SPECIALIST GUIDE TO WORKING IN AUSTRALIA AND NEW ZEALAND FOR INTERNATIONAL DOCTORS

MEDRECRUIT
BE EXCEPTIONAL
WHY MAKE THE MOVE ‘DOWN UNDER’?

Career and lifestyle. Now you can have it all.

It’s no secret that doctor jobs in Australia offer both a brilliant career and lifestyle. If you know lifestyle is your thing, then Australia is the place to be. If you dream of living by the beach, or in the outback, partner with the team at MedRecruit and you’ll get everything you need, in one place.

New Zealand is well known for its clean green image and it certainly deserves the ‘adventure capital of the world’ title! What is less well known is the great opportunity New Zealand offers overseas trained doctors. 42% of doctors in New Zealand trained overseas, so it’s well set up to cater for you. Recent quality of life surveys placed New Zealand as one of the world’s best places to live. Overseas doctors who move to this country, all discover New Zealand offers a better balance between cost of living and lifestyle than they have ever experienced before.
Because you are reading this guide you are probably thinking about making the move ‘Down Under’ and exploring the opportunities that are available to you. This guide lays out your options and explains the steps you need to take to achieve what you want.

I believe that when making a change in life there are two options; do what you’ve always done but do it harder and faster, or think differently and utilise new tools.

Doctors are no strangers to working harder and faster, and many doctors are also burning out. In our experience, the difference between ‘harder and faster’ and ‘thinking differently and utilising new tools’ can be the difference between having a really fulfilling career, and just getting by – between loving what you do and having to do what you do.

You are clearly different as you’ve taken the first step to look at new opportunities, new ways of thinking, new tools, and have identified that there are two ways to explore these; the most direct and effective way and the slow ‘learn as you go’ way.

This guide has been put together by collaborating with some of the most experienced permanent doctors in the industry, and with MedRecruit’s experience and knowledge in the medical recruitment industry.

This is the fast and effective way that lays out the opportunities and options for you to get what you want in your medical career, from a lifestyle, career and financial perspective.

Enjoy learning exactly what you need to know to make the most of the opportunities available to you as you move from working harder and faster to thinking differently and utilising all the tools available to you.

Committed to your success,

Dr Sam Hazledine
Managing Director, MedRecruit
This guide has been put together to help you maximise your lifestyle and career opportunities ‘Down Under’. To ensure success, it’s important to first identify where you currently are – both personally and professionally – and where you want to go.

**Step 1.** Get clear about what you want

**Step 2.** Determine where you are now

**Step 3.** Identify the gap between the two
Step 1. Get clear about what you want

Doctors who enjoy their careers and ensure their careers work for them, first get clear about what it is they want; they set goals:

- Lifestyle goals
- Career goals
- Financial goals.

These provide a clear target – something concrete to aim for.

Step 2. Where are you now?

Before you can identify exactly what changes need to happen, it’s important to get clear on what your current situation is, and whether that’s where you want it to be:

- **Lifestyle:** Are you living where you want, and are you having the time off you want? Do you spend the time you want with your family? Do you feel like you are getting the leisure time you want and need?
- **Career:** Are you working in the job you want? Are you getting the experience you want? Are you making the contribution you want?
- **Finance:** How much are you currently earning and is this where you want it to be? Do you have debt and is it being paid off at a rate you’re happy with? How much have you saved and do you need to save more?

Step 3. What’s the gap between the two?

You now know where you are and where you want to be, so you can determine the gap and therefore what needs to be addressed. This will give you clarity on what you need in terms of a change in job, or an augmentation to your current job:

- **Lifestyle:** Do you need to move to a place better suited to your lifestyle? Do you need more time off? Do you need to consider a change in how you work or where you work to achieve this?
- **Career:** Do you want to get experience in another area or another location?
- **Finance:** Do you need to be earning more money?

This might sound simplistic, but it’s the first step to ensuring that any change you want actually meets your needs and delivers you what you want in your finances, your lifestyle and your career.
An International Medical Graduate is someone who has gained their primary medical qualification outside of Australia or New Zealand. There are several pathways to registration in Australia and New Zealand and you must confirm your eligibility for one of these pathways to be able to apply for work through MedRecruit.
#1 Competent Authority Pathway

To be eligible for General registration with AHPRA through this pathway, you must:
- Hold a primary medical degree from the UK, Ireland, United States or Canada
-or,
- Have completed the equivalent licensing exams (such as PLAB I and II, NZREX, USMLE I and II)
-and,
- Have completed at least one full year of supervised practice in UK, Ireland, United States, Canada or New Zealand
-and,
- Have a job offer from an Australian hospital who are able to provide the required level of supervision

#2 Standard Pathway

If you hold a medical degree from a medical school listed in the WHO directory, but do not qualify for the Competent Authority pathway and do not hold a specialist level qualification, you will need to complete the AMC examination pathway. This is made up of two parts; an MCQ and a clinical examination.

#3 Short-Term Training Pathway

To be eligible for the Short-term training pathway you must:
- Have completed a specialist training program in another country
-or,
- Be within 2 years of completing an accredited specialist training program

You will need a job offer for a training position which must be approved by the relevant Australian college. Following this, you can be granted registration for a max of two years.

#4 Specialist Pathway

If you hold an overseas postgraduate qualification and would like to register in Australia, you will need to have your qualifications and experience assessed by the relevant Australian College. The outcome of this assessment will determine what requirements the College wish you to undertake to reach the level of an Australian trained Specialist and be awarded Fellowship by the College and Specialist registration by AHPRA.

For a position in an Area of Need, the College will need to assess your suitability for the role following which you can be granted either limited or provisional registration by AHPRA.
MEDICAL REGISTRATION IN NEW ZEALAND

The pathways to registration in New Zealand are slightly different but all will still require a period of supervised practice. A practicing certificate cannot be issued without a job offer.

#1 Competent Authority Pathway

To be eligible for General registration via the competent authority pathway, you must:
• Be a graduate of a UK/Irish Medical School and,
• Have completed at least one-year postgraduate experience in the UK or Ireland or,
• Hold full registration with the GMC or IMC

#2 Comparable Health System Pathway

To be eligible for General registration via this pathway, you must:
• Hold a primary medical degree from a medical school listed in the WDOMS and,
• Have worked at least 30 hours per week for 33 out of the past 48 months in one of the 23 Comparable Health Systems and,

• Hold full registration in one of the Comparable Healthcare Systems and,
• Hold a job offer at the same level and in the same field as your Comparable Health System experience

#3 NZREX Examination Pathway

If you’re not eligible for the competent authority or comparable health system pathways, then you will need to complete the NZREX exam to be eligible for registration. Following the successful completion of this exam, you must secure an internship position in New Zealand.

#4 Locum Tenens Pathway

This short-term form of registration is for overseas trained specialists who would like to work in New Zealand for up to 12 months and:
• Hold an approved postgraduate qualification in the branch of medicine in which you would like to practice and,
• Have been working for at least 20 hours per week for 22 out of the past 36 months and,
• Hold a job offer for a fixed term in that same area of medicine

#5 Vocational Registration Pathway

If you would like to work as a Specialist in New Zealand, you will need to have your overseas postgraduate qualifications and experience assessed for comparability to a New Zealand trained doctor. Following this assessment, the Medical Council will outline the requirements to be eligible to be Vocationally registered.
WHAT OPTIONS ARE THERE?

There are a number of opinions out there about working ‘Down Under’ – the majority of these are pessimistic, but the truth is, these are simply myths.

Some common myths
“Lifestyle is the only reason to move” – the reality is:
• While the lifestyle is World Class, the shortage of doctors in Australia and New Zealand also means great career opportunities

“Because of the abundance of work, I can make the move whenever it suits me” – the reality is:
• This is a common mistake that causes many doctors to miss out on getting the right job. Due to increasing numbers of overseas doctors wanting to work in Australia and New Zealand it’s important you get your timing right to increase your chances – refer to the ‘When’s the best time to go’ section for more information

“Work conditions are no better ‘Down Under’” – the reality is:
• Australia and New Zealand are fantastic places for doctors to work – working conditions are considered the best in the world
• Doctors get six weeks annual leave and work an average of fewer than 55 hours per week

“A move ‘Down Under’ will negatively affect my career” – the reality is:
• There is a shortage of doctors in both Australia and New Zealand
• 42% of doctors are from overseas
• This provides you with numerous opportunities to advance your career
“International Doctors can’t locum in Australia and New Zealand” – the reality is:
• When you first arrive you need a fixed term job for at least 6-12 months (depending on your medical registration), then you can locum

“My standard of living will drop” – the reality is:
• Both Australia and New Zealand are consistently ranked in the top five countries in the world to live in

“The move will be hard on my family” – the reality is:
• Australia and New Zealand offer a much better work-life balance which will only positively impact your family
• Australia and New Zealand schooling is of a very high standard

“I’ll have to pay a recruitment agency” – the reality is:
• Some agencies do charge for their services
• MedRecruit does not charge for their services

MedRecruit certainly stands out a class above the rest.
Dr George Lansen, UK Registrar, Hamilton
REGISTRATION PERIOD

General Practitioners:
The process to become eligible to work in Australia takes approximately 6-8 months and 2-3 months for New Zealand.

Senior Medical Officers and Specialists:
It takes about 6-8 months to gain specialist registration in Australia and 4-6 months in New Zealand.

There are a number of opportunities for doctors ‘Down Under’ but in particular demand are:

General Practitioners

Specialists in the following areas:
• Radiology
• Psychiatry
• O&G
• General Surgery
• Orthopaedics
HOW MUCH CAN I EARN IN AUSTRALIA?

SALARIES

<table>
<thead>
<tr>
<th>(AUD$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SMO/Specialist</td>
</tr>
<tr>
<td>$210,000 – $400,000</td>
</tr>
<tr>
<td>General Practitioner</td>
</tr>
<tr>
<td>$200,000 – $400,000</td>
</tr>
<tr>
<td>Junior Doctor</td>
</tr>
<tr>
<td>$80,000 – $140,000</td>
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</tbody>
</table>

Note: This is a total package salary and includes overtime, on call, CPD and is dependent on specialty and region.

TAX RATES

<table>
<thead>
<tr>
<th>(AUD$)</th>
<th>(AUD$)</th>
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<tbody>
<tr>
<td>$0 – $18,200</td>
<td>0%</td>
</tr>
<tr>
<td>$18,201 – $37,000</td>
<td>19% on income over $18,200</td>
</tr>
<tr>
<td>$37,001 – $87,000</td>
<td>$3,572 + 32.5% on income over $37,000</td>
</tr>
<tr>
<td>$87,001 – $180,000</td>
<td>$19,822 + 37% on income over $80,000</td>
</tr>
<tr>
<td>$180,000+</td>
<td>$54,323 + 45% on income over $180,000</td>
</tr>
</tbody>
</table>

ADDITIONAL BENEFITS

In addition to competitive salaries, most permanent doctors working in Australia are entitled to:

- Up to 5 weeks paid annual leave per year
- Up to 10 days paid sick leave per year
- Superannuation to the value of 9% of total salary
- Specialists are also likely to receive a yearly CME allowance as well as travel and accommodation allowances.
How much can I earn in New Zealand?

Salaries

<table>
<thead>
<tr>
<th>Role</th>
<th>(NZD$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SMO/Specialist</td>
<td>$160,000 – $300,000</td>
</tr>
<tr>
<td>General Practitioner</td>
<td>$170,000 – $210,000</td>
</tr>
<tr>
<td>Junior Doctor 014</td>
<td>$80,000 – $140,000</td>
</tr>
</tbody>
</table>

Note: This is a total package salary and includes overtime, on call, CPD and is dependent on specialty and region.

Tax Rates

<table>
<thead>
<tr>
<th>(NZD$)</th>
<th>(NZD$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 - $14,000</td>
<td>$1,470 + 10.5%</td>
</tr>
<tr>
<td>$14,001 - $48,000</td>
<td>$5,950 + 17.5% on income over $14,001</td>
</tr>
<tr>
<td>$48,001 - $70,000</td>
<td>$6,600 + 30% on income over $48,001</td>
</tr>
<tr>
<td>$70,001+</td>
<td>$14,020 + 33% on income over $70,001</td>
</tr>
</tbody>
</table>

Additional Benefits

In addition to competitive salaries, most permanent doctors working in New Zealand are entitled to:

- Up to 6 weeks paid annual leave per year
- Up to 5 days paid sick leave per year
- Specialists are also likely to receive a yearly CME allowance as well as travel and accommodation allowances.
MEDRECRUIT PROVIDE A PERSONAL SERVICE UNMATCHED BY OTHER AGENCIES. THEY ARE WILLING TO GO THE EXTRA MILE TO FIND YOUR IDEAL PLACEMENT.

Dr Ray Mussad
UK Senior House Officer

Dr Tom Mulholland, MedRecruit Doctor
GP/ED Senior Medical Officer
So when’s a good time to start looking for a new job?

<table>
<thead>
<tr>
<th>Senior Medical Officer/Specialist</th>
<th>General Practitioner</th>
<th>Junior Doctors</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANYTIME</td>
<td>ANYTIME</td>
<td>We can start placing Junior Doctors from PGY3, with the majority of vacancies available for doctors that are PYG4 and above.</td>
</tr>
<tr>
<td>Senior Doctors and Specialists are in high demand in Australia and New Zealand year-round.</td>
<td>There is a high demand for GPs in Australia and New Zealand, so anytime is a good time to make the move ‘Down Under’.</td>
<td>The majority of vacancies for International Junior Doctors are available between August and December.</td>
</tr>
</tbody>
</table>

Regardless of your level, if you’re interested in working ‘Down Under’, it’s imperative you are prepared as much as possible and start the processes to make the move early on. This will help make the transition as straightforward and as easy as it can be.
WHAT WILL BE THE IMPACT ON MY CAREER?

Working in Australia and New Zealand will not just support your career, but can further it.

SMO SPECIALIST

Working ‘Down Under’ doesn’t just offer fantastic lifestyle options, but presents the opportunity to immerse yourself in local communities and culture. Because Senior Doctors are in high demand, there’s also the opportunity to progress your career quickly.

GENERAL PRACTITIONER

Working ‘Down Under’ allows you to not just have a successful career, but a fantastic lifestyle too. GPs are in high demand, therefore the opportunity for career advancement is incredibly high.

JUNIOR DOCTOR

Opportunities ‘Down Under’ open up for doctors from PGY4+ which gives Junior Doctors a chance to experience a different medical system.
ACCOMMODATION ‘DOWN UNDER’

They understood that it was important to me that my placement not only complemented but furthered my medical experience and career.

Dr Georgia Stefanko, Anaesthetics Consultant
Ranked #2 and #13 respectively in the 2016 United Nations International Human Development Index report, Australia and New Zealand boast fantastic places to live. Australia and New Zealand offer plenty of space, cultural entertainment and a brilliant quality of life; it could be exactly what you and your family need. Even if you live in the city you’ll have beautiful beaches, inland lakes, national parks or numerous recreational activities right on your doorstep.
Education

**Primary - ages 5 – 13**
New Zealand + Australia

<table>
<thead>
<tr>
<th>Term 1</th>
<th>Term 2</th>
<th>Term 3</th>
<th>Term 4</th>
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</thead>
<tbody>
<tr>
<td>February – April</td>
<td>April – July</td>
<td>July – September</td>
<td>October – December</td>
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</table>

**Secondary - ages 13 – 18 (NZ) 17 (AU)**
New Zealand + Australia

<table>
<thead>
<tr>
<th>Term 1</th>
<th>Term 2</th>
<th>Term 3</th>
<th>Term 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>February – April</td>
<td>April – July</td>
<td>July – September</td>
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</table>

**University**
New Zealand + Australia

<table>
<thead>
<tr>
<th>Semester 1</th>
<th>Semester 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>February – June</td>
<td>July - November</td>
</tr>
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</table>
WAYS TO FIND YOUR PERFECT JOB

There are a number of ways to find your perfect job ‘Down Under’; however they all have their strengths and weaknesses. The table below provides an overview of your options.

<table>
<thead>
<tr>
<th>METHODS</th>
<th>STRENGTHS</th>
<th>WEAKNESSES</th>
</tr>
</thead>
</table>
| NETWORKING | • It might mean that you already have an established network of colleagues when you start your new job | • Your network may not extend as far as Australia and New Zealand  
• Smallest number of opportunities  
• High risk on missing out on a ‘perfect job’  
• You have to make all of the arrangements yourself with no support |
| ONLINE     | • You are in control and can research jobs yourself                       | • You have to make all of the arrangements yourself with no support.  
This can be daunting when making such a big move  
• Searching for jobs on the internet is very time consuming  
• There’s a high risk of missing out on opportunities  
• Searching independently online takes away the ability for you to have an advocate, this minimises the chance of securing a role |
| AGENCY     | • Agencies often have the biggest and most diverse pool of jobs available  
• Due to agencies’ experience, they have strong negotiating power and will utilise it to get you the best rate available at the time. | • There are a number of agencies out there, some of whom aren’t as experienced as others. Therefore, it’s imperative to ensure you choose the correct agency – one which can look after every detail when making the move ‘Down Under’ |
The best agencies will ask what it is you truly want
The best agencies have new tools that increase quality.

The medical industry is being forced to do more with less. The two ways to approach this are to do things harder, faster, and meaner, or to think differently and to create new tools; the first way compromises quality, the second can improve it.

Most agencies are using the first approach and doctors are suffering for it with poorly matched jobs that leave them unfulfilled, unsupported, and unhappy.

Look for an agency that uses the second approach so that the quality of the service you receive is improved.

The best agencies will ask what it is you truly want
The best agencies will primarily be interested in what you want. They will look to find out what is important to you so they can tailor a solution that fits with your goals.

The best agencies will find work to suit your lifestyle
Australia and New Zealand are massive and have thousands of hospitals and clinics. The best agencies have the ability to objectively match you with a location and job that suits your career lifestyle needs.

The best agencies will support you when you need it
When you are working with an agency to find work ‘Down Under’, it’s important to know you’re supported, not just while you’re at the hospital or clinic, but for the entire time you are on a placement. All sorts of things can pop up related to your job, your accommodation and your travel. Good agencies will have that support available and will be there to help if needed.

The best agencies will be run by doctors
It takes doctors to truly understand doctors’ needs. To have the ability to effectively assist doctors, an agency needs to be run by doctors.
9 QUESTIONS TO ASK A RECRUITMENT AGENCY TO ENSURE YOU’RE WORKING WITH THE BEST

1. Do you run a full systematic analysis of my needs before advising me of available jobs?
2. Do you have a lifestyle profile of every hospital and clinic in your database?
3. Do you provide free 24/7 support service?
4. Additional services – do you offer any special partner offers such as recommended immigration advisors, insurance, accounting, and banking?
5. Are you run by doctors?
6. Do you get paid by the hospitals and clinics for making a placement, rather than taking money from what doctors earn?
7. Can I be put on a notification system to get alerts to new jobs that match my criteria?
8. Do you offer a rewards scheme? If so, what is it?
9. Do you have a dedicated international division that specialises in finding jobs for International Doctors and helping them make the move ‘Down Under’?
I CAN’T PRAISE MEDRECRUIT ENOUGH; FRIENDLY, PROFESSIONAL SERVICE FROM A DOCTOR’S PERSPECTIVE – HIGHLY RECOMMENDED.

Dr John Thornhill,  
UK House Officer, Lower Hutt

Dr Joanna Martin, MedRecruit Doctor  
Paediatric Registrar
SETTING YOURSELF UP FOR SUCCESS WITH MEDRECRUIT

With the information, you now have you are set up to make the most of the abundant opportunities available to you in Australia and New Zealand. There are also some very specific things MedRecruit can help you with to ensure you get the work you want and to make the most of it.

STRATEGY SESSION
MedRecruit offers a Strategy Session for all of their doctors. This is conducted by a Solutions Specialist who is highly skilled and experienced in working with International Doctors. MedRecruit’s Solutions Specialists are the best in the industry and Dr Sam Hazledine personally selects and trains each of them to ensure they understand your needs and are equipped with the skills to get you the perfect job.
I currently practice in this beautiful country and I can say for any colleagues of mine having similar intentions and considering an agency to work with, MedRecruit certainly stands out a class above the rest.

Dr George Lawson,
UK Registrar, Hamilton
OUR PROMISE TO YOU

Best matched job in Australia or New Zealand
Get exactly what you want to meet your career, lifestyle and financial needs anywhere in Australia and New Zealand.

Be seen first – be picked first
When vacancies are released to market, the best ones get filled fast. MedRecruit has a system to present you for jobs significantly faster than any other agency.

Full support in your move ‘Down Under’
You’ll have everything taken care of from start to finish, for you and your family, by people who care about you.
NEXT STEPS

1. Ensure you qualify by reviewing the eligibility criteria on page 8 for Australia or page 9 for New Zealand.

2. Register with MedRecruit at: medrecruit.com or alternatively, call one of our experienced Solutions Specialists on: +64 3 441 2470.

3. You will be matched to the right Solutions Specialist who will guide you through a strategy session where you’ll be asked to identify exactly what you want to achieve not just with your career, but your lifestyle and finances so they can help you achieve your goals.

4. We collate cover letters, CVs and references.

5. We match you to the right job for your specifications.

6. We support you through the visa process through a licensed organisation.

Our Solutions Specialists will also put you in touch with our various partners who can help with banking, insurance and much more.