

CAPABILITY STATEMENT 2027

COMPANY OVERVIEW

Aussie Locums has been providing locum and permanent health professionals into the Healthcare industry since 2008. We specialise in providing fully compliant, qualified and screened locum Medical, Allied Health and Nursing professionals across major cities as well as regional and remote Australia. Our business is 100% focused on placing health professionals into the Healthcare industry.

Aussie Locums prides itself on its collective global experience and best practise approach, delivering an international and national quality of service to our clients.

Our recruitment experience includes placing healthcare professionals with a range of skills and attributes into locum contract and permanent positions in the following specialist areas: Sonography; Radiography; Radiology; Pharmacy; Occupational Therapy; Physiotherapy; Podiatry; Speech Pathology; Dietetics; Exercise Physiology; Social Work; and; General Practitioner/Medical.

Aussie Locums understands the importance of identifying opportunities which will fundamentally change peoples' lives for the better.



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☎ (07) 4031 9991

OUR PURPOSE

Our Vision

"For Aussie Locums to be the #1 choice for healthcare professionals".
We are committed to providing a recruitment process for clients that is efficient, seamless, and fair.

We understand the importance of delivering a professional, personable, efficient, and effective service. It's the small, yet noticeable things that keep candidates and clients working consistently, and often solely, with us.

Our Mission

"To provide a seamless, quality recruitment connection between healthcare professionals." We're always available when it matters - the reassurance that we are there every step of the way, makes a difference

MEDICAL RECRUITMENT **MADE EASY**

OUR SERVICES

Since 2008, we have specialised in providing Locum, Contract and Permanent Healthcare recruitment to public and private hospitals, clinics, aged care facilities and healthcare centres.

As an owner-operated business, we have a flexible approach, with high values placed on family and loyalty. Business decisions are made with the long-term view of our success, and with relationships and customer service at its heart.

Our network spans the whole of Australia and doesn't confine us to the major cities – we also go off the beaten track and into remote and regional communities. Our value is in our knowledge and experience which coupled with our attention to detail and genuine care for the people we work with, has made us the number one choice for healthcare professionals from all walks of life.



LOCUM RECRUITMENT

We specialise in providing fully compliant, qualified and screened locum Medical, Allied Health and Nursing professionals across major cities as well as regional and remote Australia. Whether you require someone at short notice, or are seeking a contract solution, we pride ourselves on having an extensive network of trusted locums at our fingertips.



PERMANENT RECRUITMENT

We have been placing permanent healthcare professionals in public and private hospitals, clinics, aged care facilities and healthcare centres since 2008. By working closely with our clients to understand each role, our expert team of recruitment consultants work hard to find candidates who will not only meet your skill set requirements but be a great cultural fit.

AREAS OF EXPERTISE

Our recruitment experience includes placing candidates with a range of skills and attributes into locum and permanent positions in the following specialist areas:

- ✓ **Sonography**
- ✓ **Radiography**
- ✓ **Radiology**
- ✓ **Pharmacy**
- ✓ **Occupational Therapy**
- ✓ **Exercise Physiology**
- ✓ **Doctors/Medical**
- ✓ **Physiotherapy**
- ✓ **Social Work**
- ✓ **Podiatry**
- ✓ **Speech Pathology**
- ✓ **Dietetics**



One of our dedicated recruitment consultants works with you to take a brief and gain a full understanding of your requirements, before searching our database for suitable candidates. If we need to, we will advertise on our website and social media platforms to attract the right talent for the role.



Once we have a shortlist, we will send an overview of the candidates sourced. This includes specific requirements in respect to travel and accommodation, the clinicians resume and if applicable, their skills list.



Depending on whether the role is permanent or locum, interviews are conducted, and the successful candidate is engaged. We take care of compliance and credentialing.



Our team will work collaboratively with clients to ensure workplace health and safety responsibilities are clearly understood and managed. This includes sharing relevant information to support compliance with WHS legislation, safe workplaces and the management of physical and psychosocial hazards.



GIVING YOU PEACE OF MIND

Our clinicians are subject to vigorous screening and stringent checks to ensure that we work with only the best quality people. We obtain a minimum of two written references and require the candidate to provide a referee who is higher management level/skill set and they must have directly supervised their work in the last 12 months in a paid capacity. Verbal references can also be obtained if we feel answers need to be elaborated upon or checked.

- ✓ Nationally Coordinated Criminal History Check
- ✓ Proof of qualification
- ✓ Eligibility to work in Australia
- ✓ Registration with the relevant board/body
- ✓ Relevant licenses
- ✓ Proof of current immunisations



We attract candidates locally, nationally, and internationally using word of mouth, direct mail, corporate branding, advertising, social media, sponsorship, our website, tenders, awards, events, trade shows, public relations, marketing collateral, and a referral program.



Reference checking is performed during our registration process and are updated every two years minimum. We use Referoo, a preferred partner of the Recruitment, Consulting and Staffing Association (RCSA), to assist us with our reference checks. Their Australian servers are SSL secured for privacy and security and their fraud detection system identifies suspicious references.



We work with most State and Territory Health Departments and adhere to their stringent credentialing processes ensuring that those obligations are met. Many of our clinicians have been working with us for a number of years, providing you with the peace of mind that our clinicians are of the highest caliber.

LIVING UP TO OUR PROMISE

In 2018 Aussie Locums became Quality Accredited in AS/NZS ISO 9001:2015, this accreditation underpins our systems, internal processes, and external delivery. We strive to maintain these standards and best practice approach, which enables us to be a valued provider of high-level services in healthcare.

Aussie Locums are also a preferred supplier to the Tasmanian Department of Health, QLD Health, Canberra Health Service, Lumus Group, Western Health Victoria, Government of South Australia and NSW Local Health District Nursing Agency. Aussie Locums is also an off-panel provider to NT Health.

We pride ourselves on being a leading recruiter of health professionals in Australia. Whether you require a one-day emergency locum, parental leave cover or are seeking to fill a permanent role, our tailored recruitment service enable our clients to relax, safe in the knowledge that they are in good hands.

In the lead up to and throughout the period of engagement, Aussie Locums will keep in touch with all parties, thus managing expectations for all.



Awesome! Your Agency's overall rating is **4.9**

★★★★★ (4.9 rating based on 257 reviews)

★★★★★ 5.0

Elliot

Employer • Aug 2026

Working with Nichole has been an absolute pleasure. I was recruiting for a research project and had perculiar needs. Within 8 days of first contract woth Nichole I had a great candidate signed. I will be using Aussie Locums again in the future!

★★★★★ 5.0

Jessica

Candidate • Mar 2026

Terry has been fantastic to deal with. Can't fault my experience so far.

★★★★★ 5.0

Michelle

Employer • Jul 2026

Nichole (and her colleagues) are a pleasure to work with - prompt responses to enquiries, always working to ensure seamless and stress free Locum support to our Department when needed.

★★★★★ 5.0

Clay

Candidate • Dec 2025

Nadai has been super friendly, replies almost instantly and is so helpful in organising contracts and making sure both myself and the employer are happy.



ENVIRONMENTAL, SOCIAL & GOVERNANCE STATEMENT

At Aussie Locums, we are committed to upholding the highest standards of Environmental, Social, and Governance (ESG) principles in all aspects of our operations. Our dedication to ESG reflects our core values and our responsibility to our stakeholders, the communities we serve, and the environment.

ENVIRONMENTAL COMMITMENT

Energy efficiency: We are investing in energy management systems and upgrading equipment to reduce consumption.

Waste management: We utilise recycling programs aiming for zero landfill waste by 2030.

Water reduction: We have implemented water saving measures in place such as low flow efficient fixtures and fittings.

GOVERNANCE EXCELLENCE

Risk management: We have robust processes to identify and mitigate risks which are outlined in our Business Continuity Plan.

Board composition: We have a diverse board of four who each provide different expertise.

Compliance: Aussie Locums became Quality Accredited in AS/NZS ISO 9001:2015 in 2018. Our quality management system is supported through annual audits, internal reviews and ongoing continuous improvement initiatives to ensure quality service delivery and compliance.

Candidate wellbeing: We are committed to supporting the wellbeing of the healthcare professionals we place by fostering respectful workplace practices, maintaining regular engagement, and partnering with clients who prioritise safe and supportive working environments.

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SOCIAL RESPONSIBILITY

Labour practices: Our Finance Manager works closely with our Accountant to ensure compliance with labour laws and maintaining safe working conditions.

Work health and safety (WHS): We engage an external WHS contractor who supports the implementation of safety protocols, training, psychosocial hazard management, respectful workplace practices, sexual harassment prevention and mental health and wellbeing initiatives for both our internal and external workforce.

Employment and training: We provide a minimum of three continuous professional development opportunities annually for our internal staff.

Community engagement: We have a lasting commitment to give something back to the local community and the healthcare industry in which we live and work. As such, each year we support numerous organisations through participation, sponsorships, charitable contributions, and partnership activities.

Aussie Locums is committed to advancing ESG principles in the healthcare industry and beyond, driving positive change and fostering a brighter, more sustainable future.



OUR TEAM



NICHOLE FITZGERALD
MANAGING DIRECTOR



TERRY FITZGERALD
RECRUITMENT MANAGER



TRACY WATSON
FINANCE MANAGER



NADAI WILSON
SENIOR RECRUITMENT
CONSULTANT



RICCI WILLIAMS
RECRUITMENT CONSULTANT



SARAH MCDONALD
ADMINISTRATION SUPPORT



JAZZMIN MATHEWS
ADMINISTRATION SUPPORT

Aussie Locums champions the power of collaboration and synergy, uniting a dedicated team of diverse expertise working closely to deliver exceptional client service and innovative solutions, fostering a culture valuing collaboration and diverse perspectives for meeting client needs.

CONNECT WITH US

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THE WORLD
OF WORK

