



*Working in Australia & New Zealand:  
A guide for international doctors*

*[www.jonandjon.com](http://www.jonandjon.com)*

## *Working in Australia and New Zealand:*

Deciding to live and work in Australia or New Zealand is a big step to take. Before you begin the process of relocating to one of these countries as a medical practitioner, there are many complex issues you will need to consider to make sure the decision is right for you.

One important issue is your eligibility for medical registration, and the regulatory pathway you will need to follow to achieve this. Another is the process you must go through with the relevant immigration department to obtain a visa to allow you to work in Australia or New Zealand. You will also have personal issues to consider that will involve your potential costs and the implications to your family, such as housing, schooling and the cost of living.

This guide to working and living in Australia and New Zealand provides an overview of the issues and processes involved in relocating to and working in both countries. Everyone's circumstances are unique, however, and while this guide will be helpful as an outline, you will find it far more beneficial to receive specific advice tailored to your needs.

That's where we fit in. You will find the services of Jon & Jon Medical Recruitment Consulting to be of great benefit as you work through the issues involved in the big decision to relocate. Jon & Jon's experienced recruitment consultants provide expert advice to help you with each part of the process.

If you need any further information, please contact us. We think Australia and New Zealand are great countries to live, work and raise a family in, and we will be delighted to tell you more about them and to help you work through the relocation process.



# *Benefits of living and working in Australia and New Zealand*



## **Why choose Australia or New Zealand?**

**There are plenty of reasons. Here are a few of them:**

- Postgraduate training and career advancement opportunities
- Extremely high standards of clinical practice • Generous salaries and the provision of overtime on top of a standard salary
- The availability of temporary positions in most specialties and seniorities
- Work-life balance
- A friendly and welcoming multicultural environment
- The clean, unspoiled beauty of the natural environment • The temperate climate
- An abundance of leisure-time activities for you and your family members
- A large choice of excellent schools and childcare facilities

# Benefits of living and working in Australia and New Zealand

## Lifestyle

Australia and New Zealand are highly sought after destinations for people to live and work, and with good reason. Both countries offer beautiful and varied natural environments, with golden beaches, mountains, unspoilt forests and stunning landscapes. The great climate makes you want to get outdoors and do things, and there's an enormous number of outdoor activities for you and your family to enjoy. For the times you will want to stay in, you'll find you have a vast choice of entertainment and cultural options and top-class dining establishments. The educational and leisure facilities that both countries offer make them ideal countries for raising a family, and the work-life balance that you will be able to achieve means you'll have more time to spend with your family to share all the opportunities and experiences your new home offers.

## Career opportunities

### Work availability

Doctors have many opportunities and choices of location and position in Australia and New Zealand, due to a high demand for consultants of all specialties. The high demand also provides the benefit of increased negotiating power when the time comes to finalise salaries and contract terms.

### Training opportunities

Training programs in Australia and New Zealand are usually of an exceptionally high standard. Competition is reduced as there are fewer people applying for registrar positions in Australia and New Zealand compared to many other countries. This makes it more likely that you will be able to get into a training program of your choice, and it also means that the need for excessive research, publications, audit or unaccredited years is reduced.

### Public or Private Practice

Consultants in Australia have the choice of working in either the public or private sectors, as more than half of all Australians have private health insurance. The public sector is often seen to be a better starting point for internationally trained consultants, as it provides greater security and structure when beginning work at this senior level in Australia. The private sector in Australia is often more financially rewarding than the public sector, and there are many large private medical organisations providing

similar benefits to those in the public system. The New Zealand healthcare system is mainly a public one, so there is reduced opportunity overall to be involved in private practice. This does however, vary across the large range of specialty areas.

## Work conditions

### Hours of work

The working week for most medical practitioners is a standard 38 hours in both Australia and New Zealand. After-hours and on-call requirements vary for different departments, but as a general rule these are usually less than those required by other health systems.

### Paid overtime

The standard working week is usually based around 38 hours in Australia and New Zealand, and doctors are required to submit a timesheet detailing all hours worked. This ensures that any extra hours (in addition to those rostered) can be paid accordingly. Overtime and after hours' requirements are usually paid on top of the standard week's salary and involve a higher hourly rate (often paid as double time).

### Respect and recognition

In Australia and New Zealand, medical practitioners are highly respected as skilled professionals and valuable assets to their workplaces and also the wider community. At an executive level, the interests of doctors are well represented, as many senior hospital managers and all clinical directors are doctors themselves.

## Workplace structure

Medical facilities in Australia and New Zealand have a less hierarchical workplace structure than those in most other areas of the world. The work environment is more relaxed, with most junior doctors on a first-name basis with their consultants. In addition, junior doctors can work with greater autonomy and feedback suggests that this results in a higher sense of value and recognition.

The healthcare systems overall have fewer hierarchical tiers in both Australia and New Zealand, so process changes can be made more quickly and easily.

# *Working in Australia*

Medical registration pathways

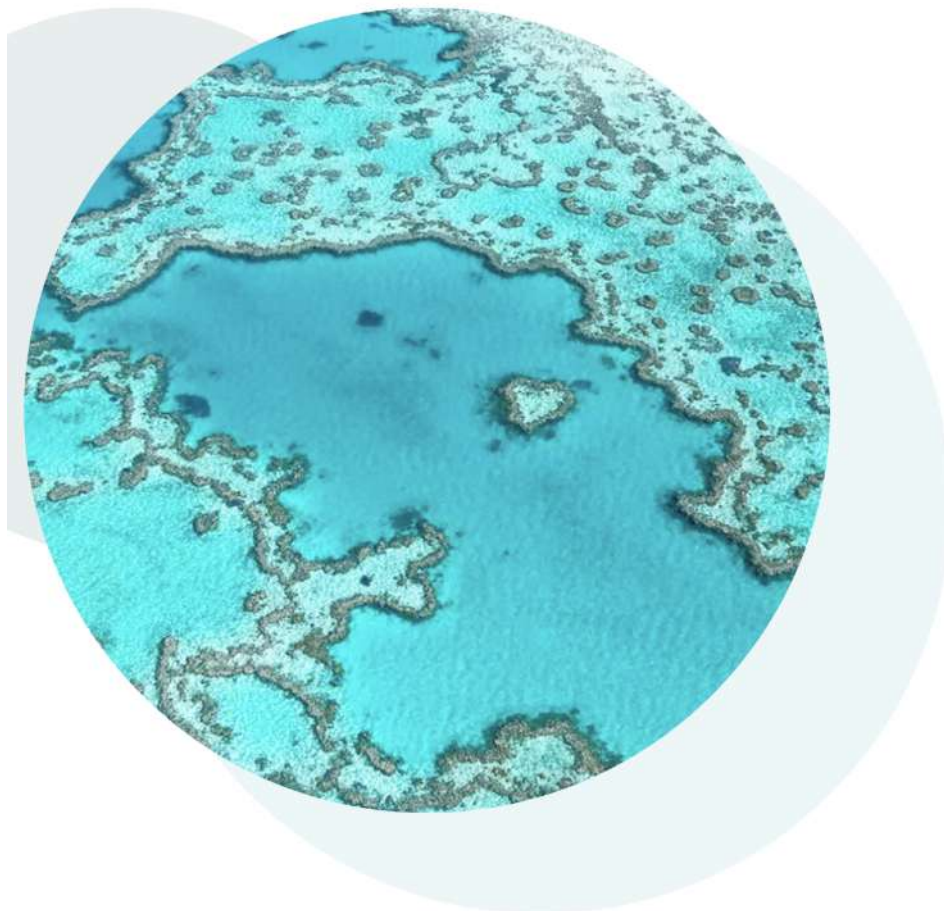
Immigration pathways

English Language Policy

Regulation and migration requirements for specialists

Step-by-step overview of the process

Employment information



# Medical Registration pathway

An International Medical Graduate (IMG) is someone who has gained their primary medical qualification at a country other than Australia or New Zealand. Before an IMG is able to work in Australia or New Zealand, they need to be registered by the relevant medical board in that country.

To be able to apply through Jon & Jon Medical Recruitment Consulting for work in Australia, you must be eligible for registration through one of the pathways listed below. Which pathway is appropriate for you will depend on your qualifications and experience. Your Jon & Jon Medical consultant will be able to clarify the requirements and help you determine your eligibility, so please do not hesitate to contact us for further information.

The assessment pathways for International Medical Graduates are:

## **1. The Competent Authority pathway**

The Competent Authority pathway is intended for overseas-trained non-specialists. It is a pathway to general registration and does not result directly in recognition or registration as a specialist in Australia. However, it is also available to specialists, including general practitioners.

To be eligible for 'Advanced Standing' with the Australian Medical Council (AMC) and to be able to get conditional registration, an IMG must have gained their primary degree registration in that country.

Otherwise, an IMG must have completed the equivalent licensing exams (such as PLAB I and II, NZREX or in either the US, Canada, New Zealand Ireland or the UK

and have current full registration in that country. USMLE) AND have done a full year of supervised practice in the US, Canada, Ireland or the UK and have current full

## **2. The Specialist pathway**

The Specialist pathway is for the following international medical graduates (IMGs):

- overseas-trained specialists applying for assessment of comparability to the standard of a specialist trained in that specialty in Australia (specialist recognition)
- overseas-trained specialists applying for an area of need specialist level position in Australia (area of need)

IMGs who have a primary qualification in medicine and surgery awarded by a training institution recognised by **both** the [Australian Medical Council](#) and the [World Directory of Medical Schools](#) (WDOMS) and who have satisfied all the training and examination requirements to practise in their field of specialty in their country of training, can apply for assessment under this pathway (specialist recognition or area of need).

If you currently hold, or previously held, general registration you are not eligible to apply for the specialist pathway. You can complete the requirements for specialist registration while holding general registration, through a separate process. You are not eligible to apply for limited or provisional registration to complete the specialist recognition process.

There are two pathways within the Specialist pathway:

**Specialist pathway - specialist recognition:**

- the IMG applies directly to the relevant specialist medical college who assesses comparability against the criteria for an Australian-trained specialist in the same field of specialty practice
- the outcome of the specialist medical college's assessment will determine the relevant registration type
- the relevant specialist medical college will require the IMG to undertake a period of supervised practice, which may include other requirements such as workplace-based assessments, training or examinations, before recommending that the IMG be granted recognition as a specialist.

#### **Specialist pathway - area of need:**

- the IMG applies directly to the specialist medical college who assesses their qualifications and relevant experience against the specified requirements of a position in a confirmed area of need
- area of need is determined by the relevant state or territory health authority (the AMC, the college and the Board have no role in determining which areas are declared area of need)
- this pathway does not lead to specialist registration. IMGs on the Specialist pathway - area of need can also be on the Specialist pathway - specialist recognition if they wish to gain specialist registration with the Board.
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### ***3. The Standard pathway***

This pathway leads to general registration. IMGs who do not meet the criteria for either of the first two pathways but have a medical degree from a medical school listed in the WHO directory can sit the AMC examinations. These involve an MCQ and a clinical examination.



# Immigration pathways

## Australian Immigration Visa

Any overseas national wanting to work in Australia must gain permission from the Department of Immigration and Border Protection. Due to eligibility requirements and the timeframes involved in processing applications, it is often a good idea to begin by applying for a temporary residence visa, which is usually the Subclass 482 visa.

You may include family members such as your spouse, de facto partner and children under the age of 18 on your visa application. You may be able to include children over the age of 18 and other family members; however, this will depend on your circumstances.

The necessary documentation for your Subclass 482 Visa application will usually already be on file from the AMC and/ or Specialist College applications. Additional requirements may include evidence of immigration-approved adequate health cover and you may need to undergo medicals and chest X-rays. You may also need to provide documents for family members and, depending on circumstances, they may also need to undergo health checks.

The Australian Health Practitioner Registration Agency (AHPRA) regulates Australia's health practitioners in partnership with the National Boards for the different health sectors. When you apply for AHPRA registration, it is more efficient for us to lodge your visa application at the same time as we lodge your registration application. Please note that the visa application, however, cannot be finalised until you receive provisional AHPRA registration.

The Subclass 482 Visa can be valid for up to four years. After that, you can lodge an application for another Subclass 482 Visa, or you can apply for a different temporary residence visa. If you are planning to stay in Australia, there are a number of permanent residence visa categories.

For more information, please refer to [www.border.gov.au](http://www.border.gov.au)

*Please note: While we are making every effort to provide information in this guide that is useful and accurate, it should be considered only as a general overview only. Regulations and requirements are subject to change by many different government and healthcare bodies. We recommend that you seek professional advice so that you can make sure you know what applies to your individual circumstances*





# English Language Policy

Unless you have completed both your secondary and tertiary education in one of the accepted English-speaking countries (Australia, New Zealand, UK, Ireland, USA, Canada) and South Africa, you will need to satisfy the English Language Policy before you can apply for registration in Australia.

This means that you need to provide evidence of your proficiency in the English language before beginning the registration process. There are two different tests you can sit to do this.

## *IELTS (Academic)*

The International English Language Testing System (IELTS) is the verification method that most IMGs use to provide evidence of acceptable English language skills, as it is widely available and has frequent test dates in most countries. The IELTS assesses abilities across all four language skills: listening, reading, writing and speaking, and results are reported on a 9-band scale, which ranges from a score of 1 (the lowest score) to 9 (the highest).

### Preparation

We recommend you prepare thoroughly for this test, as it has become increasingly challenging. You can buy preparation materials, review practice questions and do a sample test, or you may like to consider enrolling for a preparation course at an English language school.

### Booking

You would be wise to make the booking as soon as you decide you want to work in Australia, as testing centres are usually busy. You may need to book about one month ahead for an IELTS test, and it can then take about three weeks to receive your results.

### IELTS Test Score Requirements

For the Australian Language Policy, you need a minimum score of 7 in each section (reading, writing, listening and speaking) to satisfy the requirements for the English Language Policy. Even if your average score for the sections is more than 7, you will still fail the test if it is less than 7 in any one section. Results must be

For more information about IELTS, and to access practice material, search for test locations or book a test, go to: [www.ielts.org](http://www.ielts.org)

## *OET (for medical practitioners)*

The Occupational English Test (OET) was designed for the healthcare sector. It assesses the language communication skills of healthcare professionals who wish to register and practise in an English-speaking environment.

Like the IELTS, the OET assesses skills in all four language areas – Listening, Reading, Writing and Speaking. It has an emphasis on medical and health professional communication requirements. To pass the test, applicants need to score an A or B in each of the four components.

Feedback from IMGs suggests that some find the OET a bit easier than the IELTS. However, it is a less convenient test to access, as there are not as many test centres for the OET as there are for the IELTS

## *Test result validity*

Whichever English language proficiency test you decide to do, we again stress that it is worth ensuring you have a thorough preparation. If you fail any of the sections you will not pass the test, and you will need to re-sit it (and pay a second fee).

You must get the required result in one sitting, so even if you have taken the test more than once, you

cannot combine the scores.

You must have received your test results within two years of applying for registration, unless you have been in continuous employment as a registered health practitioner, or you have been a student in an approved English speaking country ever since you passed the test.

## Regulation and migration requirements for specialists

### *AON/Dual Assessment Pathway*

As you know, when you have accepted a position in Australia with Jon & Jon Medical, you will need medical registration and most probably a work visa before you can start working in Australia. You will be working in Australia through the Area of Need (AON) pathway, which allows overseas-trained specialists to be employed in a specific role at a designated location for a nominated period.

It can seem a complicated process, but your experienced Jon & Jon consultant is an expert at guiding you through the process. Your consultant will explain who you need to apply to and when you need to apply, and will also assist you to collate and (when possible) lodge your applications.

You will also need to organise immigration requirements for yourself and any family members who will move to Australia with you. If necessary, our Australian migration agent can manage the immigration application for you and your family. There are no fees applicable for Jon & Jon Medical's regulatory and migration services, but there will be an application fee for each application made throughout the registration process.

The length of the regulatory and migration process will vary depending on the complexity of your application and the interview requirements of your Specialist College. In general, however, we estimate it should take about 7 to 9 months.

Our team at Jon & Jon Medical will provide guidance and help to you throughout the whole process. If you're ever uncertain about what you need to do, please don't hesitate to contact us. It can seem a confusing and overwhelming process at times but, don't worry, whatever your question is, we've probably been asked it before! We will be very happy to help you through this important stage in your career.

### *A step-by-step overview of the regulatory process*

#### Step 1 – Primary Source Verification

Timeframe: 1 to 8 weeks

Step 1 is the verification of your Primary and Specialist Qualifications. You will need to set up an online account with the Australian Medical Council (AMC). To do this, go to: [www.amc.org.au/assessment/psv](http://www.amc.org.au/assessment/psv)

You will also need an online account with the Educational Commission for Foreign Medical Graduates ECFMG. To do this, go to: [www.ecfmgepic.org/physicians.html](http://www.ecfmgepic.org/physicians.html)

On both websites you will need to follow the online instructions and upload the requested documents. The process to verify your qualifications can vary from just one week to many weeks. To avoid delays, we advise that you start this process sooner rather than later. We can often go ahead to the next step once we've received the reference number from the AMC.

#### Step 2 – Relevant Specialist College

Timeframe: 8 weeks to many months

This part of the process varies a lot as the requirements vary significantly for different Specialist Colleges. You'll be able to access much more detailed information, including costs and the likely timeframe, from the website of your different Specialist College (see contact details on page 16). Your Jon & Jon consultant will guide you through this process.

There are two types of Assessment:

1. Area of Need (AON): This is to assess if your qualifications and experience make you suitable for the specific AON role.

2. Specialist Assessment: This is to compare your specialist training to an Australian-trained specialist, and determine what is required for you to be able to qualify for Australian Fellowship.

Many Specialist Colleges offer Dual Assessment, where you are assessed for both the above at the same time. The College will issue an approval letter when the assessment is completed, which will allow you to work in the AON role and provide a list of requirements (for example, peer review) that are necessary for you to gain Fellowship and apply for Specialist registration.

Many of the Colleges will ask for extensive documents in support of your application, so you must follow the instructions carefully to circumvent delays. You may need to participate in an interview, either face-to-face in Australia or through a video conference. Again, these requirements between Colleges.

At the same time, we will organise site visits and/or interviews for you with hospitals and other healthcare facilities.

Outcome

A. Substantially Comparable (2 to 12 months supervised practice)

B. Partially comparable (12 to 24 months supervised practice and exams for the college on certain areas of study)

C. Not comparable

### Step 3 – Australian Health Practitioners Regulation Agency (AHPRA)

Timeframe: 6 to 8 weeks

AHPRA's role is to make sure all registration requirements have been met. Your individual background and circumstances will determine the type of registration that you can apply for. Your consultant will help you choose the registration type appropriate for you and will guide you through the process.

It can take 6 to 8 weeks to get medical registration with AHPRA after you have lodged your application, or even longer, if additional documents are required. There may be certain conditions attached to your registration, such as a particular location, specialty or supervisor, and you must follow these to keep your registration.

When AHPRA has assessed and approved your application, an 'In-Principle' registration will be issued. You must go to an AHPRA office when you arrive in Australia so they can check your passport and visa. (AHPRA offices are located in capital cities in each state.) Once you've done this, your registration will be finalised, and you will be listed on the register of medical practitioners.

### Step 4 - Immigration

Application for a temporary work visa

Your Jon & Jon Medical consultant will help you to apply for, lodge and manage the visa application for you and any eligible family members. The 457 Temporary Work (Skilled) visa is the entry pathway for temporary resident doctors working in Australia. This is an employer-sponsored visa, and it can be granted for up to 4 years.

The members of your family likely to be eligible to accompany you to Australia are usually a spouse (married or de facto), children under the age of 18 and children over the age of 18 who are dependent.

You will need to do medical examinations before the approval of your visa and, depending on their circumstances, your family members may also need to do this. You will also need to show that you have health insurance coverage to meet Australian immigration requirements.

As this is an employer-sponsored visa, it will be granted with the condition that you remain working for the employer who sponsored you in your nominated occupation. You must also ensure that you and your family members maintain appropriate health insurance coverage.

Timeframe

The timeframe for obtaining a work visa varies; as an estimate, it may take 8 to 12 weeks. The visa application will be lodged at the same time as the AHPRA application. Usually, the visa is finalised a few days to a couple of weeks after you receive the AHPRA 'In-Principle' approval.

### Step 5 – Medicare

Timeframe: 28 days

You will need a Medicare Provider Number and Specialist Recognition if you need to bill patients in Australia. (See more information in the Employment conditions section on the next page.) You are not able to apply for these until you've received your AHPRA registration and work visa, but this stage does not generally delay your start date, as you can usually begin working in your role before they are approved. Applications are fairly straightforward, and usually take about a month to be finalised.

## Employment information

### *Obtaining a Medicare Provider Number*

#### Medicare Australia

You need to have a Medicare Provider and Prescriber Number to be able to work in Australia as a medical practitioner. These allow you to access Medicare Billings, prescribe medications and refer patients. The Medicare provider number is a unique identification for you and also the location where you are providing your service, so it will be different for each work location. The prescriber number will remain the same throughout your medical career; this will be issued when you apply for your initial provider number.

When you submit an application for a provider number, you must have medical registration and have been granted an Australian Immigration Visa.

#### Australian Trained Doctors

For Australian-trained doctors, or those who have completed their 10-year moratorium and have vocational registration, Medicare can process additional provider number applications in about 7 working days.

If you accept a position through Jon & Jon Medical, we will help you to get your Medicare Provider Number. It can take about 28 working days for Medicare to process an application for an initial provider number, and you can't start the process until you have arrived in Australia.

We are extremely experienced at helping our clients to get Medicare provider numbers. If you provide us with a signed provider number application, we can submit it on your behalf and will liaise with Medicare until the provider number is issued.

### *What pay can I expect as a specialist in Australia?*

Each Australian state or territory has a specific award scheme and salary scale, so remuneration packages for specialists in Australia can vary significantly. Your salary package will be set by the hospital employing you and will be based upon your qualifications, skills and experience. Packages usually consist of a base salary, superannuation, an allowance in lieu of private practice or access to private practice arrangements, leave loading and a continuing medical education allowance. If you are working in regional or remote areas, special allowances may apply.

As a general guide, salary packages range from around \$250,000 to \$450,000, depending on your seniority and your location. Your consultant will be able to give you more specific advice on what you could potentially earn as a specialist in Australia. There is often assistance available to help with relocation, short-term accommodation or rent, and sometimes a vehicle is supplied. Your salary will be paid in Australian dollars.

### *Medical Indemnity Insurance in Australia*

Medical indemnity cover insures you for claims of medical negligence made by patients and also provides assistance if you are involved coronial inquiries or other investigations.

Specialists in Australia are covered by the State Medical Indemnity Policy if they are working as PAYG employees (those who are on the payroll of the hospital or practice). Some practices may also offer further indemnity cover to sole traders and contractors, but this is determined by the

employer and Jon & Jon Medical cannot insist that this is provided.

It is the legal responsibility of the healthcare practitioner to ensure that they have private indemnity cover and an understanding of what this includes, before they begin working. Jon & Jon Medical strongly recommends that all doctors working in Australia have their own private medical indemnity cover at all times, irrespective of whether or there is any employer-provided cover.

# *Working in New Zealand*

The New Zealand healthcare system

Registration pathways

English Language Policy

Employment information



# The New Zealand healthcare system

In New Zealand, there is both a public and private healthcare system.

## The public system

Essential healthcare services are provided free for all New Zealanders through the public system. These services are also provided to people working in New Zealand with a work permit that is valid for two years or longer. This government-funded public health system works on a community-oriented model. It is made up of three key sectors:

### District Health Boards

Government-funded District Health Boards (DHBs) are responsible for providing or providing health and disability services in their district.

### Primary healthcare

Primary healthcare covers a range of out-of-hospital services, which include general practice, mobile nursing and community health services. Most, but not all, of these services are government funded.

### Primary Health Organisations

Primary healthcare services are delivered and co-ordinated by Primary Health Organisations (PHOs). These are local structures that bring health professionals such as doctors, nurses, Maori health workers and health promotion workers together in the community, so that the needs of their enrolled patients can be provided for.

## The private system

Private healthcare in New Zealand provides treatment of urgent and non-urgent conditions (excluding accident and emergency care) in private hospitals, to complement the public health service's focus on urgent and essential treatments.

The private healthcare system is made up of a network of specialist services, primary care and private hospitals and clinics, offering a range of health services including recuperative care, elective procedures and general surgical procedures, as well as private testing laboratories and radiology facilities.

The private sector includes many accident, emergency and medical clinics that often provide services outside the usual hours of doctors and clinics in the public system.

## Accident insurance - ACC

Anyone in New Zealand who has an accident or injury is usually covered by the government's personal injury scheme, organised by the Accident Compensation Corporation (ACC). This covers personal injuries that may have occurred at home, work or during sport or other leisure activities. ACC helps pay for medical and treatment

fees and rehabilitation or residential care costs that are caused by any accident or injury. Visitors to New Zealand are also covered by this scheme.

## District Health Boards

District Health Boards (DHBs) were created by the New Zealand Public Health and Disability Act 2000, which sets out their objectives. These include:

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

There are 20 DHBs in New Zealand; 15 in the North Island and 5 in the South Island. Each DHB plans and delivers services in their own individual areas, and also regionally, and is governed by a board of up to 11 members. These Boards plan the strategic direction for the DHB and monitor its performance.

### ***North Island DHBs***

- Auckland District Health Board
- Bay of Plenty District Health Board
- Capital and Coast District Health Board
- Counties Manukau District Health Board
- Hawkes Bay District Health Board
- Hutt Valley District Health Board
- Lakes District Health Board
- Mid Central District Health Board
- Northland District Health Board
- Tairāwhiti District Health Board
- Taranaki District Health Board
- Waikato District Health Board
- Wairarapa District Health Board
- Waitemata District Health Board
- Whanganui District Health Board

### ***South Island DHBs***

- Canterbury District Health Board
- Nelson-Marlborough District Health Board · South Canterbury District Health Board
- Southern District Health Board
- West Coast District Health Board

For further information go to: <http://www.health.govt.nz/new-zealand-health-system>





# Registration Pathways

Several registration pathways are provided by The Medical Council of New Zealand (MCNZ) for overseas-trained specialists to work in New Zealand. Applications for registration can take up to eight months.

Your Jon & Jon Medical consultant will help you work out which pathway is appropriate for you. This will depend on your individual circumstances such as your qualifications and experience.

The pathways are:

## *Comparable Health (Provisional General)*

The Provisional General registration pathway is not a vocational registration pathway, so it will not provide recognition by the MCNZ for you as a specialist. At the discretion of a hospital, a doctor can be appointed to work as a consultant under supervision while they are in the process of getting vocational registration. To be eligible for this, you must have worked for at least 30 hours/week in a comparable health system with full unconditional registration for 36 out of the past 48 months.

Comparable health countries include: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Hong Kong, Iceland, Israel, Italy, Netherlands, Norway, the Republic of Ireland, Singapore, Spain, Sweden, Switzerland, UK, and USA.

## *Competent Authority*

Doctors who got their primary medical degree in the UK or Ireland are eligible for the Competent Authority Model pathway. They need to have a minimum of one year's experience in their field and be fully registered in a UK or Irish jurisdiction.

This pathway allows Provisional General registration, and requires fewer requirements; for example, you don't need to have worked 30 hours/week for 36 out of 48 months, and you do not have to provide proof of work in a comparable country.

If doctors have completely retired, they will not be approved for registration. To be eligible, you must have been in clinical practice within your specialty for a minimum of 20 hours per week.

## *Vocational*

### VOC1 – Vocational Registration

This pathway is for New Zealand or Australian postgraduates with general registration in New Zealand, and provides full registration to work independently in New Zealand without supervision.

### VOC2 – Vocational Registration

This pathway is for doctors with the prescribed New Zealand or Australian postgraduate medical qualifications, but who don't hold general registration in New Zealand. It provides full registration to work independently in New Zealand without supervision.

### VOC3 – Vocational Registration

This pathway is for candidates who have obtained their postgraduate medical degree overseas in one of the listed vocational scopes. For details, go to: [www.mcnz.org.nz/get-registered/scopes-of-practice](http://www.mcnz.org.nz/get-registered/scopes-of-practice)

An initial application and is usually approved within a few months. This will be a preliminary assessment of your paperwork.

'Provisional Vocational' registration will be granted if you are deemed equivalent or nearly equivalent to a New Zealand-trained doctor, and you can then apply to start work in New Zealand. Usually you will need to participate in a face-to-face interview with your Specialist College, and fulfil other requirements set by your College, before you can gain full Vocational registration.

The Council will decline your application if your qualifications, training and experience are not judged to be comparable to the approved standard in New Zealand. If this happens, you will be advised of any other options that will apply for you to gain registration in New Zealand.

## Locum Tenens Pathway (Special Purpose)

Doctors who intend to work for 12 months or less in New Zealand can apply through the Locum Tenens pathway. For this pathway, you must:

- have an approved postgraduate qualification for your branch of medicine
- have been working in active clinical practice (20 hours per week) in that branch of medicine for at least 24 out of the previous 36 months.
- be appointed to a supervised role that is not able to be filled by a New Zealand resident doctor.

A Locum Tenens application generally takes about 20 working days to be approved.

You can work in a specialist role for a maximum of 12 months. You will need to apply for registration within a vocational scope of practice if you want to work in New Zealand beyond the 12 months.



# English Language Policy

The MCNZ's English Language Policy has certain requirements that all doctors must satisfy. There are five options the Council uses to assess your English language proficiency that do not involve sitting a test. If you don't meet any of the five requirements, you will need to demonstrate your English language skills by sitting an English language proficiency test. The approved English proficiency tests are the International English Language Testing System (IELTS) and the Occupational English Test (OET).

## *IELTS (Academic)*

The International English Language Testing System (IELTS) is the verification method that most IMGs use to provide evidence of acceptable English language skills, as it is widely available and has frequent test dates in most countries. The IELTS assesses abilities across all four language skills: listening, reading, writing and speaking, and results are reported on a 9-band scale, which ranges from a score of 1 (the lowest score) to 9 (the highest).

### Preparation

We recommend you prepare thoroughly for this test, as it has become increasingly challenging. You can buy preparation materials, review practice questions and do a sample test, or you may like to consider enrolling for a preparation course at an English language school.

### Booking

You would be wise to make the booking as soon as you decide you want to work in New Zealand, as testing centres are usually busy. You may need to book about one month ahead for an IELTS test, and it can then take about three weeks to receive your results.

### IELTS Test Score Requirements

For the New Zealand English Language Policy, you need a minimum IELTS score of 7 for reading and writing, and 7.5 for listening and speaking.

For more information about IELTS, and to access practice material, search for test locations or book a test, go to: [www.ielts.org](http://www.ielts.org)

## *OET (for medical practitioners)*

The Occupational English Test (OET) was designed for the healthcare sector. It assesses the language communication skills of healthcare professionals who wish to register and practise in an English-speaking environment.

Like the IELTS, the OET assesses skills in all four language areas – Listening, Reading, Writing and Speaking. It has an emphasis on medical and health professional communication requirements. To pass the test, applicants need to score an A or B in each of the four components.

Feedback from IMGs suggests that some find the OET a bit easier than the IELTS. However, it is a less convenient test to access, as there are not as many test centres for the OET as there are for the IELTS, and only one OET exam is held a month.

For more information on the OET, including test dates and locations, go to: [www.occupationalenglishtest.org](http://www.occupationalenglishtest.org)

## *Test result validity*

Whichever English language proficiency test you decide to do, we again stress that it is worth ensuring you have a thorough preparation. If you fail any of the sections you will not pass the test, and you will need to re-sit it (and pay a second fee).

You must get the required result in one sitting, so even if you have taken the test more than once, you cannot combine the scores.

You must have received your test results within two years of applying for registration, unless you have been in continuous employment as a registered health practitioner or you have been a student in an approved English speaking country ever since you passed the test.

# Employment information

## *Working conditions*

Doctors are well looked after in New Zealand. The country has a modern, well-run and fair healthcare system. Healthcare practitioners are well supported by unions, and work conditions are consistently good with well-regulated hours. This means you will find you can achieve a good work-life balance and have plenty of time and energy to be able to enjoy the lifestyle you came for.

## Remuneration

Salaries in New Zealand are set in accordance with the country-wide Multi Employer Collective Agreement (MECA) Award, which has 13 different levels. Your work experience determines which level you are appointed at. A full-time base salary is based on 40 hours of work per week. Employers consider the worker's date of qualifying, relevant skills and experience with the position when they considering which step on the salary scale is applicable. Subject to satisfactory work performance, there is provision for annual step advancement.

## Professional development

Up to 10 days leave per year is provided for Continuing Medical Education (CME). It includes expenses that are 'actually and reasonably' incurred to attend CME activity.

After six years' service, SMOs can take a sabbatical on full pay for three months. This must be at an appropriate institution or clinical unit, and is designed so they can acquire clinical knowledge, upgrade clinical skills or do an approved course of study. CME funds may be used to support a sabbatical.

To upgrade skills or further professional development, SMOs can apply for a secondment of two weeks every three years.

## Other entitlements

Senior Medical Officers (SMOs) or Consultants are entitled to six weeks' annual leave per year.

Other entitlements may be:

- Superannuation
- An availability and on call allowance (dependent upon the health board and call requirement)
- Reimbursement for relevant expenses, such as your medical indemnity and cost of registration
- Allowances for temporary accommodation, travel or the use of a vehicle.

(These tend to be negotiated on an individual basis)



# Specialty Colleges in Australia and New Zealand

Australian & New Zealand College of Anaesthetists ANZCA  
House, 630 St Kilda Road, Melbourne, VIC Australia 3004  
Tel: +61 3 9510 6299  
Fax: +61 3 9510 6786  
[www.anzca.edu.au](http://www.anzca.edu.au)

Australasian College for Emergency Medicine  
34 Jeffcott Street, West Melbourne, VIC Australia  
3003 Tel: +61 3 9320 0444  
Fax: +61 3 9320 0400  
[www.acem.org.au](http://www.acem.org.au)

College for Intensive Care Medicine  
Suite 101, 168 Greville Street, Prahran, VIC Australia  
3181 Tel: +61 3 9514 2888  
Fax: +61 3 9533 2657  
[www.cicm.org.au](http://www.cicm.org.au)

Royal Australasian College of Physicians  
145 Macquarie Street, Sydney, NSW Australia  
2000 Tel: +61 2 9256 5444  
Fax: +61 2 9252 3310  
[www.racp.edu.au](http://www.racp.edu.au)

Royal Australian College of General Practitioners  
RACGP College House, 1 Palmerston Crescent,  
South Melbourne, VIC Australia 3205  
Tel: +61 3 8699 0414  
Fax: +61 3 8699 0400  
[www.racgp.org.au](http://www.racgp.org.au)

Royal Australasian College of Ophthalmologists  
94-98 Chalmers Street, Surry Hills, NSW Australia  
2010 Phone : +61 2 9690 1001  
Fax : +61 2 9690 1321

Royal Australian and New Zealand College of  
Obstetricians and Gynaecologists  
254 - 260 Albert Street, East Melbourne, VIC Australia  
3002 Tel: +61 3 9417 1699  
Fax: +61 3 9419 0672  
[www.ranzcog.org.au](http://www.ranzcog.org.au)

Royal College of Pathologists of Australasia  
Durham Hall, 207 Albion Street, Surry Hills, NSW  
Australia 2010 Tel: +61 2 8356 5858  
Fax: +61 2 8356 5828  
[www.rcpa.edu.au](http://www.rcpa.edu.au)

Royal Australian and New Zealand College of  
Psychiatrists 309 La Trobe Street, Melbourne, VIC  
Australia 3000 Tel + 61 3 9640 0646  
Fax + 61 3 9642 5652  
[www.ranzcp.org](http://www.ranzcp.org)

Royal Australian and New Zealand College of  
Radiologists Level 9, 51 Druitt Street, Sydney, NSW  
Australia 2000 Tel +61 2 9268 9777  
Fax +61 2 9268 9799  
[www.ranzcr.edu.au](http://www.ranzcr.edu.au)

Royal Australasian College of Surgeons  
250 - 290 Spring Street, Melbourne, VIC Australia  
3000 Phone: +61 3 9249 1200  
Fax: +61 3 9249 1219  
[www.surgeons.org](http://www.surgeons.org)

Royal New Zealand College of General  
Practitioners Level 3, 88 The Terrace, Wellington,  
New Zealand 6011 Tel: +64 4 496 5999  
Fax: +64 4 496 5997  
[www.rnzcgp.org.nz](http://www.rnzcgp.org.nz)

# Let Jon & Jon help you prepare for success

Now that you've gone through the information provided in this guide, you are well equipped to take advantage of the opportunities and career advancement available to you in Australia and New Zealand.

Jon & Jon Medical can offer you an extensive consultation provided by a skilled and experienced recruitment consultant. Our consultants are experts in the issues that international doctors face when they decide to relocate and are trained to ensure your needs are met. We will help you get your perfect job and make the process as smooth and efficient as it can possibly be.

## What's next?

The next steps are:

1. Read the eligibility criteria on page 5 for Australia or page 13 for New Zealand to check that you qualify.
2. Register with Jon & Jon Medical by going to our website: [jonandjon.com](http://jonandjon.com)
3. One of our consultants will guide you through a planning session that will help you identify what you want to achieve. As well as your career goals, this will cover your lifestyle and finances too.
4. You provide your CV and references for us to collate.
5. We use our experience and industry knowledge to select the right job opportunity for you.
6. We begin the registration and visa application process, and support you every step of the way.

## The benefits of using Jon & Jon

Here are some of the reasons why Jon & Jon Medical Recruitment Consultants will be a great support in helping you take this big step:

- Jon and Jon is an experienced recruitment agency specialising in the medical profession.
- You will enjoy the security of working with an established market leader.
- Our services are free of charge to doctors seeking work.
- We have strong relationships with many hospitals, practices and processing organisations and exclusive access to a wide range of relocation assistance services.
- You will be allocated an experienced medical recruitment consultant who is an expert in the field. We will help you organise your medical registration and work visa at no charge.
- You will receive unlimited free advice from your consultant on living and working in Australia and New Zealand.
- We will help you choose from a large range of medical positions, many of which are not advertised.

### For further information

Visit our website: [www.jonandjon.com](http://www.jonandjon.com)