

A GUIDE TO LIVING AND WORKING IN AUSTRALIA

BEFORE MOVING TO AUSTRALIA, THERE ARE PLENTY OF CONSIDERATIONS TO MAKE.





MOVING TO AUSTRALIA

Those already used to a Westernised lifestyle will find it easy to adjust to the Australian way of doing things, but there are a few subtle but significant culture shocks that might affect the unsuspecting expat.

In a population of over 24 million people, 43% were either born overseas or have one parent who was born overseas. The initial population was made up of indigenous communities and those of British and Irish descent, who arrived much later. After World War II, people from Europe were encouraged to move to Australia to boost the workforce, from places like Greece, Italy, Germany, the Netherlands, Yugoslavia, Lebanon, and Turkey. In the last thirty years, Australia has opened up to South East Asia, so its identity is shifting even more towards a more multi-cultural, multi-faith society.

THERE ARE MANY PRINCIPLES THAT GOVERN THE AUSTRALIAN'S APPROACH TO LIFE.

The adventurous, 'have a go' spirit means things get done, and new projects are taken on with confidence. Sexual equality gives both sexes an equal footing in the workplace, so expect to see women in managerial and executive roles as a matter of course. Punctuality and politeness (for example, standing in queues) are expected, but when it comes to how you're addressed, first names are commonly used and don't be offended when others are direct and to the point: it's not rudeness. Considered direct and impolite in some other areas of the world, looking into the eye of someone you are talking with means you are engaging with and listening to them, so it's a good thing to do.

Colloquialisms and slang are common, as is colourful language and cracking jokes. Try not to take yourself, and those around you, too seriously.

Holidays are important to Australians, and two you need to be aware of are Australia Day on the 26th January, to celebrate the first settlement by Europeans, and Anzac Day (25 April), when Australians remember those who fought for their nation in World War I. In addition, individual states and territories have their own special days, for example, the residents of Melbourne have an extra day off (and often the weekend before too) for the Melbourne Cup race.



Despite a reputation for enjoying a few beers, the use of alcohol is surprisingly restricted in Australia. It is illegal to be drunk in pubs and clubs which can be pretty heavily enforced, even if you aren't causing a fuss. You can't drink in most public places (and there are whole areas which are dry zones), including the beach. A lot of supermarkets and corner shops don't sell alcohol; you have to go to a bottle shop (or bottle-Os as they are called).



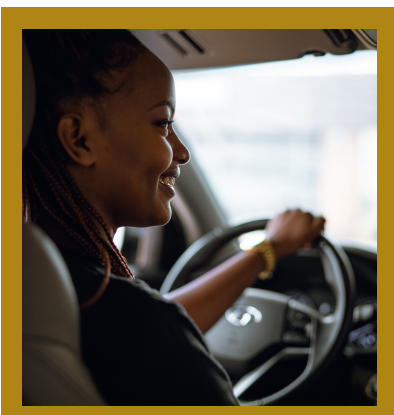
EDUCATION

There are two types of school — government (state) and non-government (private) — and about two-thirds of Australian children go to state schools. Education for these children is free in name only, as most schools will charge a voluntary contribution. Parents also have to pay for stationery, books, school uniform, sports equipment, school trips and any other items relevant to their studies.

THE GREAT OUTDOORS

Australia is known for its great climate, perfect for lots of sporting events and a barbeque culture — the kind that encourages like-minded people to come together. Expect there to be lots of outdoor activities throughout the year because the climate is so mild.

Renowned for being one of the world's premier surfing destinations, it's host to national and international tournaments, home to some of the world's most famous surf brands and a whole subculture since the 1960s



DRIVING

Before setting out, find out whether you can drive using a license from your home country. Regulations vary from state to state



FINDING AND SECURING A HOME

Think first about where you would like to live, what kind of accommodation you need, and how long you would like to stay before doing your research into the legal and practical procedures.

The majority of Australians live in urban areas and, depending on their location and popularity, some cities are more expensive than others. If you don't mind a commute, consider a more rural area but remember to build the cost of travel into your calculations. If you are relocating from a much smaller country, it is important to consider just how big Australia is. Travelling between large cities can involve a major journey and if you choose to fly you will still need to factor in airport transfers and check-in times. Driving is an option, but the country is vast, rural services may be sparse, and fuel is expensive.

FINDING A REAL ESTATE AGENT

Real estate agents have to be licensed with the local territory or state (more information can be found on the Real Estate Institute of Australia's website). Personal recommendation is always a good place to start but otherwise, try to find one that is interested in your needs and check their credentials first. An agent worth their fee will be able to guide you through the selection and buying process with minimal fuss.

AUSTRALIA HAS MANY MAJOR CITIES. THIS IS OUR PICK OF THE LARGEST AND MOST POPULAR:



1 Brisbane (Queensland)

The capital of Queensland, Brisbane is Australia's third largest city and its fastest growing one, with a population of around two million.



2 Sydney (New South Wales)

Australia's financial hub, Sydney is a cosmopolitan city enjoying a high standard of living.

One-third of Australia's financial sector workforce are employed in the city and the Australian Stock Exchange and Reserve Bank are both based there.



3 Perth (Western Australia)

Perth sits on the south-west coast and has a down-to-earth, sports-orientated culture and is the perfect place for young people with families. With sunny weather, an excellent quality of life and laid-back atmosphere; it's no wonder it's a popular for expats.



4 Melbourne (Victoria)

Fun and cosmopolitan, Melbourne has one of the best shopping districts in the country and is known as Australia's fashion capital. Home to people from over 140 nationalities, a third of the population speak a language other than English and nearly half of those who live there were born overseas.



SALARIES

Calculating the cost of living is irrelevant, of course, without having first looked at the kind of salary you can expect. As rates vary between professions and locations, it's impossible to state whether or not you and your family will be better off. But you can do your research first, and there are plenty of sites out there which can help you. Find out more about Australian salaries on the [Living in Australia](#) website, have a look at [Hays'](#) resources, and check out [Payscale](#) for a good snapshot of what people are earning and what you can expect.

There are few things more important than calculating the cost of living when planning a move abroad but just as important is thinking about how you will ensure you and your family have adequate cover for health care needs. Call us today for a chat about what we can do to support you.



HEALTHCARE

With over 1,300 hospitals across the country, roughly half are public, the other half private.

Both types receive funding from the central Australian government, territory or state government, private health insurance and from the pockets of individual patients; it's the percentage of support from each source that differs. Public hospitals get 90% of the funds they need from a central source, whereas private ones receive just 32%, the rest being met from other funds.

With a 330,000-strong workforce staff, this network of facilities delivers everything from emergency and critical care through to inpatient clinics.

Those staying to live and work can apply for what is known as Medicare, once inside Australia's borders. This is a state-funded scheme, paid for through taxes and other levies. Newcomers intending to stay for an extended period need to start the application process within a week of arrival, and because it can take up to a month to obtain cover, private insurance to cover the interim is a must.

Given that half of Australia's population has their private health cover, it is no surprise that many expats in the country opt for this as well. Not only does it ensure ambulance, dentistry and eye care (not covered by Medicare) but it will beat the sometimes quite lengthy waiting lists for elective surgery. That said, you can expect a high standard of facilities in both private and public hospitals: and as emergency care is only provided in public hospitals (private ones being for elective surgery) this is a good thing.

For higher wage earners, private health care cover is a must. The Australian government incentivises this kind of cover by offering a subsidy, as it acknowledges that these people will not be using the centrally funded facilities. The flip side of this is that those who are on a high salary who choose not to top up their cover will find themselves penalised in their wage packet through the tax system.

Although Australia has an excellent centrally funded health care system, if you need anything beyond very basic care or if you are in a higher wage bracket, private health insurance is a must – and you'll need it from the very outset anyway.

There is plenty of information about the Medicare system, how to apply and why private health care cover is important on the Australian government website.

With excellent facilities and a comprehensive system, the quality of health care in Australia is highly regarded worldwide. Make sure you can avail yourself of all it has to offer by having adequate insurance for you and your family.



OPENING A BANK ACCOUNT

You don't need to be in Australia to open a bank account there. Many banks give residents and non-residents the option to open a bank account online while abroad. Some banks offer migration programs to help those arriving in the future ways to organise their finances before relocating. Banks with migration programs include ANZ, Commonwealth Bank, Bankwest, NAB, Citibank and Westpac.

To open a bank account from abroad, you will usually need to provide the following documents and information:

- Date you plan to arrive in Australia
- Valid visa
- Employment details
- Passport
- Government-issued ID

Once you arrive in Australia, you will need to visit a local branch of the bank you've chosen with specific documentation. This documentation is used to award you the 100 points you need to access the full privileges associated with your bank account. This system is simpler than it sounds. In Australian banking, specific documents are assigned points. You'll need to present documents to achieve the required points.

These documents include:

- Birth certificate, passport or citizenship certificate = 70 points
- Drivers' licence, shooters' licence, public service employee ID card or a Commonwealth or State Government financial entitlement card = 40 points
- Land rates (homeowners only) = 35 points
- A card with your name on it (this could be a credit card or even a library card) = 25 points
- A utility bill or bank statement with your name on it = 25 points

It's clear from this list that achieving 100 points shouldn't be too difficult. Note, until you do so, you will not be permitted to make withdrawals from your account (though you can make deposits).





RELOCATING PETS

Moving to Australia with pets is a complex process, so it's worth starting the process at least seven months before your pets are due to arrive in the country.

Once your pet arrives in Australia, they will be quarantined for a minimum of ten days in the Australian Government Post-Entry Quarantine Facility in Melbourne. It is advisable to book well in advance as spaces can be limited. More information about the quarantine period is available online.

To find out more about moving pets to Australia, visit the Department of Agriculture website.



PUBLIC HOLIDAYS IN AUSTRALIA

Public holidays vary depending on which state or territory you settle in but in New South Wales, for example, these are the days set aside as something special:

- New Year's Day – 1st January
- Australia Day – 26th January
- Good Friday
- Easter Saturday
- Easter Sunday
- Easter Monday
- Anzac Day – 25th April
- Queen's birthday – June
- August bank holiday
- Labour Day – 1st Monday of October
- Christmas Day – 25th December
- Boxing Day – 26th December

TIPS TO HELP YOU FIT IN AT WORK

- Punctuality is important.
- The usual working day is from 8.30am to 5.00pm, but that does depend on which sector you work in.
- English is the language commonly spoken in Australia.
- Always be modest about yourself and to the point and although colloquialisms, slang, and colourful language are commonly used, the newcomer would do well to carefully judge their environment first before doing the same.
- By the same token, Australians can use humour to diffuse conflict and terseness and in business meetings. If you are prepared for this, you are less likely to be offended.
- Australians are very open to new ideas, part of the prevailing have-a-go environment, but don't oversell or use overly aggressive techniques; modesty is key.
- Be honest and upfront and expect the same from others. You'll build good business relationships quickly this way.
- Get to know your environment: visit local landmarks, beaches or wildlife reserves or try a local dish. This will open up avenues of conversation with colleagues, and they will respect the fact that you're trying to get to know their country.
- Even at the first meeting, Australians often prefer to use first names rather than titles.
- Above all, Australians are upfront, honest, straight-talking people. Do the same thing yourself, and you will earn their respect.

Moving to a new country and settling into a new job can be tough but being clued up with the right information can make all the difference.





PRIMARY AREAS OF GROWTH IN AUSTRALIA

Over the past few years an increasing percentage of the skills the country needs have been brought in by foreign migrants.

- Accommodation and Food
- I.T Media and Telecoms
- Finance
- Healthcare and Social Assistance
- Mining
- Construction
- Agriculture, Forestry and Fishing

To live and work in Australia, you will need a visa but the type you get depends on what your skills are and the kind of job you're looking for. The good news is that the Hotshots Global provides plenty of support and information to get you through the process.

If you have the kind of qualifications and skills Australia needs, you can be:

- Invited to apply for a skilled visa by the Australian government
- Nominated for a skilled visa by a state or territory
- Nominated for a skilled visa by an employer

Hotshots Global is in the perfect position to assist tradespeople looking to make a new life abroad.



**SUBMIT YOUR CV TO OUR DATABASE TO
FIND YOUR DREAM JOB IN AUSTRALIA**

www.hotshotsglobal.com