

A Guide to Living and Working in **NEW ZEALAND**

ABOUT NEW ZEALAND

New Zealand (or Aotearoa – land of the long white cloud), truly is one of the most picturesque and photogenic places on earth. A small island nation of just over 4.5 million people, New Zealand is made up of two major land masses (the North Island and the South Island) and a number of smaller islands including Stewart Island located in the southwestern Pacific Ocean.

New Zealand's spectacularly beautiful landscape includes vast mountain chains, steaming volcanoes, sweeping coastlines, deeply indented fiords and lush rainforests. It is a natural playground for thrill seekers and adventurers and a haven for those seeking peace, rejuvenation and relaxation in the culture and landscapes.

<https://www.newzealand.com/int/>

OCCUPATIONAL MEDICINE IN NEW ZEALAND

Occupational Physicians are respected in New Zealand for their specialist opinions by both employers and government, particularly ACC (the Accident Compensation Corporation, regarded by many as probably the best injury compensation scheme in the world). Much of the work profile is based on comprehensive assessment and report preparation, with the range and severity of conditions being extremely varied. Advice on rehabilitation requirements are valued and followed through with good levels of resource.

Because of New Zealand's size and location, there are a full range of industries that require occupational health intervention and expertise. A change to legislation in 2015 to introduce a new Health and Safety at Work Act, brought about increased focus on worker health and wellbeing and made significant changes to employer's responsibilities for health and safety. Companies are recognising the need and benefit for integration of health promotion and wellbeing into their occupational health strategy. With our expertise, Fit For Work is providing consultancy in this area to support workers at both an individual and overall workplace level. Through our integrated interdisciplinary team, we provide a whole picture of a worker health and wellbeing and support them to thrive at both work and home.

OCCUPATIONAL MEDICINE WITHIN FIT FOR WORK

“I am really enjoying working with Fit For Work, a vibrant, growing company that is looking to lead the way in occupational health provision in NZ. We have a great team ethic, and it is really refreshing to work in an integrated interdisciplinary setting with OHNs, physios, OTs and other allied health professionals. There is a real family atmosphere with a good balance of work and fun.” Dr Mike England, Occupational Physician

Fit For Work is the largest independent employer of Occupational Physicians in New Zealand and its Medical Director, Dr David Beaumont, provides thought leadership regarding the advancement of the speciality. A Past-President of the Australasian Faculty of Occupational and Environmental Medicine, he was lead on the project which led to the New Zealand Consensus Statement on the Health Benefits of Good Work.

Occupational Physicians are an important part of the integrated interdisciplinary team within Fit For Work, which also employs Occupational Therapists, Physiotherapists, Vocational Consultants and Occupational Health Nurses. Fit For Work also has a wide range of contracted service providers, including Psychologists and Occupational Hygienists. This model is otherwise very unusual in New Zealand, and Fit For Work is regarded as a leader in this model for provision of vocational rehabilitation, occupational health services and pain management.

Fit For Work is leading advancements in holistic models of healthcare – Whole Life Health; empowering people, with compassion, to adapt and self-manage in the face of life’s challenges to find health in all domains of their life – physical, psychological, family and spiritual.

OCCUPATIONAL PHYSICIAN SALARIES IN NEW ZEALAND

Salaries in New Zealand are attractive for Occupational Physicians, with relatively low taxation (the tax rate is capped at 33%). New Zealand does not have a compulsory National Insurance contribution, however you may have the opportunity to join a Superannuation scheme (where you can contribute up to 6% of your gross earnings, paid into a 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 in NZ can be found at the ***Emigrate NZ website: www.enz.org***

“I am enjoying working with Fit For Work. We have some great teams across NZ, all multi-disciplinary with good communication and the technology to support our more remote locations. Fit For Work have been so welcoming and friendly, and I have seen this echoed all across the company. It feels like a big family!” Dr Milly Hanlon, Occupational Physician



REGISTRATION WITH THE MEDICAL COUNCIL OF NEW ZEALAND

There are two options to become registered with the Medical Council of New Zealand, and these options depend on whether you are choosing to work for 12 months or less or whether you would like to stay longer, or perhaps permanently. Depending on the type of registration applied for, it will take between 20 days and 4 months to complete the process.

Special Purpose (Locum Tenens) Registration

You can apply if you:

- ***Intend to work temporarily in New Zealand (short term) for a maximum period of up to 12 months***
- ***Hold an approved qualification for special purpose (locum tenens) scope of practice***
- ***Have worked for 20 hours each week within the last 22 out of 36 months***
- ***Meet all other requirements in Policy on registration in a special purpose scope of practice for locum***

Vocational (Specialist) Registration

You can apply if you:

- ***Hold an overseas post-graduate medical qualification (in one of the defined medical scopes)***
- ***Do not hold an approved New Zealand / Australian post-graduate qualification***

IMMIGRATION

Just like your registration, the type of visa you require will depend on a number of factors, such as the duration of your job offer, your short and long-term intentions, the dependants you are taking with you, 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 considered, it can take between four weeks for a standard work visa and 3-6 months for a residency application. For more information on each option, please visit the New Zealand immigration website www.immigration.govt.nz/new-zealand-visas

“Our move was pretty stress free. We used a great shipping company with a partner here in NZ and they took care of everything. We took a couple of months holiday over the move period which helped everything fall into place perfectly. Added to which Fit For Work generously provided a relocation allowance which helped enormously.” Dr Mike England, Occupational Physician

LANGUAGE

All OPs must satisfy the requirements of the MCNZ’s English language Policy which can be found at <https://www.mcnz.org.nz/get-registered/how-to-register/english-language-requirements/>

If English is not your first language, unless you have been working in an English-speaking country for three of the past four years, you will need to pass the Academic Module of the International English Language Testing System. (IELTS) Tests can be taken regularly and there are a range of preparatory courses and further information online at <https://www.ielts.org/>

FAMILY

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

“What a huge logistical challenge, moving across the world with six children! But we did it, stopping in Disneyland California on the way. Definitely the way to do it – a once-in-a-lifetime opportunity. And it helped us get over some of the jet lag before we arrived in New Zealand. We had a month’s holiday exploring a bit of the North Island before starting work. The children enjoyed the beaches and were really impressed with the volcanoes!” – Dr Milly Hanlon, Occupational Physician

LIVING IN NEW ZEALAND - COST OF LIVING, HOUSING AND LIFESTYLE

Good salaries, comparatively lower taxes and no NI help to achieve excellent quality of life for many migrating OPs. Most people will rent a house first and then look to purchase a home at a later date. This gives you a chance to become familiar with the city or region you'll be living in before you commit to purchasing a home. The cost of housing has increased in recent times and generally housing in the main cities is more expensive than the regions. Auckland tends to be the most expensive. More information on housing can be found here: www.realestate.co.nz, www.trademe.co.nz

The best things about living in New Zealand is there are so many things to do, and it's so easy to do them. Indoors or outdoors; the beach, ski fields, or the theatre, people living in New Zealand have a virtually unlimited range of activities on their doorstep. <https://www.newzealandnow.govt.nz/living-in-nz/recreation>

New Zealand is generally a very safe place, with a relatively low crime rate, few endemic diseases and a great healthcare system. The 2016 Global Peace Index, which compares 162 countries for the risk of personal violence, rates New Zealand as the world's fourth safest country just after Iceland, Denmark and Austria. In other words, New Zealand is the world's most peaceful native English-speaking country.

***"We have traded our busy, manic UK life for a much calmer one here. There are so many things to do, all in easy reach and child-friendly. The life-work balance is much better than in the UK. We are spending much more time together as a family, using the weekends and holidays to climb mountains, play on the beach, explore the city or just relax at home. There are many opportunities for all sorts of sports for both adults and children which we are all enjoying."* – Dr Milly Hanlon, Occupational Physician**

EDUCATION

New Zealand's standard of education is generally considered very high. The school year starts at the end of January and finishes before Christmas in December. You can choose between state-funded public schools, state integrated schools based on religion or private schools. Schooling is free at state and state-integrated schools.

New Zealand's government-funded school system provides a comprehensive curriculum of academic, sporting and skills-based learning option. Most children attend a school close to where they live as many schools have an enrolment scheme called zoning. If you live in an area close to a school (the school's zone), your child is guaranteed to get a place at that school. The majority of schools have their own playing fields, gyms and swimming pools.

For more information on education, including tertiary education, visit:

<https://www.education.govt.nz/ministry-of-education/our-role-and-our-people/education-in-nz/>

USEFUL LINKS

General information

www.newzealand.com/int

Superannuation

www.enz.org

MCNZ

www.mcnz.org.nz

Immigration

www.immigration.govt.nz

Housing

www.realestate.co.nz, www.trademeproperty.co.nz

Lifestyle

www.newzealandnow.govt.nz/living-in-nz/recreation

Education

www.education.govt.nz

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