, with 63 practices and over 400,000 enrolled patients. Their medical teams include GPs, Nurse Practitioners and Nurses, all striving to deliver the best health care and advice. Four of their practices in Tauranga practices as well as Tamaki Health Group Christchurch approached Ochre Recruitment as they were struggling with severe staff shortages across many of their practices.

#### Our Approach

- In the first instance we identified our group of career locums who enjoy working their way around New Zealand in a range of practices;

- Leveraging off our extensive network of doctors who prefer more secure permanent arrangements, we initiated weekly marketing communications shining the spotlight on the different locations and practices;
- Conducted advertising campaigns on job boards and social media to attract new GPs.

#### Outcome

- During the past two years we have provided 10 locum doctors and a permanent GP to the Tamaki Group;
- 18 Ochre doctors have assisted practices in the Tauranga Region for the Doctors Group;
- To date, all practices are happy with the doctors put forward and continue to rely on Ochre;

“We are impressed with the professional service provided by Ochre Recruitment. The timely and comprehensive communication, provision of appropriate documentation and Doctor centric representation to Medical Practices is really appreciated. Ochre have made practising as a locum GP, and the subsequent bookkeeping functions less onerous”

– **Dr Ivan Gannawayt**



## Our remarkable doctors are our ambassadors

"The GP Team are great to deal with finding me locums where I want and going the extra mile to secure and organise dog and family friendly accommodation"

**Dr Alex Denshire**

"If you are thinking about biting the bullet and doing locums all around the country (beach, city or bush), I would definitely give Ochre Recruitment a call. All the staff there offer amazing support to set you up for short term or long term work, with great variety"

**Dr Lauren Essoms**

"The ED Team were absolutely amazing. Naomie was so personal and would always check up on me and genuinely cared that I was happy wherever I was working. Very prompt in dealing with any queries I had and really supported me throughout my time with them"

**Dr Dashini Kanagal**

"We loved our time in New Zealand. I was thrilled to have Ochre as my recruiter. You found great jobs for me and experiences for my family, especially on the South Island. We miss NZ and hope to return someday. Thank you"

**Dr Beth Blumenstein**

"Very helpful, understanding and supportive with getting the right position at the right time, and great assistance with getting all the administration done"

**Dr Trudy Ann Madsen**

"You guys are so helpful. I tell my mates to use you all the time!"

**Dr Vanessa May Souter**

"I have worked for Ochre on and off for years. They are a great recruitment agency and medical centre operator. Their rural commitment is more than admirable... It is magnificent"

**Dr Alex Douglas**

## Behind our success story

**The story of Ochre is one of bright minds spotting a gap in the market, tearing up the rule book, and applying their energy, focus and hard work to achieve their vision.**

In 2002, doctors Hamish Meldrum and Ross Lamplugh worked in the quintessential Aussie Outback town of Bourke. Sharing the hospital roster, they couldn't take a break without finding other doctors to cover for them, and with no assistance from the Health Department, their only alternative was to source their own locums.

As doctors with a genuine passion for rural medicine and having good contact networks, Ross and Hamish succeeded in finding doctors where the Health Department had failed.

With the need for this critical service plainly obvious, they turned their personal need and newly acquired recruitment skills into a business, Australian Outback Locums, which promoted the family-friendly, outback Australian lifestyle to like-minded and capable doctors. From this initial regional focus, Ochre Recruitment has

evolved into a nationwide agency with offices in Sydney, The Sunshine and Gold Coast and New Zealand.

Ochre Health is now a leading facilitator of healthcare to rural, regional and urban communities around Australia, operating a network of over 65 medical centres across four states and territories and a service provider to more than 450 doctors.

The merger and addition of Medical Directions in 2022 adds a new dimension to The Ochre Group's suite of services. Holding exclusive service arrangements with hospitals, including GP FastTrack clinics, across NSW Local Health Districts, it has a proven track record in developing and operating innovative medical workforce service models with an emphasis on safety, effectiveness and sustainability.

As only one of a handful of organisations in the marketplace to combine a medical recruitment agency and workforce solutions provider with its own primary care practices – and now with over 20 years of experience – we aim to be the best possible partner to our clients and the passport to opportunities for our doctors.

**The heart of our business will perpetually be to help people and to provide quality healthcare.**





## Engage us today

Ochre Recruitment has a dedicated team from a diversity of backgrounds, all working together to provide optimum medical recruitment services and community outcomes. We pride ourselves on our inclusivity, regardless of gender, personal beliefs or job title. We are all in this together and we love what we do.

Talk to us about your workforce needs. With over 20 years of experience in the healthcare space, we understand the operational, clinical and governance complexities that come with running a department or clinic.

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If you are a doctor wanting to expand your horizons, tell us where you want to go and we'd be delighted to help you get there. Contact us by phone on +61 2 9357 2448.

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