



www.ihrgroup.com.au

info@ihrgroup.com.au

+61 02 8310 4197

IHR Group

Relocation to Australia Handbook

Here at IHR we appreciate the enormous step that you and sometimes your family are taking by relocating to Australia. The process often involves uprooting family as well as your home and there are a considerable number of changes you will have to make. Simple ones like changing your bank account and some that require a little more from you such as selecting the right school for your child.

This booklet aims to act as a checklist of things you will need to do and gives some advice on how to go about doing it.

What you need to realise is that the planning for your move should start early when you start planning your move, maybe 12-18 months before you plan to go. That will move on to actual preparation 6 months before to actually arriving in Australia.

Please read the booklet, it will be helpful to you. If you have any questions after reading it please contact one of the IHR staff who will help you with any queries they can. Don't forget to visit IHR's website www.ihrgroup.com.au where you can find lots of useful information and read our blog!

Good luck with the planning of your move to Australia!



Employment

Before you start to look for employment you should register with APHRA and check the visa requirements for the job you intend to apply for. You should also apply for a Tax File Number.

IHR can find a job for you in Australia if you are in one of the skills shortage groups. Basically this includes any nursing role and midwives.

We provide support and guidance through the whole application process up to the date that you start work for your new employer, offering advice and guidance on many issues including appropriate visas, accommodation and banking.

The best remuneration packages can be negotiated by us on your behalf and often include contributions towards travel and initial temporary accommodation costs. This depends on the employer and how difficult to fill the role is.

Plan 12 - 24 months prior to moving

- Start your APHRA registration
- Start planning your move
- Discuss and seek advice from family and friends. Research about where to live
- Research about potential job opportunities
- Attend Migration Expos and seminars
- Read up about Australian visa options
- Find a Migration agent if you think you may need one
- Apply for a visa
- Budget for the move and start reducing debts

Prepare – 6 months to go

- Update your resume / CV
- Search for jobs in Australia
- Apply for employment
- Apply for Australian Health Insurance
- Enrol your children in to a local school. Remember to check the situation regarding school fees (if any) in the state that you have decided to live.
- Apply/enrol in a university/college
- Consider if you want to put your current house on the market
- Search for temporary accommodation in Australia before you leave
- Sell any unwanted items
- Renew your passport and ensure that it covers the duration of your visa
- Book flights to Australia
- Open a bank account, transfer some funds and set up on line banking.

Preparation - 1 Month to go

- Consider booking a hire car at your destination
- Book temporary accommodation in Australia
- Gather financial / tax statements
- Gather utility statements
- Collect all medical files
- Pay off all outstanding bills and cancel accounts
- Consider selling your car/belongings
- Transport / ship the belongings that you are taking

- Buy some Australian currency
- Say goodbye to family and friends

When you land

- Collect hire car on arrival
- Check-in to temporary accommodation
- Familiarise yourself with the city or area and surroundings
- Purchase a prepaid mobile phone
- Purchase prepaid internet for your computer
- Contact family and friends and tell them that you have arrived
- Register yourself at your local consulate
- Meet with your employer
- Visit chosen school / childcare or university



Geography

When you look at Australia on a world map, it looks small. Many tourists think they will be able to get from the East coast to the West coast in a day's drive. The reality is that Australia is the sixth largest country in the world, but it also has the lowest population density in the world with only two people per square kilometre.

People

People make a country what it is. With a wide variety of backgrounds and cultures due to migration and the indigenous Australians, Australia is one of the most culturally and ethnically diverse societies in the world today. This has helped forge Australia's unique national identity and helped it become one of the most liveable places in the world.

Useful Tips

Prepare for your Australian trip with our practical tips. Learn about our currency, how to call home, keep safe, shop responsibly and travel with a disability. Then you're ready to go.

Money

Australia's currency is Australian Dollars (AUD) and currency exchange is available at banks, hotels and international airports. The most commonly accepted credit cards are American Express, Bankcard, Diners Club, MasterCard, Visa, JCB and their affiliates.

Goods and Services Tax

Australia has a Goods and Services Tax (GST) of 10 per cent. You may be able to claim a refund of the GST paid on goods bought here if you have spent AUD\$300 or more in one store, no more than 30 days before departing Australia. Tourist Refund Scheme facilities are located in the departure area of international terminals. For more detailed information see Australian government information on the Tourist Refund Scheme.

Shopping

You'll find large department stores, arcades, malls, gift and souvenir shops across Australia. Trading hours vary across the country but shops in tourist and city areas are generally open until 6pm, with the exception of late night shopping on either Thursdays or Fridays in different states. In Australia you are covered by Australia's consumer protection laws which require businesses to treat you fairly.

Tipping and bargaining

Hotels and restaurants do not add service charges to your bill. In up market restaurants, it is usual to tip waiters up to ten per cent of the bill for good service. However, tipping is always your choice. It is not customary to bargain in Australia.

Emergency assistance - 000

The emergency number for police, ambulance and / or fire brigade is 000.

Surf and water safety

Australia's popular beaches are usually patrolled by volunteer lifesavers from October to April and red and yellow flags mark the safest area for swimming. For information about marine stingers and crocodile safety read the Queensland Government website.

Language

Australia's official language is English. However, being a multicultural nation with a significant migrant population, we also enjoy a tremendous diversity of languages and cultures.

Electrical power points

Our electrical current is 220 – 240 volts, AC 50Hz. The Australian three-pin power outlet is different from some other countries, so you may need an adaptor.

Communication

Australia's country code is 61. Local calls from public pay phones are untimed and charged at AUD\$.050. Mobile, long distance and overseas calls are usually timed. Mobile phone network coverage is available across Australia, however coverage may be limited in some remote areas. Internet access is widely available at internet cafes, accommodation and libraries.

Postal services

Post offices are usually open 9am – 5pm, Monday to Friday, with some city post offices open on Saturday morning. Travellers can arrange to collect mail at post offices throughout Australia.

Accessible Travel

If you have a disability and are planning to explore Australia, there is a host of services and special deals to meet your needs. Thorough preparation is essential to a successful trip, so speak to your travel agent about your specific requirements. For more information on accessible tourism in Australia go to NICAN or the AustraliaForAll websites.

Population

As of July 2013 the population of Australia is in the region of 23 million. The most highly populated states are New South Wales and Victoria. Their respective capital cities, Sydney and Melbourne, are the largest cities in Australia,



Western Australia

Famous for its warm climate, natural beauty and abundance of flora and fauna, Western Australia is also Australia's largest state.

- Capital city: Perth
- Population : 2,317,100
- Climate: Warm enabling and abundance of flora and fauna, great for nature lovers

Some of its main attractions

- Perth
- Broome
- Kimberly
- Margaret river wine region
- Exmouth & Ningaloo Reef
- Rottnest Island
- Bungle Bungles

Northern Territory

The Northern Territory is rich in Aboriginal history and untouched natural beauty. Visit iconic World Heritage listed attractions such as Kakadu Park and Uluru and embrace the Australian outback.

- Capital city: Darwin
- Population: 229,900
- Climate: The Northern Territory is one of the warmest states in Australia. The tropical northern parts of the state often average year round temperatures between 30-35 degrees, while the central parts of the state vary with average temperatures ranging between 25 degrees in winter to 36 degrees in summer.

Some of its main attractions

- Darwin
- Uluru
- Alice Springs
- Kakadu
- Katherine
- Adelaide River

Tasmania

Situated in the South of Australia, Tasmania is an island state. It is known for its World Heritage listed wilderness, its rich culture and history of convicts, miners and whalers.

Some of its main attractions

- Hobart
- Port Arthur
- Cradle Mountain
- Wineglass Bay

New South Wales

New South Wales is the most populated state in Australia and is known for its breath taking beaches, world famous landmarks, as well as its exciting mix of natural and cultural diversity.

- Capital city: Sydney
- Population: 7,272,200
- Climate: New South Wales is the most populated state in Australia and is known for its amazing scenery, its cultural and natural diversity and of course the Sydney Opera House.

Some of its main attractions

- Sydney Harbour
- Sydney Opera House
- The Rocks
- Sydney's beaches
- The Blue Mountains
- Byron Bay, North Coast

Australian Capital Territory

The Australian Capital Territory is home to the nation's capital, Canberra. Here you will learn about Australia's history, its cultural heritage and be able to explore the vast array of national parks and its scenic countryside.

- Capital city: Canberra
- Population: 361,900
- Climate: The ACT is one of the colder territories in Australia, with an average summer temperature range from 12 degrees at night to 27 by day. In winter it can range from freezing to 12 degrees.

Some of its main attractions

- Parliament House
- Australian War Memorial
- The National Gallery
- The Australian Institute of Sport

Queensland

Queensland is often referred to as the “Sunshine State” and there is good reason for this. With some of the most pristine and renowned coastlines and attractions, Queensland is a must for those who love the great outdoors.

- Capital city: Brisbane
- Population: 4,548,700
- Climate: Due to its size, the climate varies across Queensland. There are hot and humid tropical regions in the north near Cairns and more moderate climates in the south east near Brisbane.

Some of its main attractions

- Great Barrier Reef
- Whitsunday Islands
- Daintree rainforest
- Sunshine Coast,
- Gold Coast
- Cairns

South Australia

South Australia is known for its rich history and natural beauty. From the world renowned wine region of the Barossa valley, to the historical buildings in Adelaide and the famous Kangaroo island, there is so much to see and do.

- Capital city: Adelaide
- Population: 1,650,400
- Climate: Depending on where you live in South Australia, the climate will vary significantly. From hot and dry in the interior to the wetter Mediterranean climate of the southern coastal areas.

Some of its main attractions

- Adelaide Hills
- Barossa Valley wine region
- Coober Pedy
- Kangaroo Island
- Flinders Ranges
- Lake Eyre



Transport

Roads

Australia has the second highest level of car ownership in the world. It has three to four times more road per capita than Europe and seven to nine times more than Asia. Australia also has the third highest per capita rate of fuel consumption in the world. Perth, Adelaide and Brisbane are rated amongst the most car-dependent cities in the world, with Sydney and Melbourne close behind. Furthermore the distance travelled by car in Australia is among the highest in the world, being exceeded by the USA and Canada.

There are three different categories of Australian roads:

- Federal Highways
- State Highways
- Local Roads

The road network comprises of a total of 913,000km broken down in to:

- Paved: 353,31
- Unpaved: 559,669 (most recent estimate)
- The majority of road tunnels in Australia have been constructed since the 1990's to relieve traffic congestion in metropolitan areas, or to cross significant watercourses.

Public Transport in Australia

Intercity rail transport

The railway network is large, comprising a total of 33,819km (2,540km electrified) of track. Rail transport started in the various colonies at different rates. Privately owned railways started the first lines, and struggled to succeed on a remote, huge and sparsely populated continent, and government railways dominated.

Inter-state rail services

The Great Southern Railway, owned by Serco Asia Pacific, operates three trains: The Indian Pacific (Sydney-Adelaide-Perth), The Ghan (Adelaide-Alice Springs-Darwin), and the Overland (Melbourne-Adelaide).

New South Wales owned CountryLink services connect Brisbane, Canberra and Melbourne via Sydney.

Since the extension of the Ghan from Alice Springs to Darwin completed in 2004, all mainland Australian capital cities are linked by standard gauge rail.

Intra-state and city rail services

There are various state and city rail services operated by a combination of government and private entities, the most prominent of these include V/Line (regional trains and buses in Victoria); Metro Trains Melbourne which operates the Melbourne rail network; RailCorp operation all passenger rail services in New South Wales including (CityRail and CountryLink); Queensland Rail operating Traveltrain and the Citytrain network; South East Queensland commuter railway network under the TransLink scheme, and Transwa operating train and bus services in Western Australia.

The only capital cities without such networks are Canberra and Darwin.

Metro

Major cities in Australia do not have full rapid transit systems. Melbourne, Sydney, Brisbane and Perth's systems are all partially underground. Melbourne has plans for a new train

service branded as a metro, but as it will act with the suburban system and won't be grade-separated from Footscray, it will fall short of the criteria for a metro. Plans for a Euro style metro in Sydney have been shelved in favour of additional underground lines on the suburban network.

Trams

Trams in Australia historically serviced many Australian towns and several cities formerly operated tram networks, however the vast majority of these were shut down in the 1970's. Melbourne is an exception here and today boasts the largest tram network of any city in the world. Major regional cities where trams formerly facilitated multi-modal public transport networks are Launceston, Geelong, Ballarat, Bendigo and Rockhampton.

Most major cities have bus services.

Education

The education system in Australia is open to all people. It offers and opportunity for all age groups and levels of ability.

- | | | |
|---------------|-----------------------|--------------------------|
| • 0-5 years | Child Care | Your choice |
| • 4-5 years | Pre-School | Your choice |
| • 5-13 years | Primary school | Compulsory |
| • 12-18 years | Secondary/High School | Compulsory until Year 10 |
| • 16+ | University/College | Your choice |

Compulsory education

For Primary and Secondary school, you can choose whether you would like your children to go to a government school (also known as public school, the opposite of the UK) or a non-government school (also known as private school). You may consider the curriculum of schools in the area that you plan to live, your financial situation and also your religious beliefs.

Government schools

Government schools in Australia often provide lower cost education, where most individual schools encourage a voluntary contribution which they use to improve the school's resources and facilities.

Parents are also responsible for providing their children with pencils, pens, textbooks and school uniforms where appropriate.

Non-government schools

Non-government schools charge fees between 6,000 and 20,000 AUD per year, and they may have a religious affiliation or a particular educational philosophy.

Search for a school by searching on this excellent, informative government website.

School terms are designated on a state and territorial basis. Find out more about the dates of individual territories and state school term dates also on the above website.

To check your child's eligibility for enrolment at a particular school you should contact the school of your choice by telephone to find out which documents you will need to show to enrol your child. Usually you will need to show your entry visa to Australia documents, proof of your child's date of birth, and any papers including school reports relating to their previous education. You may also need to show immunisation documents.

Tertiary education (state schools)

Australia's educational institutions are highly regarded in many global indicators. Qualifications gained in them will be recognised and highly regarded everywhere.

The best remuneration packages can be negotiated by us on your behalf and often include contributions towards travel and initial temporary accommodation costs. This depends on the employer and how difficult to fill the role is.

Accommodation

Where to live

Finding a new home in a new country is an exciting part of the adventure. Arranging temporary accommodation in Australia before you arrive could allow you the time you need to find a home that is suitable for you.

Unless you know an area really very well it is inadvisable to attempt to purchase a house without having first seen where it is located and ensuring personally that it will meet your expectations.

Whether you are planning to rent or buy a home in Australia, deciding on location is the first step. You might like to consider the following:

- Do you need access to public transport
- Do you need to be walking distance to shops
- Do you need to be close to a good school for your children

- Do you intend to pay for your child's education? Some states only offer non-government education... check this out early on before you finalise a location.. use the link in Education above. If you do not have the resources to pay for your child's education it is essential that you decide on a location where you will not have to pay for it!
- Work out how long it will take for you to get to work, university or school... remember perceived distances in Australia can be very different that in the UK
- Do you have any family or friends living in or near to the area you have decided that you want to live.... Question them thoroughly!
- Check on the availability of jobs. Ask us early on in your planning about job options and the ease of finding employment. For example presently it is quite difficult to find employment in Perth. It is not impossible but difficult. A new hospital is due to open in 2015 and that will mean extra roles becoming available. If you ask us we can give you an idea of what may be available and when.

Renting accommodation

The rental market can be quite competitive in some areas. It will be worth you doing research before you decide on an area. Some internet sites for rentals are:

- www.realestate.com.au
- www.myhome.com.au
- www.domain.com.au
- www.rent.com.au

Buying

It is entirely your choice but buying a home in Australia straight away may not be the best option. You may not like the area or find a better one once you are on the ground. However, it is a good idea to establish if you could afford a home in the area you decide to relocate to before you make your final decision on area. Some of the internet sites for buying are:

- www.realestate.com.au
- www.myhome.com.au
- www.domain.com.au

Before you leave your present home

Post- redirect your mail

Most national mail services offer international redirection services for your mail, alternatively have them forwarded to someone that you trust. If you get your mail forwarded internationally make sure that it is going to a permanent address, as you may not be able to change the address again. PO boxes are a safe option in Australia; the only issue is that you will need to be in Australia to open one. In the UK royal mail offer an excellent redirection service that can be renewed for up to two years.... By then you should have all your mail sorted!

Utility accounts

Remember to close off all accounts and any other regular payments in writing and ask for refunds where applicable. Leave them a forwarding address in case there are any further issues.

Banking

It may be worthwhile keeping a bank account open as you may have outstanding business for example tax. It can also be difficult to open accounts abroad due to banking regulations so keep your statements and if you are paperless print one off to take with you plus any information you have from credit reference agencies.

Life insurance

Check with your provider that it can be transferred overseas.

Pension Funds

Ensure you let them know where you are and bring your latest pension statements.

Driving licence

Take it with you as proof may entitle you to get an Australian licence without a test.

Doctor / Dentist / Optician

Ensure that you have all your medical cards and up to date prescriptions with you. Most medical centres in the UK can print off a current summary of any medical condition that you have with details of medication you use to give to your new doctor.

Make sure that you have a good supply of any medication you take to tide you over until you have time to have a consultation with a new doctor.

The Australian Government has a website dedicated to “Human Services” and gives details of Medicare and the associated paperwork to enrol you and your family.

This booklet is a summary of the areas you need to research. It is not a comprehensive guide as each person / family is unique and their circumstances and requirements vary. If you need help or advice on something not in the booklet please ask a member of IHR’s staff who will be pleased to help you. You can also check our blog on www.ihrgroup.com.au.

In short there is no substitute for good research and planning... it will help you and your family settle into your new life with significantly less stress.



Australian History

If you are planning to spend your future in Australia it will help you to know a little about its past. As the British only discovered Australia in 1770, you might consider Australia to be a young nation. But when you uncover the facts about the Indigenous Australians, you might change your mind.

Australia's Aboriginal people were thought to have arrived here by boat from South East Asia during the last Ice Age, at least 50,000 years ago. At the time of European discovery and settlement, up to one million Aboriginal people lived across the continent as hunters and gatherers. They were scattered in 300 clans and spoke 250 languages and 700 dialects. Each clan had a spiritual connection with a specific piece of land. However, they also travelled widely to trade, find water and seasonal produce and for ritual and totemic gatherings.

Despite the diversity of their homelands - from outback deserts and tropical rainforests to snow-capped mountains – all Aboriginal people share a belief in the timeless, magical realm of the Dreamtime. According to Aboriginal myth, totemic spirit ancestors forged all aspects of life during the Dreamtime of the world's creation. These spirit ancestors continue to connect natural phenomena, as well as past, present and future through every aspect of Aboriginal culture.

Britain arrives and brings its convicts

A number of European explorers sailed the coast of Australia, then known as New Holland, in the 17th century. However it wasn't until 1770 that Captain James Cook chartered the east coast and claimed it for Britain. The new outpost was put to use as a penal colony and on 26 January 1788, the First Fleet of 11 ships carrying 1,500 people – half of them convicts – arrived in Sydney Harbour. Until penal transportation ended in 1868, 160,000 men and women came to Australia as convicts.

While free settlers began to flow in from the early 1790s, life for prisoners was harsh. Women were outnumbered five to one and lived under constant threat of sexual exploitation. Male re-offenders were brutally flogged and could be hung for crimes as petty as stealing. The Aboriginal people displaced by the new settlement suffered

even more. The dispossession of land and illness and death from introduced diseases disrupted traditional lifestyles and practices.

Squatters push across the continent

By the 1820s, many soldiers, officers and emancipated convicts had turned land they received from the government into flourishing farms. News of Australia's cheap land and bountiful work was bringing more and more boatloads of adventurous migrants from Britain. Settlers or 'squatters' began to move deeper into Aboriginal territories – often with a gun - in search of pasture and water for their stock.

In 1825, a party of soldiers and convicts settled in the territory of the Yuggera people, close to modern-day Brisbane. Perth was settled by English gentlemen in 1829, and 1835 a squatter sailed to Port Phillip Bay and chose the location for Melbourne. At the same time a private British company, proud to have no convict links, settled Adelaide in South Australia.

Gold fever brings wealth, migrants and rebellion

Gold was discovered in New South Wales and central Victoria in 1851, luring thousands of young men and some adventurous young women from the colonies. They were joined by boat loads of prospectors from China and a chaotic carnival of entertainers, publicans, illicit liquor-sellers, prostitutes and quacks from across the world. In Victoria, the British governor's attempts to impose order - a monthly licence and heavy-handed troopers - led to the bloody anti-authoritarian struggle of the Eureka stockade in 1854. Despite the violence on the goldfields, the wealth from gold and wool brought immense investment to Melbourne and Sydney and by the 1880s they were stylish modern cities.

Australia becomes a nation

Australia's six states became a nation under a single constitution on 1 January 1901. Today Australia is home to people from more than 200 countries.

Australians go to war

The First World War had a devastating effect on Australia. There were less than 3 million men in 1914, yet almost 400,000 of them volunteered to fight in the war. An estimated 60,000 died and tens of thousands were wounded. In reaction to the grief,

the 1920s was a whirlwind of new cars and cinemas, American jazz and movies and fervour for the British Empire. When the Great Depression hit in 1929, social and economic divisions widened and many Australian financial institutions failed. Sport was the national distraction and sporting heroes such as the racehorse Phar Lap and cricketer Donald Bradman gained near-mythical status.

During the Second World War, Australian forces made a significant contribution to the Allied victory in Europe, Asia and the Pacific. The generation that fought in the war and survived came out of it with a sense of pride in Australia's capabilities.

New Australians arrive to a post-war boom

After the war ended in 1945, hundreds of thousands of migrants from across Europe and the Middle East arrived in Australia, many finding jobs in the booming manufacturing sector. Many of the women who took factory jobs while the men were at war continued to work during peacetime.

Australia's economy grew throughout the 1950s with major nation-building projects such as the Snowy Mountains Hydroelectric Scheme in the mountains near Canberra. International demand grew for Australia's major exports of metals, wools, meat and wheat and suburban Australia also prospered. The rate of home ownership rose dramatically from barely 40 per cent in 1947 to more than 70 per cent by the 1960s.

Australia loosens up

Like many other countries, Australia was swept up in the revolutionary atmosphere of the 1960s. Australia's new ethnic diversity, increasing independence from Britain and popular resistance to the Vietnam War all contributed to an atmosphere of political, economic and social change. In 1967, Australians voted overwhelmingly 'yes' in a national referendum to let the federal government make laws on behalf of Aboriginal Australians and include them in future censuses. The result was the culmination of a strong reform campaign by both Aboriginal and white Australians.

In 1972, the Australian Labour Party under the idealistic leadership of lawyer Gough Whitlam was elected to power, ending the post-war domination of the Liberal and Country Party coalition. Over the next three years, his new government ended conscription, abolished university fees and introduced free universal health care. It

abandoned the White Australia policy, embraced multiculturalism and introduced no-fault divorce and equal pay for women. However by 1975, inflation and scandal led to the Governor-General dismissing the government. In the subsequent general election, the Labour Party suffered a major defeat and the Liberal–National Coalition ruled until 1983.

Since the 1970s

Between 1983 and 1996, the Hawke–Keating Labour governments introduced a number of economic reforms, such as deregulating the banking system and floating the Australian dollar. In 1996 a Coalition Government led by John Howard won the general election and was re-elected in 1998, 2001 and 2004. The Liberal–National Coalition Government enacted several reforms, including changes in the taxation and industrial relations systems. In 2007 the Labour Party led by Kevin Rudd was elected with an agenda to reform Australia's industrial relations system, climate change policies, and health and education sectors.



www.ihrgroup.com.au
info@ihrgroup.com.au
+61 02 8310 4197