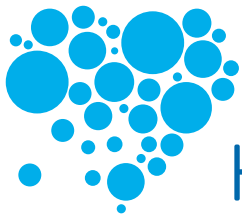




Head Medical

Doctors' Guide to Working & Living in New Zealand

www.headmedical.com



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Congratulations on making the decision to consider living and working in New Zealand.

New Zealand is a land of extremes from the sub-tropical north to the glaciers of the south, encompassing beautiful green countryside, wild surf beaches, volcanic peaks, national parks, mountains, stunning wildlife and fabulous cities along the way. The people of New Zealand are famed for their relaxed and friendly approach.



New Zealand is frequently recognised as a country which has one of the highest qualities of life in the world, featuring prominently in most worldwide quality of living surveys. The country offers a safe and green environment with healthy lifestyle options as well as being a modern and exciting place to live. NZ proudly promotes its clean technology developments, health IT and alternative sustainable energy production all of which are contributing to its healthy economy, bringing global attention and investment to the country and allowing NZ based companies to partner with industry leaders around the globe.

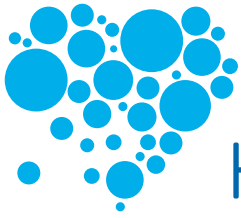


People flock to New Zealand from all locations and from all walks of life. The country is characterised by a relatively young and growing population and relatively high levels of inbound migration (mainly from the UK, Asia and the Pacific). With four-fifths of European ethnicity, 1 in 7 the indigenous Māori, 1 in 15 Asian and 1 in 16 of Pacific Island origin, New Zealand is an increasingly multicultural society that appeals due to its diversity, laid-back way of life and temperate climate.



Compared to Australia the registration and immigration process is shorter (3–6 months versus 6–9 months minimum) and there are also no restrictions as to where a Doctor can work (you are not required to work in an 'area of need') – giving you the best possible choice of vacancies and locations available. Six month contracts are available, although many employers prefer a commitment of 12 months and of course it's also possible to find a permanent job for those who seek a long term move.

**There really has never been a better time
to see what New Zealand has to offer**



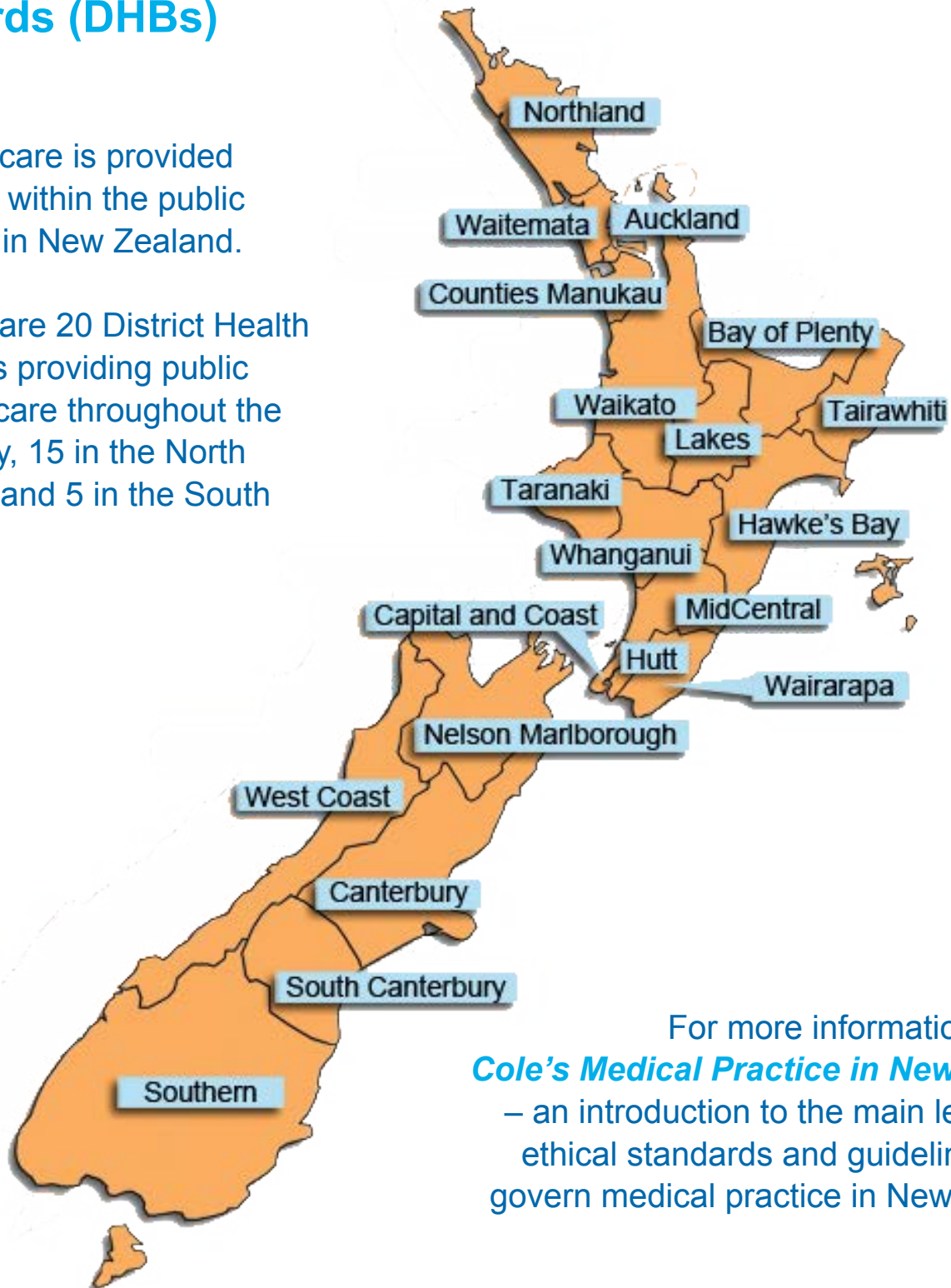
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Working in NZ

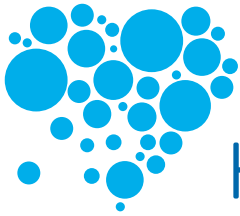
District Health Boards (DHBs)

Healthcare is provided mainly within the public sector in New Zealand.

There are 20 District Health Boards providing public healthcare throughout the country, 15 in the North Island and 5 in the South Island.



For more information refer to ***Cole's Medical Practice in New Zealand*** – an introduction to the main legislation, ethical standards and guidelines which govern medical practice in New Zealand.



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Healthcare System



Primary healthcare, including general practice, out-patient services, and prescriptions, is funded by a combination of public subsidy and private contributions.

General Practitioners provide primary, community based, comprehensive and continuing patient-centred care to individuals, families and the community. Many general practices run as private businesses, but publicly funded organisations such as community trusts, accident and emergency services or Māori health providers also employ GPs.

GPs moving to New Zealand tend to start as a salaried GP, perhaps with the option to buy into the practice or take over the practice at a later date if they want to.

Practices are part of a regional Primary Health Organisation (PHO) which is overseen by the correspondent District Health Board. GPs, Practice Nurses, Māori health providers and other primary healthcare providers work together to meet the health requirements of the local people, with PHOs funded according to the demographics and needs of their population.

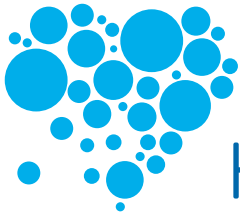
Secondary healthcare services, including acute hospital treatment, are free to those who meet the eligibility criteria. There has been an increase in New Zealanders who have private health insurance and there are many private hospitals. Further information on New Zealand's healthcare services can be found on the [New Zealand Now website](#).

Salaries & Working Conditions

Salaries in NZ are attractive with low taxation (the tax rate is currently capped at 33%) and no National Insurance contribution allowing for an excellent quality of life. Doctors generally report that working conditions are also very favourable in comparison, with more study and annual leave and fewer working hours, allowing for a better work/life balance.

You may also have an opportunity to join a Superannuation scheme (where you would contribute up to the value of 6% of your gross earnings, paid into a NZ fund of your choice by your employer who will match the contributions you make. These funds are then accessible either upon your retirement or when you leave NZ). More information on Superannuation can be found at the [Emigrate New Zealand website](#).





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GPs: GPs tend to earn between NZ\$150k and NZ\$185k. This depends on your experience and the location of the position. Often GPs will work a four or four and a half day week, with a typical 36 hour work week and 25 days annual leave – allowing for a family friendly lifestyle. Appointment slots of 10–15 minutes are also standard practice.

Consultants: Consultants working in the public health system in NZ are paid according to a national collective agreement. Salary point is determined specifically by the number of years of experience you have, working at Consultant level. How much you will be paid in total, i.e. your gross package will be determined by other factors such as frequency of on-call and job size (hours routinely worked per week above standard 40 hours 1.0 FTE). Total packages will essentially range from approximately NZ\$200–300k. In addition, you will benefit from:

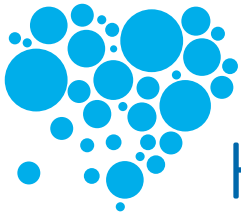
- 6 weeks (30 working days) annual leave per annum
- 10 working days leave per annum to undertake continuing medical education activities, including attendance at international conferences
- NZ\$16,000 per annum Continuing Medical Education (CME) allowance
- Reimbursement of work-related expenses, such as medical registration and Indemnity

The Treaty of Waitangi

The Treaty of Waitangi is relevant to all those working for the District Health Boards in New Zealand. Being aware of the Treaty of Waitangi and its impact on work practices and government health initiatives is fundamental to a DHB's approach to providing quality services for its people. Each DHB has a commitment to close the gaps regarding health inequalities.

When you start your role, you will be given a more detailed introduction to Māori culture, so don't worry about this too much as the DHBs understand that this will be unfamiliar territory. *Cole's Medical Practice in New Zealand*, issued by the Medical Council of New Zealand (MCNZ), has a useful chapter on Māori health, and further information concerning the Treaty of Waitangi can be found [online](#).





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Registration

The Medical Council of New Zealand has a very flexible registration system, allowing Doctors to qualify for registration in a number of different ways. Your journey to gaining full registration with the MCNZ is assessed by Head Medical taking into account a range of factors, including your qualifications, your professional experience, and whether you intend to work in New Zealand permanently or for a locum of up to 12 months. Depending on the type of registration applied for, it will take between 20 days and 4 months to arrange.

Our trained and experienced Registration and Immigration Consultants will review your qualifications and your plans and advise you on the best path. We've helped many Doctors gain registration in New Zealand in the last five years so we have a wealth of experience in this field.



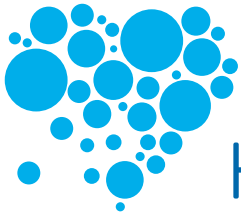
Language & IELTS

All Doctors must satisfy the requirements of the MCNZ's English Language Policy, which can be found [online](#). If English is not your first language, unless you have been working in an English speaking country for three out of the last four years, you will need to pass the Academic Module of the International English Language Testing System (IELTS). Tests can be taken regularly in test centres worldwide – please see the [IELTS](#) website for further details. There are a range of preparatory courses, practice papers and video tutorials available online.



“Without the assistance of Head Medical I would never have made it. I would strongly and happily recommend them to anybody”

Dr Emilie Asplund, 1 year contract in Tauranga Hospital, Bay of Plenty, NZ



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Immigration



Head Medical employs two full time Licenced Immigration Advisors for New Zealand and once we have helped you find a job, you will be assigned to one of these Consultants who will work closely with you, both on arranging your medical registration, and your visa, or in some cases residency applications. They will always be on hand to provide advice and assistance with immigration applications, liaise with NZ Immigration, acting on your behalf, handling all requests for information, and of course, most importantly, providing you with frequent updates on the status of your application, and being on hand to answer all queries.

Just like registration, the type of visa that you require will depend on a number of factors, such as the duration of your job offer, your long and short-term intentions, the dependants you are taking and their requirements, as well as your age. The main immigration pathways are the Essential Skills, Work to Residence and Permanent Residence – Skilled Migrant categories. Depending on the application being considered, it can take between 4 weeks for a standard work visa and 3–6 months for a residency application. For more information on all three pathways, please take a look at the New Zealand Immigration Website.

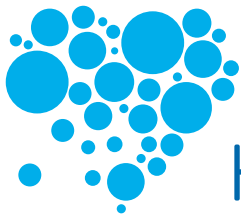
Can my family come to New Zealand with me?

Yes, your partner can go to New Zealand with you, as long as you can demonstrate that you have been living together in a genuine and stable partnership for a period of at least 12 months. Your children can also go, as long as you have the legal right to care for those children in their home country.



“I could not provide a greater recommendation than Head Medical. The organisation guide the process fully and support the applicant completely from initial contact and beyond”

Dr Richard Fisher, Psychiatrist, Northland, New Zealand



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Living in NZ

Cost of Living

Good salaries, lower taxes, no National Insurance and a lower cost of living mean an excellent quality of life is easily within your means. New migrants generally find that New Zealand offers a better balance between cost of living and lifestyle than they had before. For further information, [New Zealand Now](#) and [Emigrate NZ](#) have useful web pages you can look at.

Housing

Lots of people choose to rent a house first and then buy later. It gives you a chance to become familiar with the city or region you'll be living in before you buy.



The national median rental is around NZ\$350 per week for a three-bedroom home. As a general rule, prices are higher in the cities (Auckland being the most expensive), while prices tend to be lower in the South Island. This trend also applies when it comes to buying houses.

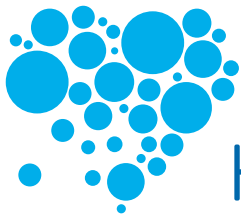
Houses and apartments to let/for sale can be found in local newspapers and property websites, such as:

[Realestate.co.nz](#) | [TradeMe](#) | [Sella](#) | [Open2view](#)

Lifestyle

Whether it's indoors or outdoors, on the beach or at the theatre, on the playing fields or in the garden, New Zealand has an inexhaustible range of things to do. Most of the country's inhabitants live within half an hour's drive of the coast, so water-based activities are popular. New Zealand has many national parks and reserves, numerous ski fields

and more golf courses per capita than anywhere else in the world. A comprehensive list of activities by region can be found on the [100% Pure New Zealand](#) website.



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Climate

New Zealand has a temperate climate with plenty of sunshine hours. From the warm subtropical regions in the far north to cool temperate climates in the south, New Zealand's climate is dictated by two main geographical features: the mountains and the sea. Owing to its location in the Southern Hemisphere, the seasons here are reversed (but water doesn't go down the plughole the other way...it's just a myth!). Find out more at the [New Zealand Tourism Guide](#).

Safety

According to the 2012 Global Peace Index, New Zealand is the 2nd safest place to live in the world. Wellington has been designated a World Health Organization (WHO) Safe Community – the only capital city of any country to currently be recognised in this way. There are no snakes or dangerous wild animals in New Zealand.

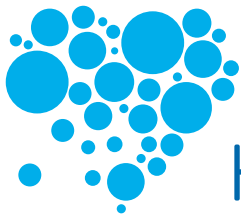
Education

The standard government-funded schooling system provides a comprehensive curriculum of academic, sporting and skills-based learning options. The majority of schools have their own playing fields, gymnasiums and swimming pools, and the standard of education is generally considered to be very high. The school year starts in January and finishes in December. You can choose between state funded schools, 'state integrated' schools based on religion and private schools. Schooling is free at state and state-integrated schools. Useful links include the [New Zealand Curriculum Online](#) and also [New Zealand Now's](#) educational content.

Tertiary Education

For a fully comprehensive guide to tertiary education in New Zealand, take a look at the [NZ Ministry of Education](#) website. Victoria University, the University of Otago, Massey University, the University of Canterbury, the University of Waikato and the University of Auckland were all ranked in the top 200 in at least one discipline in the [2013 QS World University Rankings](#).





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Health Insurance

Depending on which visa you go out on, you may be eligible for publicly funded health and disability services in the country, but if you prefer there are numerous insurance providers available, including [Southern Cross](#), [Accuro](#), [Medical Direct](#) and [NZ Medical](#).

Transferring a UK Pension to NZ

For a wealth of information on this subject, visit [Working in New Zealand's](#) comprehensive website.

If you want to pay into a Superannuation scheme when you get there, visit the [Kiwisaver](#) website to find out more about this opt-in pension scheme.

Moving Pets

Over the years we have placed several Doctors who have relocated with their pets. Strict guidelines exist with regard to their importation, but in the majority of cases dogs and cats are permitted (with appropriate quarantining). Several companies offer pet relocation services:

[Par Air](#) | [Petair UK](#) | [ScandiPet](#) (for people living in Scandinavia)

NZ introduced new regulations in 2012 regarding certain vaccinations that are required now for cats and dogs entering the country, on which more information can be found in the bio-security section on the [NZ Government website](#).





Get in touch, we'd love to hear from you.

20 Alva Street, Edinburgh, EH2 4PY, UK

Phone: +44 (0) 131 226 2200

info@headmedical.com

www.headmedical.com



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