



NZ OSTEO

*When all of the fulcrums are synchronized there will
be peace and harmony. -W.G. Sutherland DO*

Summer 2026



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Message from the Editor:

A new year begins, and with it hopefully some fresh perspectives and ideas for your year to come.

This issue includes a couple of timely articles that are worth your attention. We look at recent changes to the Therapeutic and Health Advertising Code, and what they mean for how we promote our services and communicate with patients.

We also unpack a recent court ruling that classified Uber drivers as employees rather than contractors. While it sits outside healthcare, the principles behind the decision are relevant to any profession that makes wide use of contractor arrangements. Both articles are there to give you practical context and highlight areas that may be worth a closer look in your own practice.

-Morgan Hancock



A night sky filled with stars and a few bright nebulae. In the bottom left corner, a stone building with a bell tower is visible, illuminated by warm lights. The overall scene is a mix of natural beauty and architectural interest.

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Message from the Chair

As we move into 2026, osteopathy continues to practise within a health system that is becoming increasingly complex, regulated, and visible. For many members, the reality of day-to-day practice remains demanding, requiring sound clinical judgement, adaptability, and resilience.

Over the past year, Osteopaths New Zealand has remained focused on strengthening the foundations that support the profession. Much of this work happens behind the scenes: improving governance systems, building organisational continuity, and ensuring the association is well placed to represent osteopaths with credibility and consistency over the long term.

Advocacy remains a core priority. This is often quiet, steady work, built through ongoing relationships with regulators, allied health partners, and sector partnerships. Our role is to ensure osteopathy is clearly understood, responsibly represented, and positioned as a trusted part of New Zealand's healthcare landscape.

Looking ahead, 2026 is a year of consolidation and confidence. ONZ will continue to focus on clear professional guidance, sustainable organisational structures, and practical support for members across all stages of practice. This includes maintaining strong professional standards, supporting education and research activity, and providing timely, relevant communication as the regulatory environment continues to evolve.

I want to acknowledge the professionalism and commitment of our members. The work you do every day matters to your patients and to the standing of our profession. ONZ exists to support that work and to ensure osteopathy continues to be represented with integrity, clarity, and purpose.

I look forward to the year ahead and to continuing this work together.

Anj Young
Chair, Osteopaths New Zealand





Osteopaths NZ Symposium

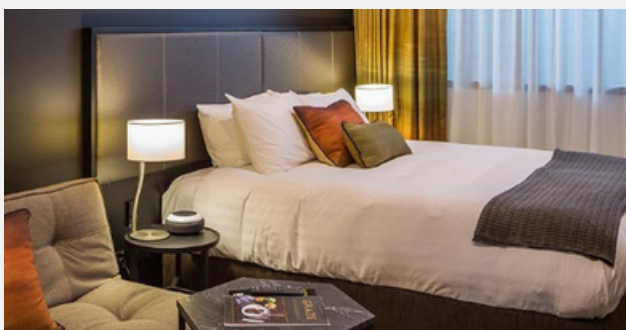
Clinical Pathways | He Ara Mātau – 2026

Join us for the ONZ one-day symposium on Saturday, **5 September, from 9.00am to 5.00pm**, as Osteopaths New Zealand brings the profession together for a focused day of learning, reflection, and practical development.



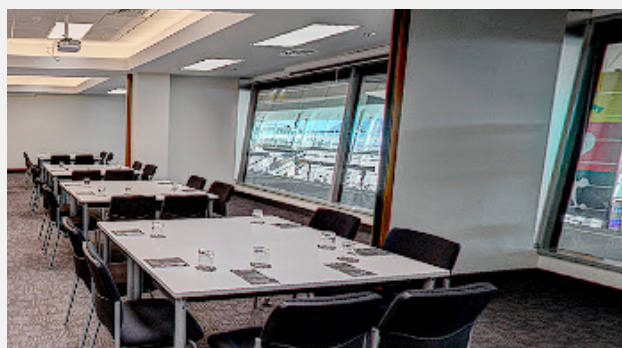
This year's Clinical Pathways Symposium | He Ara Mātau is designed to challenge and extend contemporary osteopathic practice through a programme that balances clinical depth with real-world relevance. The day will feature a mix of lectures, workshops, and practical sessions, allowing participants to engage meaningfully with areas of growing importance across primary and specialist care.

The symposium adopts a broad, pathway-based approach, with content spanning Women's Health, Paediatrics, Concussion Rehabilitation, Sports Rehabilitation, Clinical strapping and recognising



mental health concerns in patients. These themes reflect both evolving patient needs and the expanding role of osteopaths within multidisciplinary healthcare settings.

Whether your interest lies in rehabilitation, population-specific care, or sharpening clinical observation and decision-making, the day is structured to provide relevant and applicable CPD for practitioners at all stages of practice.



The symposium will again be held at **Rydges Wellington Airport**, a venue chosen for ease of access for those travelling from around the country, with on-site parking and accommodation available. For attendees arriving early, informal Friday evening nibbles are planned, creating space to reconnect with colleagues and strengthen professional networks.

Further programme details and ticket information will be released shortly. For now, mark the date in your diary, keep an eye out for flights, and we look forward to welcoming you to Wellington in September 2026.

Contractors, Clinics, and the Uber Ruling

What It Means for Osteopathic Practice in 2026

The recent Supreme Court decision confirming that Uber drivers are employees rather than contractors has attracted considerable interest across a range of industries, including health. Although the case centred on rideshare drivers, the principles the Court relied upon have broad implications for any profession where contracting is common practice.

Osteopathy is no exception. Clinics frequently rely on contractor arrangements, and most practitioners are familiar with fee-splits, shared administrative systems, and varying degrees of operational oversight. The Uber ruling invites a closer look at whether these arrangements genuinely reflect independent contracting or whether, in some cases, they may more closely resemble employment.

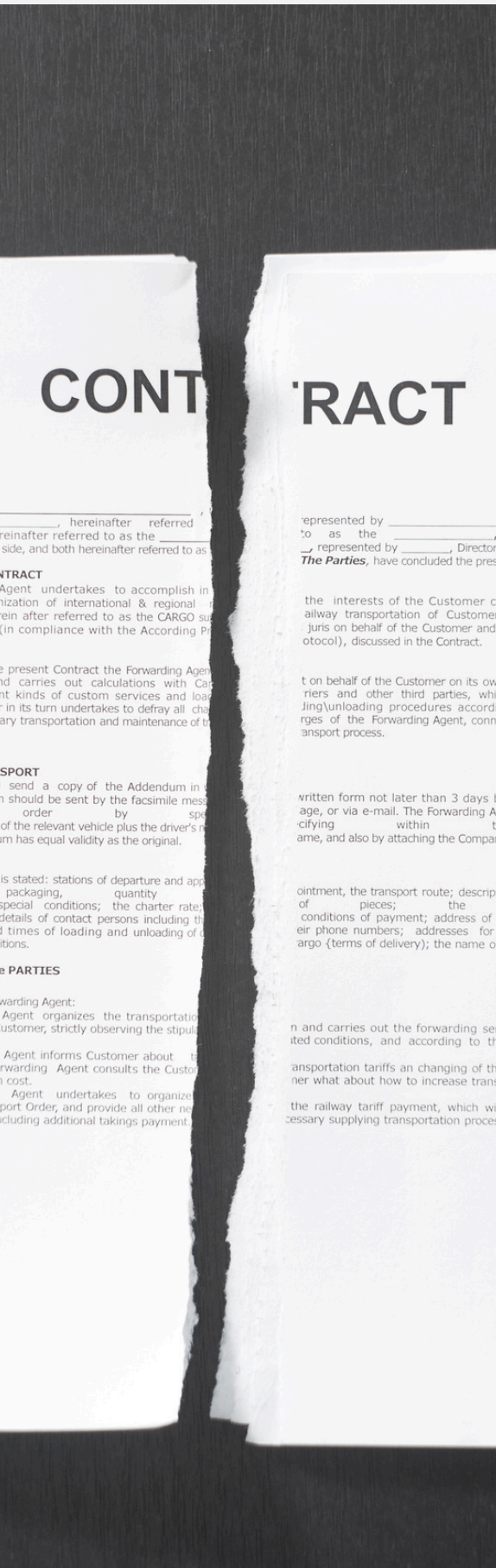
integrated into Uber’s operations to such an extent that they were, in substance, employees.



What the Court emphasised above all else was that **contractual labels are not determinative**. It does not matter whether a document calls a worker a “contractor” or describes the relationship as a “service agreement.” The Court is required to look through the words of the contract to the reality of how the relationship works day to day. In the Uber case, the justices found that the relationship was structured in a way that gave Uber significant control over pricing, customer allocation, workflow, and performance monitoring. On the drivers’ side, there was limited commercial autonomy and very little ability to act as independent businesses. These features, taken together, meant the drivers were

This reasoning is not new, but the **Court’s clarity and unanimity have sharpened the line between genuine contracting and forms of engagement that are contractors in name only**. For osteopathic practices, the challenge is to understand where their existing systems sit along that spectrum.

Many clinics offer their contractors a high degree of independence: practitioners schedule their own hours, manage their patient lists, and use the clinic space as a base for their practice. **Others, however, operate more like traditional employment settings. They may set fixed working hours, require attendance on specific days, monitor performance closely, and approve or decline leave**, that leaves the practitioner with no meaningful independence.





In some cases, practitioners cannot influence how their services are offered within the clinic's commercial model or adjust fees for patient circumstances, specials, or promotional activity.

When these types of controls are present, the courts may view the practitioner not as an independent business owner but as someone integrated into the clinic's business in a manner similar to an employee. The legal test does not hinge on one factor alone; the assessment is holistic.

A practitioner might appear to be running their own practice in one respect but function as part of the clinic workforce in several others. Where control, integration, and dependence overlap, employment status becomes the more likely outcome.



The financial implications of misclassification can be significant. If a contractor is later found to have been an employee, they may be entitled to the full suite of benefits under the Employment Relations Act and the Holidays Act. This includes paid annual leave, sick leave, public holiday entitlements, and potentially employer KiwiSaver contributions. Importantly, these entitlements can often be back-dated up to six years.

This point has drawn particular attention following the Uber ruling, as it means a misclassified relationship can generate substantial retrospective liability for a business, even when the contracting arrangement was entered into in good faith.

None of this means contracting is no longer viable in osteopathy. Contractor models remain common across healthcare and can function entirely appropriately when structured with genuine autonomy in mind. The key consideration is alignment between the contract and the practical realities of the relationship.

A contractor should retain meaningful control over their schedule, the way they organise their work, and have a genuine ability to engage in equal discussions around fees — for example, offering specials or adjusting rates for particular circumstances. **Clinics, for their part, are entitled to set professional expectations and uphold standards around safety, hygiene, privacy, and ACC compliance.** These requirements do not of themselves create an employment relationship. The tension arises only when operational oversight drifts into managerial control.

Readers who are uncertain about their current arrangements, or who suspect that their contractor model may not align with these principles, should seek advice from an HR consultant or employment specialist. Each clinic's circumstances are different, and tailored guidance is essential before making any changes to agreements or operational practice. Further information on workplace responsibilities and compliance is also available from [Employment New Zealand](#)

-Morgan Hancock



Updated Health Advertising Code

WHAT THE NEW ADVERTISING CODE MEANS FOR OSTEOPATHS

The [Advertising Standards Authority](#) has released an updated Therapeutic and Health Advertising Code, introducing clearer rules around health advertising, testimonials, and therapeutic claims.

The new Code takes effect from 1 April 2026 for new advertising and from 1 July 2026 for all therapeutic and health advertising. Osteopaths New Zealand (ONZ) has been actively involved in shaping its final form.

Several key improvements were secured through ONZ's submission, particularly around clarity for regulated practitioners and the use of general service reviews. Some restrictions remain, and understanding how they apply in practice is essential for members.

What has Changed?

The revised Code provides clearer definitions for:

- Health professionals, now explicitly aligned with practitioners regulated under the Health Practitioners Competence Assurance Act 2003
- Vulnerable audiences, including (but not limited to) children and people with serious or mental health conditions
- Therapeutic purpose and therapeutic claims, and how these differ from general health support or service-related feedback

Together, these changes reinforce osteopathy's status

as a regulated health profession and reduce ambiguity around advertising standards for osteopaths.

Patient reviews

One of the most common questions raised by members relates to Google and Facebook reviews, particularly where patients describe treatment outcomes.

It is important to understand the distinction between reviews you actively use in your advertising and those that simply exist on third-party platforms.

User-generated reviews posted by patients on third-party platforms, such as Google Business Profiles, are covered by the Code when you adopt or republish them as part of your advertising (for example, copying them to your website, social media, or marketing material).





Reviews that appear organically on a third-party platform and are not selected, edited, or promoted by you are generally treated differently in terms of control. However, practitioners should still avoid actions that could be seen as endorsing non-compliant content.

In practice, this means:

- You are not required to delete historic Google reviews yourself (and in most cases, you cannot remove them directly).
- You should not feature or highlight reviews that include therapeutic claims in advertising you control.
- You should not republish or promote reviews that include statements about diagnosis, cure, or symptom resolution.



The risk arises when a review is copied onto your website, shared on social media, or otherwise used in advertising you control.

Asking patients for Google reviews

Many osteopathic practices rely on Google reviews as an important part of building visibility and trust in the community. The updated Code does not prevent

you from asking patients to leave a review, but it does influence how you ask and what you do with the reviews you receive.

When inviting reviews, it is safest to guide patients towards commenting on their experience of your service rather than specific treatment outcomes. For example:

“If you’ve found our care helpful, we’d really appreciate a Google review about your experience of our service - things like our communication, professionalism, or clinic environment.”

Avoid prompting patients to describe symptom changes, diagnoses, or “cures” in their reviews. This helps ensure that feedback remains within the scope of general service experience, consistent with the ASA Code and OCNZ expectations for honest, non-misleading communication.

Remember:

- Asking for a review is acceptable.
- You should not encourage therapeutic claims, and you must not republish reviews that contain such claims in advertising you control.

Responding to reviews safely

Osteopaths may respond to reviews, but replies should remain neutral and avoid endorsing clinical claims.

Safe responses include:

- “Thank you for your feedback.”
- “We appreciate you taking the time to leave a review.”

Best practice going forward

Avoid repeating or affirming statements about symptom relief, diagnoses, or treatment outcomes in your replies.

To remain compliant and protected under the updated Code:

- Encourage patients to comment on service experience, such as professionalism, communication, and clinic environment.
- Avoid prompting patients to describe clinical outcomes or specific symptom changes in reviews.
- Do not use therapeutic testimonials in any advertising you control, including websites, social media posts, brochures, or email campaigns.
- Periodically review your website and social media content for testimonials or statements that stray into therapeutic claims.

If a statement refers to symptom improvement, cure, or specific health outcomes, the safest approach is not to use it in advertising.

ONZ will continue to monitor the implementation of the new Code and engage with regulators where further clarification is needed. Members are not expected to navigate these changes alone, and additional guidance will be provided if required.

The updated Code is intended to strengthen public trust in healthcare advertising and promote a high standard of social responsibility. With clear boundaries and informed practice, osteopaths can continue to communicate confidently and professionally with the public.

For more details, members should refer to the [ASA Therapeutic and Health Advertising Code](#), the [Osteopathic Council of New Zealand Code of Conduct](#), and [ONZ's resource page on the advertising code](#).

-Anj Young

Find an Osteo 101 How to set your location on the ONZ website widget

The screenshot shows the top navigation bar of the Osteopaths New Zealand website. The navigation menu includes 'Osteopaths NZ', 'What is Osteopathy?', 'For Osteopaths', and 'Member Login'. There are two prominent buttons: 'Find an Osteopath' and 'Become a Member'. Below the navigation is a video player with the title 'Osteopaths New Zealand Ngā Mātanga Wheua o Aotearoa' and a subtitle 'Representing Osteopaths In Aotearoa, New Zealand'. The video player has a play button and a progress bar. The video is currently at 0:09 / 10:54. The video player is overlaid on a background image of a man in a light blue shirt examining a woman's arm.



Victorian Remedies: A Journey through 1896 Medical Advice

EXCERPTS FROM
"THE PEOPLES COMMON SENSE MEDICAL ADVISOR IN PLAIN ENGLISH"

R. V Pierce M.D
Sixty sixth edition - 1896

A short disclaimer; ONZ does not recommend following any of the information. It is purely for interest and amusement.

DYSMENORRHEA

The treatment in all the preceding varieties of dysmenorrhea should consist of measures to determine the circulation of the blood to the surface and increase the perspiratory functions. Congestion and inflammation of the internal organs are generally induced by exposure to cold or from insufficient clothing.

The domestic treatment at the monthly crisis should be commenced by the administration of hot foot and sitz baths, after which the patient should be warmly covered in bed and bottles of hot water applied to the extremities, back, and thighs. Dr. Pierce's Compound Extract of Smartweed should be given in full doses, frequently repeated, to ensure its diaphoretic and anodyne effects, which, for this painful affection, is unsurpassed. For the radical cure of this disease, whether of a congestive, inflammatory, or neurologic character, **Dr. Pierce's Favorite Prescription**, which is sold by druggists, is a pleasant and specific remedy which will most speedily correct the abnormal condition that produces the trouble and thereby obviate the necessity of passing this terrible time.

In the end the suffering patient will not be disappointed, but will become a new being, ready for the enjoyment and duties of life. The bowels should be kept regular throughout the treatment by the use of **Dr. Pierce's pleasant pellets**. A hand or sponge bath should be used daily to keep the skin active. A wet sheet pack will cleanse the pores of the skin and invite the blood into the minute capillaries of the surface and thus prove of great benefit.

ASTHMA

One of the most distressing ailments with which the human family is afflicted is asthma. Its symptoms are not to be mistaken. Suddenly and without apparent provocation, the patient experiences the greatest difficulty in breathing. The difficulty of breathing increases and the struggle for air commences. Windows and doors are thrown open, fans used, and utterly regardless of consequences, the sufferer passes the whole night to exposure and torture, even though the temperature be below zero.

The atmosphere has much to do with the disease: with every approaching storm, with every cloud of dust, with even the perfume of flowers, a paroxysm is provoked. Truly he is a child of circumstances, a veritable football upon the toes of every atmospheric disturbance.

There are numerous remedies that may be used to relieve paroxysms of asthma. They can be easily and inexpensively prepared by any patient or druggist.

1. Equal parts of the tinctures of lobelia, capsicum, and skunk cabbage root. Dose: Take a half teaspoonful in a little water every ten or fifteen minutes until relieved.
2. Chloroform. Dose: A small quantity may be poured upon a handkerchief or napkin held about one inch from the nostrils and the vapor inhaled.
3. Sulfuric ether. Dose: The same as 2.
4. A cup of hot coffee or several of hot water. This is especially effective in cases arising from checked perspiration and rheumatism, etc.

Upcoming CPD

CPD run by ONZ members

Advance Foundations in Acupuncture

This intensive one-day course explores the integration of acupuncture with Western medical principles, combined with contemporary Chinese theory and advanced needle techniques.

Participants will engage in practical sessions to enhance their understanding of anatomical regions accessible by needle tips. You will learn how changes in needle angle and anatomical depth can refine your techniques and achieve specific treatment goals. The course covers stimulating ligaments, fascia, and nerves, moving beyond simple muscle insertion. Additionally, you will be introduced to a range of specialty needles used commonly overseas to enhance treatment or for specific musculoskeletal problems that benefit from a slightly different needle approach.

***Due to some requests, the course is offering a dedicated beginner's track on the same day with a second trainer during the practical components. This means that whether you're refining your advanced skills or just starting out, there's a tailored experience waiting for you.*



Date: November 9th (Sat)

Time: 9am-4.30pm

Venue: TBC, North shore, Auckland

[REGISTER HERE](#)



Osteopathic Approach to Cranial and Face

Cranial on Friday and Face on Saturday.

Do one or both days!

One day \$250, both days \$550

Investigate current understanding of cranial work with a heavy emphasis on palpation of key cranial structures and beginning the process of treating relevant areas.

Learn from Jamie who is experienced both in undergraduate teaching and clinical practice of applying cranial techniques with real case studies in a positive learning environment

Date: October 18 & 19th (Sat/Sun)

Time: 9am-5pm

Venue: 97 Don Buck Rd, Massey, Auckland

[REGISTER HERE](#)



Need support?

ONZ advocacy, advice & support

Is everything going well at work, or do you sometimes wish you had someone outside of work to talk to? Are you dealing with a challenging work environment, issues with your principal or employees, or feeling unsure about how to handle or file a complaint? Perhaps you're feeling isolated or undervalued?

One of the key roles of ONZ is to provide support for members when things start to turn pear-shaped.

Even experienced practitioners encounter problems, and we have successfully supported many of our members through various issues.

If you have a problem, [contact ONZ](#). We offer completely confidential support to help you address the challenges you're facing.

Online Learning Library



The [ONZ online learning library](#) features a wealth of educational resources, accessible through the ONZ resources page. Among the recent additions are several comprehensive webinar series, including a three-part series that covers crucial business topics such as understanding your business, the realities of running one, distinguishing between contractors and sole traders, and mastering your financials. Additionally, there are specialized webinars that

delve into important subjects like bringing in overseas osteopaths, navigating immigration challenges, insurance considerations, and ACC32 Process & Appeals. This growing collection of modules and webinars is designed to support the ongoing professional development of osteopaths across a wide range of topics.

2026 BOARD MEMBERS



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Calling all writers

We have a huge bank of knowledge locked up in our many members brains and as it so happens we now have this magazine that will benefit from articles written by our members! Your submissions can cover a wide array of topics, from detailed explorations of specialized techniques and treatments to personal narratives of unique projects.

We're excited to invite you to share your insights and experiences with the membership. Perhaps you're passionate about or have in-depth knowledge of a particular therapeutic approach that can benefit your peers. Maybe you've been involved in community health initiatives or

presentations at conferences you'd like to share? It might be an article discussing the latest advancements in technology, case studies demonstrating effective treatment plans, or educational pieces that delve into anatomy, biomechanics, and patient care strategies. Whether it's a comprehensive review of current best practices, an inspiring story of patient recovery, an analytical piece on emerging trends in the field or a personal story from your career, your contributions will help make our magazine a valuable resource for everyone.

Contact communications@osteopaths.nz if you've got an article you'd like to write.



For information or questions about the ONZ members professional indemnity insurance, contact James Shearing: james@affiliated.nz or 027 246 0046

CPD Courses

UPCOMING CPD OPPORTUNITIES CAN BE FOUND ON [THE ONZ CPD PAGE](#)

Wanting to advertise with us?

ONLINE ADVERTS ARE FREE FOR MEMBERS OF OSTEOPATHS NEW ZEALAND, OR \$115 INC GST FOR UP TO 3 MONTHS FOR NON-MEMBERS

ADVERTISING IS ALSO AVAILABLE IN THE DIGITAL MAGAZINE AT \$150 INC GST FOR A HALF PAGE OR \$250 INC GST FOR A FULL PAGE (NON-MEMBERS)

BOTH ONZ MEMBERS AND NON-MEMBERS CAN CREATE A CLASSIFIED LISTING BY COMPLETING [THE ONLINE FORM ON THE CLASSIFIEDS PAGE](#)

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