

tripleO  
medical recruitment



A Specialist Doctor's Guide

to Relocating  
to New Zealand

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## Why New Zealand?

The primary attraction for most people considering the move to New Zealand is the lifestyle that this country has to offer. Being able to finish work at 4:30 and be on the beach by 5:00 is a great attraction. If the beach isn't your thing then there are tramps (walks) in the bush, sky diving, snorkelling, skiing in July and August – *doesn't that just blow your mind?*

For those not into the outdoors – the café, bar and restaurant culture is second to none in all the major cities. For example, the vineyards of Hawkes Bay. The chance for peace and quiet almost deserted beaches and spectacular views wherever you go. A great work-life balance is possible.

Make the most of your time in the Southern Hemisphere either as a short-term visitor or if you're planning to be a long-term resident. Travel to the Pacific islands is affordable and a great way to see new places and meet the very friendly people. Fiji, Vanuatu, Tonga, New Caledonia are all within a few hours flight.

### DECISIONS TO MAKE

Choosing to move permanently to New Zealand is a major decision that you will have to consider before beginning to look for a new life.

Whether you want to work as a locum or take a permanent role TripleO will be with you to help you to determine the option most appropriate for you. To get you started we have tried to include all the key information about living and working in New Zealand as a doctor in this guide.

## WHY NEW ZEALAND AND WHERE?

New Zealand was rated sixth for work life balance in HSBC's Expat Explorer survey. Imagine a land the size of the UK but with only 4 million people. A quiet weekend away or an empty beach suddenly becomes a reality. From the black sand, wild and windy beaches of the west coast to the gentle bays of the east. The legendary views of the *Lord of the Rings* films are accessible and can be visited by anyone.

Climate – the weather in New Zealand varies greatly from the 'winterless north' of the Bay of Islands on the North Island to the frozen peaks of the Remarkables above Queenstown and Mount Ruapehu on the high central plateau of the North Island. Those of you who enjoy seasonal weather can look at Christchurch – currently undertaking a huge resurgence in popularity following the re-build. They have crisp cold mornings in winter June-August and hot sunny beaches in summer. Even further south, characterful buildings and passionate rugby supporters can be found in Dunedin and Invercargill.

Wherever you go you are sure to find a warm welcome and a great cup of coffee. Remembering the difference between a long Black and an All Black is the key. Not sure what to have ask for? A Flat White is a great start.

Learning about the integral part that Maori traditions, legends and culture play in the New Zealand make up will give a huge insight into the depth of history and culture that can be found in NZ. Children in schools often learn some te reo (the Maori language) but we can recommend a visit to a local museum either in Auckland – Auckland War Museum or Wellington's Te Papa the National Museum or any of the other many museums that can be found all over the country. There are many Maori cultural experiences to enjoy particularly in the home of the establishment of New Zealand – The Treaty Grounds of Waitangi in the Bay of Islands and also Rotorua.



The outdoors lifestyle and sports are celebrated and enjoyed all over New Zealand. Surfing, tramping, camping, skiing on snow and water, sailing, fishing and many other water sports.

New Zealand is home to passionate rugby supporters – the home of the mighty All Blacks and also equally successful sailors they are the current holders of the America's Cup. Although it is a small country, it is full of passionate supporters and has a great 'can do' mentality. Often described as the "Number 8 wire" approach, this means that they are always willing to have a go and have a very positive and friendly attitude.



# Living & Working in New Zealand

## THE NEW ZEALAND HEALTHCARE SYSTEM

Public hospitals are free to New Zealand citizens but there is often a long wait for treatment. Because of this there is a strong uptake for private medical insurance. Many people take the opportunity to buy into a system that allows them to decide when they would like their operation to take place. This means that there are multiple opportunities to work in both the private and public sectors from the same location.

If you hold a work visa that is valid for two years or more from when you first arrive, you qualify for free or subsidised care in the public health system. If you have children 17 years old or younger they may also be eligible for publicly funded healthcare.

New Zealand has reciprocal health agreements with Australia and the UK so essential treatments and accidents are covered for attending public hospitals. If any person has an accident in New Zealand, they are covered under the no-fault Accident Compensation Corporation or ACC. This is funded by levies placed on companies and vehicles. This is available to everyone in New Zealand even people visiting the country. This means that it is nearly impossible to sue someone for injury under New Zealand law.

If you are not a permanent resident or are not planning to get a two year work permit then it is good practice to arrange private health cover.

## DISTRICT HEALTH BOARDS (DHB's)

There are 20 different District Health Boards in New Zealand. These are run by elected board members and they are responsible for providing or funding the healthcare in their local communities. This means setting the strategic direction for healthcare, including:

- promoting and protecting the health of people and communities
- promoting the integration of health services, especially primary and secondary care services

## Triple0 Tip

If you are planning to work in one of the DHB's (District Health Boards) around New Zealand reading about the *Treaty of Waitangi* and its implications for the work place is a great way to start.

- seeking the optimum arrangement for the most effective and efficient delivery of health services in order to meet local, regional, and national needs
- promoting effective care or support of those in need of personal health services or disability support.

## ACCOMMODATION

House prices and availability vary widely throughout New Zealand. It is usual to rent a property when you first arrive to enable you to find out what is the best fit for you, whether it is access to transport networks, education for your children or proximity to beach or restaurants that is your priority. Accommodation can be unfurnished or furnished and hospitals will provide initial accommodation for four weeks when you first arrive.

Rents vary widely depending upon location, style of house or apartment and the number of bedrooms with wide fluctuations from the major cities such as Auckland, Wellington and Christchurch with more rural areas being the most affordable.

To get some idea of what is available and the cost of these, the following links will be helpful:

[Trademe.co.nz](http://Trademe.co.nz)

[Realestate.co.nz](http://Realestate.co.nz)

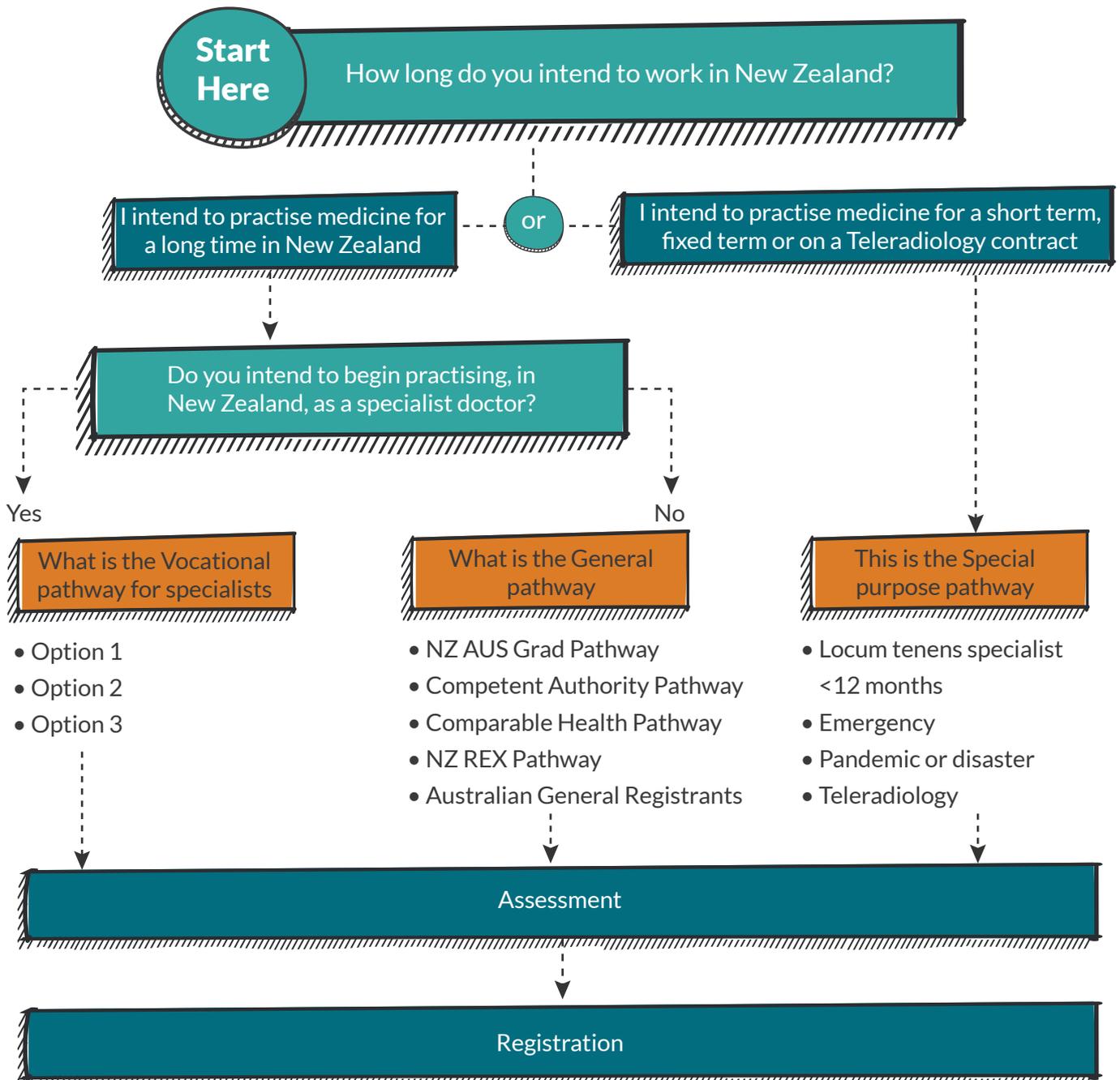
# REGISTRATION PATHWAYS

# New Zealand

We have three main types of registration (what we call scopes) - Vocational, General and Special Purpose. Within each scope there are multiple application pathways. Each of these has specific requirements you need to meet in order to be registered. This section outlines the different pathways for each scope.

Check each scope and its pathways to see which ones you may qualify for.

## MEDICAL COUNCIL OF NEW ZEALAND (MCNZ) ELIGIBILITY CHART



# GENERAL SCOPE POLICY

There are a set of requirements that need to be met before you can work in New Zealand within a general scope of practice. There are five options to gain General Registration with the MCNZ.

## Option One – Interns (NZREX)\*

For a doctor to be eligible to apply for this pathway, you must either:

- Hold a primary medical degree from a New Zealand or Australian university medical school

OR

- Sat and passed NZREX Clinical

## Option Two – NZ and Australian Graduates

For a doctor to be eligible to apply for this pathway, you must:

- Hold a primary medical degree from a New Zealand or Australian university medical school
- Have completed your internship within New Zealand or Australia

\*Triple0 can't place Doctors coming through Option One

## Option Three – Competent Pathway (UK and Ireland Doctors)

Any doctor that has graduated in these countries and has completed their internship is eligible for this pathway. After an initial six months provisional general registration, you can then apply for full general registration.

- Registration authorities recognised as competent include:
  - Irish Medical Council
  - General Medical Council (UK)
  - England, Scotland, Wales, Northern Ireland
- Doctors must hold a medical degree from a UK or Ireland university
- Doctors must have completed their internship in the UK or Ireland
- Doctors must have a job offer from a NZ hospital (clinic)

## Option Four - Australian General Registrants

MCNZ has introduced another pathway to general registration for doctors who have sat and passed the Australian Medical Council's MCQ exam, in addition to either the AMC Clinical exam, or the AMC Work Based Assessment.

To be eligible, doctors would have also completed their provisional year in Australia, as well as having full registration with the Australia Health Practitioner Regulation Agency (AHPRA).

Successful applicants will be granted provisional general registration and be required to work under supervision for 12 months before becoming eligible to apply for the general scope.

## Option Five - Comparable Health

Doctors who have an unrestricted registration/license for any of the countries listed below, and have worked as a medical doctor for at least three of the last four years immediately prior to submitting an application, are eligible to apply for this pathway. You must:

- Have a primary medical degree from a university medical school listed in the World Directory of Medical Schools
- Have worked in a comparable system for 30 hours per week, for 33 of the last 48 months (or 3900 hours)
- Have full, unrestricted, registration to work in the comparable health system; and
- Have relevant and comparable experience to the position applied for in NZ; and
- Have a job offer from a NZ hospital (clinic). The job offer must be for the same type of job that you've been working in recently; and
- Satisfy the MCNZ English language requirement.

Comparable countries: include Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Finland, France, Germany, Greece, Iceland, Israel, Italy, Norway, Portugal, Republic of Ireland, Singapore, Spain, Sweden, Switzerland, Netherlands, United Kingdom and the United States of America.

### Comparable Health System Pathway – General Practitioners

The Council has resolved to amend its policy on registration within the provisional general scope of practice for doctors applying via the comparable health system pathway, who are seeking to work in New Zealand as a general practitioner.

In addition to the existing published prescribed qualification for this pathway, there is now another option.

The original policy requirement is that applicants applying for registration in the provisional general scope of practice, via the comparable health system pathway to practice medicine as a general practitioner must have:

1. Worked in a comparable health system for at least 33 months (for at least 30 hours per week) of the 48 months prior to application; and
2. Worked in the same or a similar area of medicine, and at a similar level of responsibility to the proposed New Zealand position for those 33 months; and
3. Either:
  - Hold current full or general registration with the regulatory authority of at least one of the comparable health systems worked in during the 48 months; and
  - Be satisfactorily participating in a training programme recognised by the American Boards or the Canadian specialist colleges; or
  - Be registered by the Irish Medical Council as a specialist trainee.

Council has added the following new option for applicants seeking to work as general practitioners in New Zealand via this pathway.

The applicant must have:

- Completed a formal postgraduate training programme and been awarded a postgraduate qualification in general practice in a comparable health system within the preceding three years immediately prior to application; and
- Practised in a comparable health system, for at least 33 months (for at least 30 hours per week) of the 48 months prior to application, including at least 18 months (full-time equivalent) of practice in general practice in an area in which the range of presentations and patient base is not restricted; and
- Hold current full or general registration with the regulatory authority of at least one of the comparable health systems worked in during the 48 months.

# VOCATIONAL (SPECIALIST) REGISTRATION POLICY

Vocational registration is a specialist and permanent registration which allows doctors to work in New Zealand independently.

There are 36 different areas of medicine, or 'vocational scopes' that are recognised. These are specialised areas of medical practice, with each one being defined by an accredited postgraduate training programme and qualification.

## Option One – VOC 1 Vocational (Specialist) Registration

You'll be eligible to apply if you:

- Hold an approved New Zealand/Australasian postgraduate qualification
- Hold general registration with the MCNZ

## Option Two – VOC 2 Vocational (Specialist) Registration

You'll be eligible to apply if you:

- Hold an approved New Zealand/Australasian postgraduate qualification
- Do not hold general registration with the MCNZ
- Do not hold a primary medical degree from New Zealand or Australia.

## Option Three – VOC 3 Vocational (Specialist) Registration

You'll be eligible to apply if you:

- Hold an overseas postgraduate medical qualification (in one of the defined vocational scopes)
- Do not hold an approved New Zealand/Australasian postgraduate qualification.

# SPECIAL PURPOSE REGISTRATION

There is one other type of registration for specialists but it is only suitable for TEMPORARY registration.

## Option One – Special Purpose Locum Tenens

This registration is ideal for specialists who are looking to for a fixed term contract in New Zealand. Please be aware that 'Locum Tenens' means that this will be a locum as most hospitals will push for the doctor to come under the MECA.

There is a list under the registration self-assessment tool on the MCNZ which defines what roles are eligible for Locum Tenens. Please note that these do change, so check beforehand. The maximum duration of this registration is 12 months.

Getting restored to the MCNZ register (if doctor has been registered before):

- In these cases, it is best for the doctor to contact the MCNZ directly to ascertain what they will need to do to be restored to the register.
- The MCNZ will not generally send APC renewal forms to anyone other than the doctor - hence it is best for doctors to contact them directly.
- We can always assist you with the requirements once we know what they are.

## GENERAL MCNZ INFORMATION

- As of December 2017, the MCNZ has introduced primary source verification via EPIC. For further information, please refer to [this link](#).
- MCNZ uses pathways to streamline the many registration applications they receive per annum. The pathway the doctor will take is mostly determined by their medical education and experience, plus other factors like their work intentions.
- All registrations, regardless of the pathway, will include the following checks:
  - English language communication skills
  - Primary medical qualifications
  - Fitness for registration
  - Declarations of any health conduct or competence issues
  - Experience practising medicine as a doctor
- It is the MCNZ that determines the pathway of the doctor's registration application, once they apply for registration. This self assessment is an indicator to show the most likely scenario.
- The MCNZ also offers a service to provide pre-registration application advice. This is called a Request for Registration Advice, available on their fees, forms and checklists page.

# Salaries & Tax

As a guide the average salary range is as follows:

Seniority	Average Salary Range
Resident/SHO	70,000 - 105,000+
Registrar	90,000 - 150,000+
General Practitioner	175,000 - 400,000+
Consultant (Specialist)	150,000 - 250,000+

\*Dependent on years of experience & responsibilities

+On-call, over-time, nights, accommodation, travel

+CPD allowance, conferences, insurance

Like all countries the tax rates in New Zealand vary, but the following tables provide an overview of the current rates.

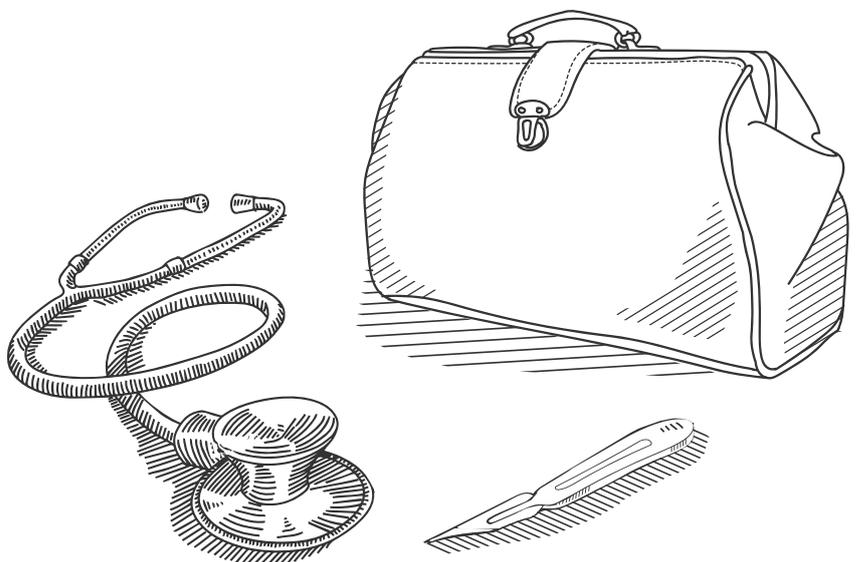
For up to date information check out this link:

[New Zealand Tax Rates](#)

## NEW ZEALAND

Taxable Income	Tax Rate
0 - \$14,000	10.5%
\$14,001 - \$48,000	17.5%
\$48,001 - \$70,000	30%
\$70,000+	33%

The above rates do not include the Medicare levy of 2%.



# The Job Application Process

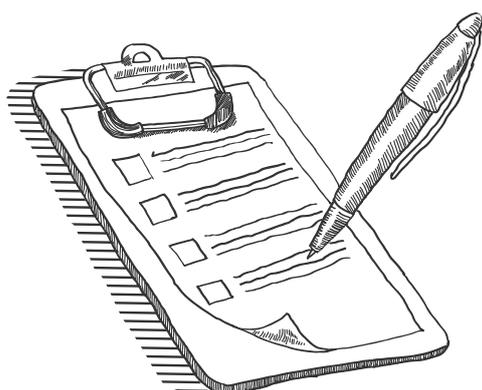
## GETTING THE JOB

Once we have determined your eligibility for registration and immigration and you have given us an idea of where you want to work, we can then start presenting your CV to potential employers. They will require references, but we take care of that side of things, you only need to provide us with the names and contact details of your referees.

For locum roles, you normally do not require an interview, however, if the hospital or practice want to move forward there may be certain forms that they require to be completed before you commence your locum.

If you are looking for a permanent/fixed-term role, then you will definitely have to go through the interview process. This can be done via phone, Skype or some hospitals pay for you to come over for a face-to-face interview. We know interviews can be daunting, so we can call you and run through some interview tips so you have an idea of what to expect. We will also provide you with as much information as we can about the location and the hospital itself, to help you be as prepared as possible.

If you are successful we can assist in the negotiation of your contract and incentives if these are offered. We also work directly with the hospital in obtaining your written job offer. If you decide to move forward with the offer then our candidate care coordinators then start to work with you on relocating.



## PAPERWORK

There will be paperwork required such as start-up packs from the hospital, registration and visa applications as well as some other forms that need to be completed before you travel such as opening up bank accounts, applying for tax numbers and indemnity.

We know that it can be quite overwhelming but this is where our Consultants are there to guide you through the steps.

Please do not stress as we are to guide and advise you.

With the time difference, we arrange our work day around your needs, so we can call you and work through any questions that you may have. We are also available by email so that we can correspond quickly and respond to your questions.





# Immigration

## IMMIGRATION TO NEW ZEALAND

Once Triple0 has verified eligibility, supported you gaining registration and confirmed a position for you, you will be able to apply for a work visa or work permit. Triple0 will provide you with the relevant immigration documentation and put you in touch with the immigration authorities to ensure your visa or permit is processed in a timely manner.

To work in New Zealand, you must meet criteria laid down by the NZ Immigration Service. For further information, please visit the NZ Immigration service website. To find out more about working in New Zealand, call or email us today.

# FAQs

## MOVING WITH THE FAMILY

The educational system in New Zealand has an excellent worldwide reputation. Children and students of all ages are very well catered for from infancy to University level. Some government educational subsidies are available towards the costs of child education for all citizens and permanent residents.

All public schools are funded by the government. There are yearly voluntary contributions that are payable to the school that covers additional school activities. Private schools are also available in most major cities.

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Rugby, netball, swimming, athletics, and cricket are all commonly played in schools. Other extracurricular sports include, tennis, badminton, water polo, horse riding, weight lifting, and of course sailing and surfing. Many schools with beach access run learn to sail courses.

Adventure activities with the Scouts, Cubs, Brownies, Girl Guides and cadets are available as well as more cultural activities such as debating, volunteer or charity work school performances and musicals.

Summer in the Southern Hemisphere runs from December to February and once you get used to a warm Christmas you'll never look back. The long school holidays take place in this period to ensure you're able to get out to enjoy the sun and the great outdoors.



## MOVING WITH PETS

While there is quite a bit of organisation involved (paperwork, vet checks) and a long-haul flight for your pet, with a little bit of planning and some expense, your pets can move to New Zealand with you, to enjoy the outdoors lifestyle.

New Zealand is very pet-friendly, dogs are allowed in most public places. Places where dogs are not welcome are usually clearly marked with 'Dogs not allowed' signs. The Ministry for Primary Industries in New Zealand have detailed information on the import documents and quarantine requirements.

## PENSIONS

The New Zealand pension scheme is called the Kiwisaver. The recommendation for anyone wanting to move to New Zealand permanently is for them to look into bringing their UK pension over to reduce the tax implications at retirement.

# About Triple0

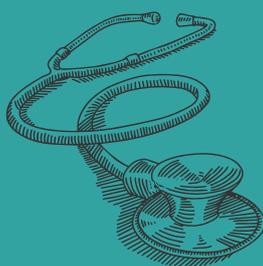
We are medical recruitment specialists, placing international doctors in locum, short-term, fixed-term and permanent medical positions across all specialties throughout New Zealand

Having been operating since 1999 we've built up a wealth of experience around the international doctor

relocation process. Our team know when, where and how you should do each specific part of the process and above all else we always go the extra mile to make sure your big move is a fantastic experience.



**PAEDIATRICS**



**GENERAL PRACTICE**



**PSYCHIATRY**



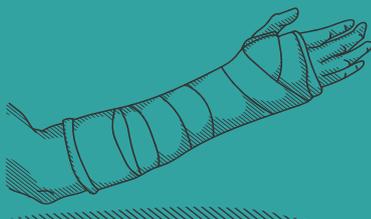
**INTENSIVE CARE**



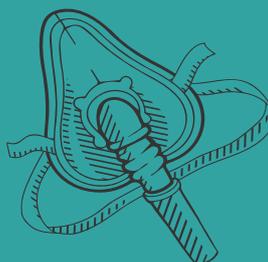
**SURGERY**



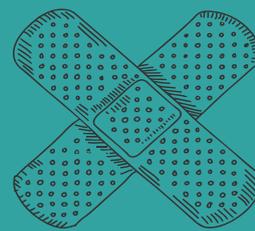
**MEDICINE**



**RADIOLOGY**



**ANAESTHETICS**



**EMERGENCY MEDICINE**



**OBSTETRICS & GYNAECOLOGY**



**URGENT CARE**



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