



Living and working in New Zealand

medacs
HEALTHCARE



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Living & Working Abroad New Zealand

Operating in New Zealand, Australia, Ireland, the UK, Singapore and the Middle East, Medacs Healthcare provides career solutions for high-calibre professionals around the globe.

We recognise that we can only deliver an effective solution for our candidates if we build strong relationships and deliver a world-class service.

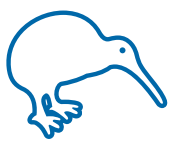
We provide a range of permanent, temporary, **shift, short and long term contracts** for healthcare professionals both nationally and internationally.

Confidence in our ability to provide a complete service stems from our team of experienced consultants who are both qualified health and recruitment professionals. Having worked in Australasia and overseas, they have the specialist knowledge to help you develop your career and lifestyle.

Working in New Zealand can be exciting, challenging and a wonderful opportunity to combine lifestyle with career choice. We provide our international candidates with every possible support at each step of the way.

Medacs Healthcare is a leading provider of healthcare recruitment services throughout the public and private sectors, with more than **30 years'** experience and a reputation for quality of service and integrity that is second to none.

New Zealand is a small country with a big heart and lifestyle choices to suit all tastes. It is a diverse, modern and cosmopolitan nation with a unique history and a famously beautiful natural landscape.



The country in brief

New Zealand is known as one of the youngest geological countries on the planet, giving rise to the raw and breathtakingly beautiful native landscapes which traverse the 3 main islands: the North; the South; and Stewart Island.

From the sub-tropical beaches of the Bay of Islands, to the alpine passes of the towering Southern Alps, New Zealand is a country as diverse as your imagination. Kick-back in a volcanic hot pool, indulge in the burgeoning coffee culture, or simply throw yourself off a bridge in Queenstown, you'll soon realise New Zealand is a place to be discovered.

New Zealand is an independent Western democracy, approximately the same size as the United Kingdom but with a population of only 4.5 million. It is however one of the world's most urbanised countries, with about 86% of the population living in cities which hug the rugged coastlines of both the North and South Islands.

The friendly and down-to-earth people (known as Kiwis) will be one of the things you treasure most about New Zealand. With a patchwork history of Māori, European, Pacific Island and Asian cultures, New Zealand has become a melting-pot population - but one with unifying features that make it unique in the world.

Kiwis have wholeheartedly embraced urban living, café culture and an appreciation for new culinary tastes, fashion and the arts. They are just as likely to visit an Asian restaurant or modern art gallery as they are to attend a local rugby game.

However, there is still a sizeable rural population. Farming is a major export earner through the traditional exports of wool, meat and dairy, but now complemented with popular markets in venison, flowers, fruit, biotechnology and of course New Zealand wine.

Kiwi slang terms you need to know:

G'Day = Hello

Sweet as = It's all good

Bro or Cuz or Aunty = Friend

She'll be right = It will be OK

Jandals = Flip flops

Heaps = A lot

Bach (said batch) = Holiday home

Togs = Swimming trunks



New Zealand was the first country in the world where the five highest positions have been simultaneously held by women: In 2006, the Queen, the Governor-General, the Prime Minister, the Speaker of the House of Representatives and the Chief Justice were all women.



History

Māori were the first to arrive in New Zealand about 1,000 years ago, journeying thousands of miles across the vast Pacific Ocean in small canoes from Hawaiki.

In 1642 a Dutchman, Abel Tasman, was the first European to sight the country but ultimately it was the British who made New Zealand part of their empire.

In 1840 the Treaty of Waitangi was signed, an agreement between the British Crown and the Māori tribes of the time. It established British law in New Zealand and is considered the country's founding document - an important and somewhat controversial crux of the country's history.

New Zealand's European pioneers were brave, rugged and independent. Before establishing farms and settlements, they had to first clear the land - a painstaking and dangerous activity. Their isolation, exposure to the elements and lack of access to worldly goods forced these early Kiwi's to become hardy, multi-skilled and self-reliant.

Necessity is the mother of invention, and this early resourcefulness has greatly contributed to the New Zealand character. The same qualities can be seen today in the new pioneers - a generation of young Kiwi business executives, computer software builders, film-makers, fashion designers and sportspeople.

New Zealand has a strong hold on the international trade in sheep meat. There are presently around nine sheep to every person in New Zealand



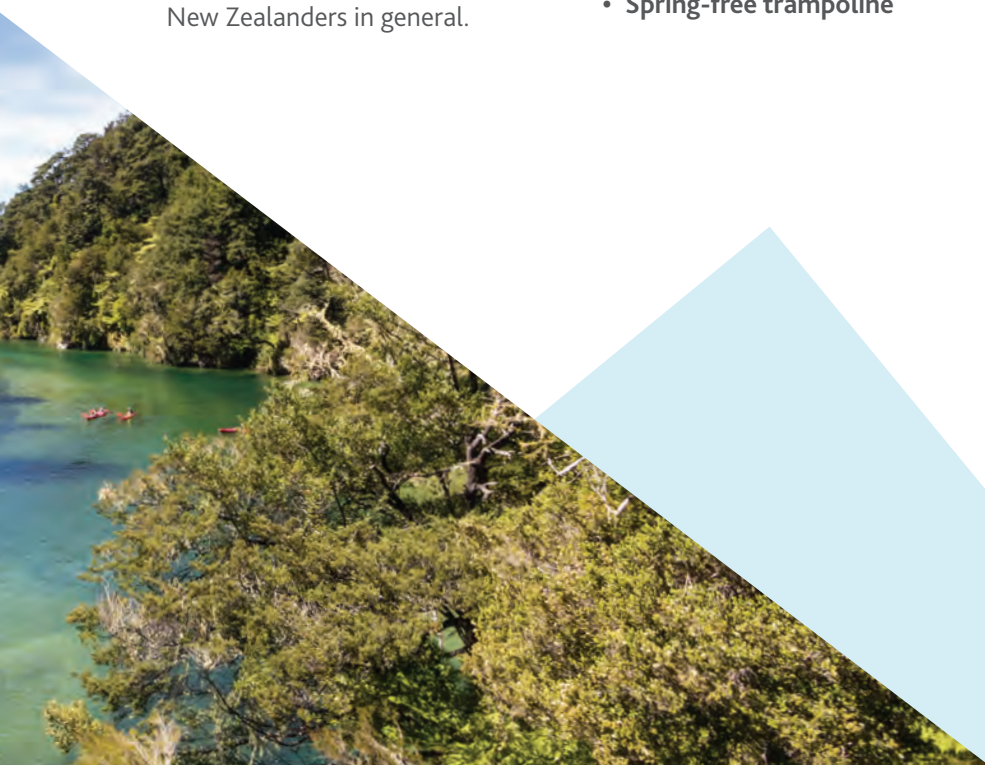
THE RISE OF THE KIWI

An Australian manufacturer named his boot polish "Kiwi" in honour of his wife's birthplace. The polish was widely used in the Australian and New Zealand imperial forces through WWI, and army recruits with highly polished boots were known to have 'kiwi-ed up'. During WWII the term transitioned to refer to the New Zealand troops, and eventually all New Zealanders in general.

KIWI DISCOVERIES AND INVENTIONS:

- Sir Ernest Rutherford 'split' the atom (1917)
- Referee's whistle
- Electric fences
- The eggbeater
- The (commercial) bungee jump
- The jet boat
- The tranquillizer gun
- The jet pack (1981)
- Spring-free trampoline

Kiwi ingenuity is locally referred to as the 'no.8 wire' tradition, where it is believed that New Zealanders can make or fix anything using no.8 fencing wire.





Endemic to New Zealand, the silver-tree fern (known as ponga in Maori) has green fronds with silver to white undersides. The fern has been associated with national sports teams and the armed forces since the 1880s and holds deep emotional resonance for the country.

Native Fauna

New Zealand houses a huge variety of animals shaped by the unique climate, geology and global isolation of the country. Wildlife encounters on a hike around New Zealand will be one of your most rewarding and intriguing experiences.

Before the arrival of humans the country was mostly free of mammals, except those that could swim (seals, sea lions and whales) or fly (bats). This led to an abundance of insects and birds, including an unusually large number of flightless birds with no natural predators - the kiwi, the weka, the moa (now extinct), and the kakapo.

The lack of predators has also afforded a proliferation of 'pre-historic' species with 60 varieties of lizard and two species of tuatara (reptiles resembling lizards) – New Zealand's own living dinosaurs.

Known for its dawn chorus, the New Zealand bush pulses with the sights and sounds of the native flighted birds. This includes the treasured kakapo, a nocturnal parrot that hops like a sparrow and growls like a dog. Tourists often photograph the tui which is a melodious bird with a tuft of white feathers under its chin, and the mischievous kea, a mountain parrot that loves to snoop in campers' backpacks, or grapple with the wipers on car windows.

However, the true icon of New Zealand birds and the most unusual, is of course the kiwi - a flightless wonder with hair-like feathers, long whiskers and nostrils at the end of its bill for sniffing out food.

A quarter of New Zealand's birds are found nowhere else on the planet but unfortunately the European settlers brought pigs, ferrets, stoats, mice, rats, dogs, cats, sheep, cattle and many other mammals which all seriously impacted the original New Zealand fauna, driving many historic species to extinction.

New Zealand therefore adopts some of the world's strictest biosecurity laws with rigorous border control measures. Do not leave an apple in your carry-on luggage!





The traditional Māori greeting is called a hongi which involves pressing noses and foreheads, as opposed to a kiss. The word hongi roughly translates to 'a sharing of breath'.

Māori Culture

Māori are the tangata whenua, the indigenous people, of New Zealand. Today Māori make up 14% of the population, but the culture runs deep in many aspects of daily life – from cuisine, language, attitudes and what the children learn at school, right through to how the country is governed.

Prior to the European settlers, all literature in Māori was orally passed onto succeeding generations. This included many legends and waiata (song), with some stories being conveyed as ornate carvings in whare (homes). Another tradition with continuing popularity is a hongi, which is a Māori feast cooked on hot stones buried inside the earth. A hongi is common at large social gatherings and the unique taste can best be described as steamed food with an earthen flavour.

The most recognised tradition today is the "haka" which is a war dance. Performed before the onset of war, today it has been immortalised by New Zealand's national rugby team, the All Blacks, who perform this dance before every game.

The Māori name for New Zealand is Aotearoa which means "the land of the long white cloud"





According to the 2017 Global Peace Index, New Zealand is the world's second most peaceful country after Iceland.


Health & Education

HEALTHCARE

New Zealand operates a mixed public-private system for delivering healthcare across an extensive and high-quality system of hospitals.

New Zealand residents and some work visa holders benefit from a public health system that is free or low cost thanks to heavy Government subsidies. Non-residents can also access the same healthcare services, but this will come with a cost.


New Zealand has reciprocal health agreements with Australia and the United Kingdom. Under each, certain services may be publicly funded for people covered by the agreements.

 For more information visit: health.govt.nz/new-zealand-health-system/eligibility-publicly-funded-health-services

REGISTERING WITH A GP

If you are eligible for publicly funded health services, it is free to register or enroll with a GP, to receive subsidised care, but there may be a consultation fee for each appointment, prescriptions and treatments.


From 1st July 2015, all children under 13 became eligible for free general practice visits, both during the day and after-hours. Not all GPs may provide free visits, so check with your GP first.

 For a register of practising GPs and advice on choosing a doctor visit The New Zealand Medical Council website: mcnz.org.nz/support-for-doctors/list-of-registered-doctors

CHILDCARE

If your children are younger than school age there are many fulltime and part-time childcare services available, with additional options for after school care and school holiday care, also.

In terms of pre-school funding, the first 20 hours per week is government funded and largely free for children from age three until they start school (at the age of five). This applies to all children in New Zealand, regardless of their visa situation.

 The Government website that also provides a hotline to assist with choosing childcare that suits your needs is: newzealandnow.govt.nz/living-in-nz/education/childcare-preschool



EDUCATION

The New Zealand education system is a three-tier model which includes primary and intermediate schools, followed by secondary schools (high schools) and tertiary education at universities and polytechnics.

When enrolling in primary school, children start at different times depending on when their 5th birthday is, although they must be enrolled from their 6th birthday. Unlike other countries, there are no set start dates.

The academic year varies a little between institutions, but generally runs from early February until December, with a slightly shorter year for universities.

All eight of
**New Zealand's
universities** fall
into the **top 3%**
in the world



The longest place name in the world is Taumatawhakatangihangakoauauotamateapokaiwhenuakitanatahu, a hill in Hawkes Bay. It roughly translates to “The summit where Tamatea, the man with the big knees, the slider, climber of mountains, the land-swallower who travelled about, played his nose flute to his loved one”.

Living

FINDING ACCOMMODATION

For several reasons, renting property in New Zealand before making a purchase is typically a choice that works best for new migrants wanting to try on different areas and suburbs for size.

You can find rental properties through letting agents such as real estate agents, or by contacting landlords directly.

 The most popular websites include:

- trademe.co.nz/property
- realestate.co.nz/rental
- harcourts.co.nz/property/rentals
- raywhite.co.nz/rental_property
- barfoot.co.nz/rent

Typical rental applications require:

- **Proof of identity** - passport / driver's license
- **References** -the most valuable reference will be from a previous landlord. However, if you have not rented prior to your relocation, then character references from employers, a real estate salesperson or any other person not directly related to you and your family will be required
- **Proof of income** - is also becoming increasingly common.

Be aware that in most cases you will be required to pay up to a maximum of two weeks rent upfront; and will also need to pay a bond which is usually the equivalent of up to four weeks' rent.

If you have used an agent to locate your rental property you'll also need to pay a letting fee of one week's rent plus GST.

COST OF ACCOMMODATION


One very important point to note is that rent in New Zealand is advertised as a weekly price, and the average rent of around \$200 per week has remained largely unchanged over the last few years.

Rental costs will however always vary according to quality of a property, age, number of bedrooms and the facilities contained. Rents also depend on the region, city and neighbourhood and so rent is typically lower in rural than urban areas. However, as a rule, average rents tend to be highest in Auckland and Wellington, with the rest of country falling into a comparable bracket.



Typical rental costs:

- **2-bed unfurnished apartment:** \$150+ per week in cheaper areas, such as Dunedin and Rotorua
- **2-bed unfurnished apartment:** \$350 - \$500+ per week in central Auckland and Wellington
- **3-bed unfurnished apartment:** \$200+ in Dunedin
- **3-bed unfurnished apartment:** \$450 - \$650+ in central Auckland


 For an up to date assessment of current market rental rates, appraise the following Tenancy Services website: [tenancy.govt.nz/rent-bond-and-bills/market-rent](https://www.tenancy.govt.nz/rent-bond-and-bills/market-rent)

Over one third of New Zealand is made up of protected parkland and marine reserves

COST OF LIVING

In recent years, New Zealand has become known as a destination with an increasing cost of living, and while this is generally true (certainly in the metropolitan centres), migrants accept that the proportionally healthy salary brackets and the higher quality of life makes up for it, therefore still positioning New Zealand as one of the most 'liveable' countries.

For comparison, the 2017 list of most expensive countries to live contained the following: UK (12th), Australia (13th), New Zealand (14th) and Ireland (15th).

 An excellent tool for calculating disposable income is the New Zealand Immigration cost of living calculator: [newzealandnow.govt.nz/living-in-nz/money-tax/comparable-living-costs](https://www.newzealandnow.govt.nz/living-in-nz/money-tax/comparable-living-costs)





For the same reason that many visitors come to New Zealand, Kiwis have developed a passion for the outdoors and revel in activities that make the most of the spectacular landscape.



Culture & Lifestyle

SPORTS & THE OUTDOORS

With so much coastline and so many inland lakes, it's little wonder New Zealanders love the water - and it's reputed that over 15% of Kiwi families own a boat. Respected as skilful yacht designers, Kiwis continue to excel in world yachting (recently having won the America's Cup), kayaking, windsurfing and the rowing scenes.

Hiking, camping, fishing and beach walks are other popular outdoor pursuits. The more intrepid take to the mountains; following in the footsteps of perhaps the most adventurous Kiwi, Sir Edmund Hillary, who conquered Mount Everest in 1953.

But it is the sport of rugby that dominates the Kiwi pastime. Touch rugby is the most played sport throughout the country, and rugby union is the most popular spectator sport, with the legendary All Blacks winning the Rugby World Cup in both 2011 and 2015.

ENTERTAINMENT

New Zealand is a country of cosmopolitan cities with theatres, museums (Te Papa, New Zealand's National Museum in Wellington is not to be missed), sports fields and galleries; where people come together from all over the world bringing a heady mix of music, dance, art and other fun parts of their cultures with them.

There is no shortage of lively music scenes, with metropolitan centres hosting increasingly popular international acts alongside local talent. Pubs, hotels, cinemas and arts venues with a range of entertainment to suit all tastes and activities, provide a healthy balance between work and play.

DINING

New Zealand cuisine is largely driven by local ingredients and seasonal variations of produce yielded from land and sea. Certain vestiges of traditional "Kiwiana" dishes, (originally based on British influenced cuisine), remain popular throughout the country, such as fish and chips, meat pies, custard squares, pavlova, and others. An active nostalgia movement in this direction is the public response to a common perception that certain traditional dishes are disappearing from New Zealand tables.

Concurrently, food habits are changing to lighter fares influenced by the Mediterranean and Southeast Asian styles of cooking. This presents an exciting time for "foodies" who are relishing the benefits of a trend which closely mirrors the culinary innovation and quality reputation of the Australian approach, as New Zealand's metropolitan restaurants move in sync.



GEOLOGY

Understanding the geology of New Zealand explains the geographical marvels of the country and therefore the Kiwi lifestyle that ensues.

New Zealand sits on two tectonic plates - the Pacific and the Australian. Because these plates are constantly shifting and grinding into each other, there is a lot of geological action.

This subterranean activity blesses New Zealand with spectacular vistas including extensive glaciers, picturesque fiords, rugged mountains, vast plains, rolling hillsides, subtropical forests, a volcanic plateau littered with

geothermal hot springs, and miles of coastline with gorgeous sandy beaches. No wonder New Zealand is becoming so popular as a location for movies!

CLIMATE

New Zealand's climate is dominated by two main geographical features: the mountains and the sea.

The far north has subtropical weather during summer, and the inland alpine areas of the South Island can be as cold as minus 10°C in winter, but with most of the populated areas lying close to the coast, expect mild temperatures, moderate rainfall, and abundant sunshine.

That being said, although New Zealand does not have a large temperature range the weather can change unexpectedly, so residents should always be prepared for four seasons in one day.

The New Zealand sun can be very strong, and as such, Kiwi's are vigilant with the popular summer phrase of "slip, slop, slap" which translates to 'slip on a t-shirt, slop on some sunscreen and slap on a hat'.

NORTH ISLAND	AV. SUMMER HIGH	AV. WINTER LOW	SOUTH ISLAND	AV. SUMMER HIGH	AV. WINTER LOW
AUCKLAND	23°C	8°C	NELSON	22°C	2°C
HAMILTON	23°C	5°C	HOKITIKA	19°C	4°C
TAUPO	22°C	3°C	CHRISTCHURCH	22°C	2°C
NAPIER	24°C	5°C	ALEXANDRA	23°C	-1°C
WELLINGTON	20°C	7°C	DUNEDIN	19°C	4°C

Tourism plays a huge part in bringing wealth to New Zealand, with more than \$15 billion contributed to the country's GDP each year.



Finance & Banking

MONEY

In 1967 New Zealand adopted a dollars and cents system of decimal currency, and in 1991 introduced both \$1 and \$2 coins.

When coming to New Zealand, the first thing most people tend to notice is the prevalence of electronic transactions. New Zealanders are big fans of EFTPOS chip-and-pin or tap-and-go debit cards (75 percent of all transactions are paid for by one of these methods), and very few people carry cash.

APPLYING

FOR A BANK ACCOUNT

Rules differ between banks on how much identification you will need if you want to open a bank account in New Zealand, but generally you can do so provided you have the following:

Identification - at least two forms of photo ID, one being a passport.

Proof of NZ Residential Address - i.e. rental agreement, utility bill, employment agreement etc.

An opening balance - This varies from bank to bank. ASB Bank and ANZ have a \$500 minimum opening balance required, Westpac a \$250, BNZ is only \$10.

You need to be 13 years or over to operate your own bank account and receive an EFTPOS debit card. Most banks will issue you with a plain EFTPOS card on the spot that you can use straight away.

New Zealand is tied with Denmark as the **least corrupt nation in the world**, according to the Corruptions Perceptions Index



TAX & IRD NUMBERS

New Zealand has a national identity number system for tax purposes. This is called an Inland Revenue Department Number, or IRD Number.

📄 To calculate the tax you will pay please visit: ird.govt.nz/calculators/keyword/incometax/calculator-tax-rate.html

📄 Find out more information about your tax process and obligations in New Zealand: ird.govt.nz/international/comingleaving/comingleaving-index.html

SAVING FOR RETIREMENT

Many New Zealanders also have some or all of their retirement savings in a superannuation scheme or other work-based savings scheme.

KiwiSaver is a voluntary work-based savings scheme set up by the government to encourage New Zealanders to prepare for retirement. If you're employed, you can contribute 3%, 4% or 8% of your salary before tax to a KiwiSaver scheme. You can also make lump sum payments or set up additional direct payments. Your employer must also contribute at least 3%.

📄 You can find out about KiwiSaver from the Financial Markets Authority website: fma.govt.nz/investors/kiwisaver

PENSION TRANSFERS

There are costs and financial implications associated with transferring your pension savings to New Zealand. The Inland Revenue Department's website provides some information on the taxation of foreign superannuation, but you should get advice from a tax expert and a financial adviser before making a decision.

📄 Find out more: ird.govt.nz/toii/foreign-super/fs-index.html

Wellington, the Capital City of New Zealand, is the southernmost capital city in the world




New Zealanders love their cars. There are 2.5 million cars for 4 million people, giving Kiwis one of the highest ownership rates in the world.

Travel & Transport

VISAS AND MIGRATION

All applications for migration to New Zealand are assessed against requirements for different categories of visas. Migrants might be selected on factors such as a relationship to a New Zealand permanent resident or citizen, skills, age, qualifications, capital and / or business acumen. All applicants must also meet the health and character requirements specified by the legislation.

If you'd like the opportunity to live and work in New Zealand, the first step is to find out more about the visa options that are available to you.

 Assess the New Zealand Immigration website to explore your visa options:
immigration.govt.nz/new-zealand-visas

Also, take the opportunity to appraise the excellent 'NZ Ready' planning and moving tool on the New Zealand Immigration website:
nzready.immigration.govt.nz

GETTING HERE

Many airlines fly to New Zealand from around the world. These include:

- Air New Zealand
- Qantas
- Virgin Australia
- British Airways
- Emirates
- Etihad
- Singapore Airlines

New Zealand's "Ninety Mile Beach" located in Northland is actually only 90 kilometres long

DRIVING IN NEW ZEALAND

Exploring New Zealand by car, campervan or motorhome is the most popular way to get around. However, driving in New Zealand is different to driving in many other countries.

New Zealand's diverse terrain means roads are often narrow, hilly and windy with surprising sharp corners. Outside of the main cities, there are very few motorways. Most of the roads are single lane in each direction and depending on your destination, you may encounter unsealed roads covered in slippery gravel. It's also very important to allow plenty of time for journeys as maps don't show how narrow and windy the roads can be.

Kiwi's drive on the left-hand side of the road, with the speed and distance measured in kilometres.



Good to Know

UTILITIES

Electricity in New Zealand is 220-240V AC 50Hz. The sockets are 3-pin and depending on which appliances you intend to relocate with you, you will need appropriate adaptors. Universal outlets for 240V or 100V shavers are found in most hotels.

Gas is becoming increasingly common in homes in New Zealand, and both electricity and gas are typically supplied by the same energy provider into the home making account management easier.

Most regional councils charge for the water they supply with rates varying from region to region. If you own your home, the cost is added to your rates (council tax) as water rates.

MOBILE PHONES

Mobile coverage is widespread in New Zealand with the exception of some rural and wilderness areas. Mobile providers include Vodafone, 2degrees, Spark and

Skinny in New Zealand. Make sure you check their coverage to be sure it suits your lifestyle and travel.

INTERNET

Most internet connections in New Zealand are through phone lines with 4G available in most cities and major towns, and 3G mobile broadband available throughout the remainder of the country.

Chorus, the company responsible for the lines, is currently building an ultrafast broadband network.

Availability of this service to your New Zealand address can be checked on: [chorus.co.nz/tools-support/broadband-tools/broadband-checker](https://www.chorus.co.nz/tools-support/broadband-tools/broadband-checker)

EMERGENCY NUMBERS

The national telephone number for all emergency services in New Zealand including AMBULANCE, FIRE and POLICE is "111".

The New Zealand government has developed a fantastic website for those who are interested in living, working, studying and investing in New Zealand.

For further information about visas, job prospects and the great lifestyle that New Zealand has to offer, visit: [newzealandnow.govt.nz](https://www.newzealandnow.govt.nz)



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