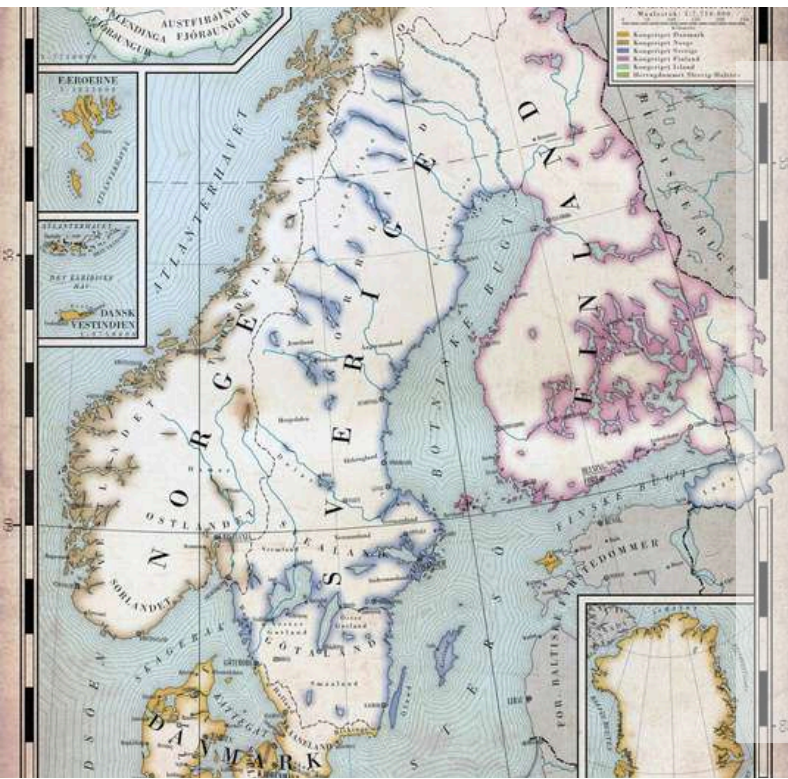


good~together



FROM SCANDINAVIA TO NEW ZEALAND

ALL YOU NEED TO KNOW ABOUT
IMMIGRATING, LIVING AND WORKING AS A
GP IN AOTEAROA, NEW ZEALAND.



Nau Mai Haere Mai!

New Zealand may be at the other side of the world but there will be so much you recognise when you come here to live and work! Dramatic landscapes, fresh air, and a lifestyle that is as packed with adventure and culture as you want it to be. For a small country there is huge diversity and the choice is yours for small town or big city living.

Do some research first though – visit, connect with kiwis (the people, not the bird or the fruit), ask them what they love about Aotearoa New Zealand.

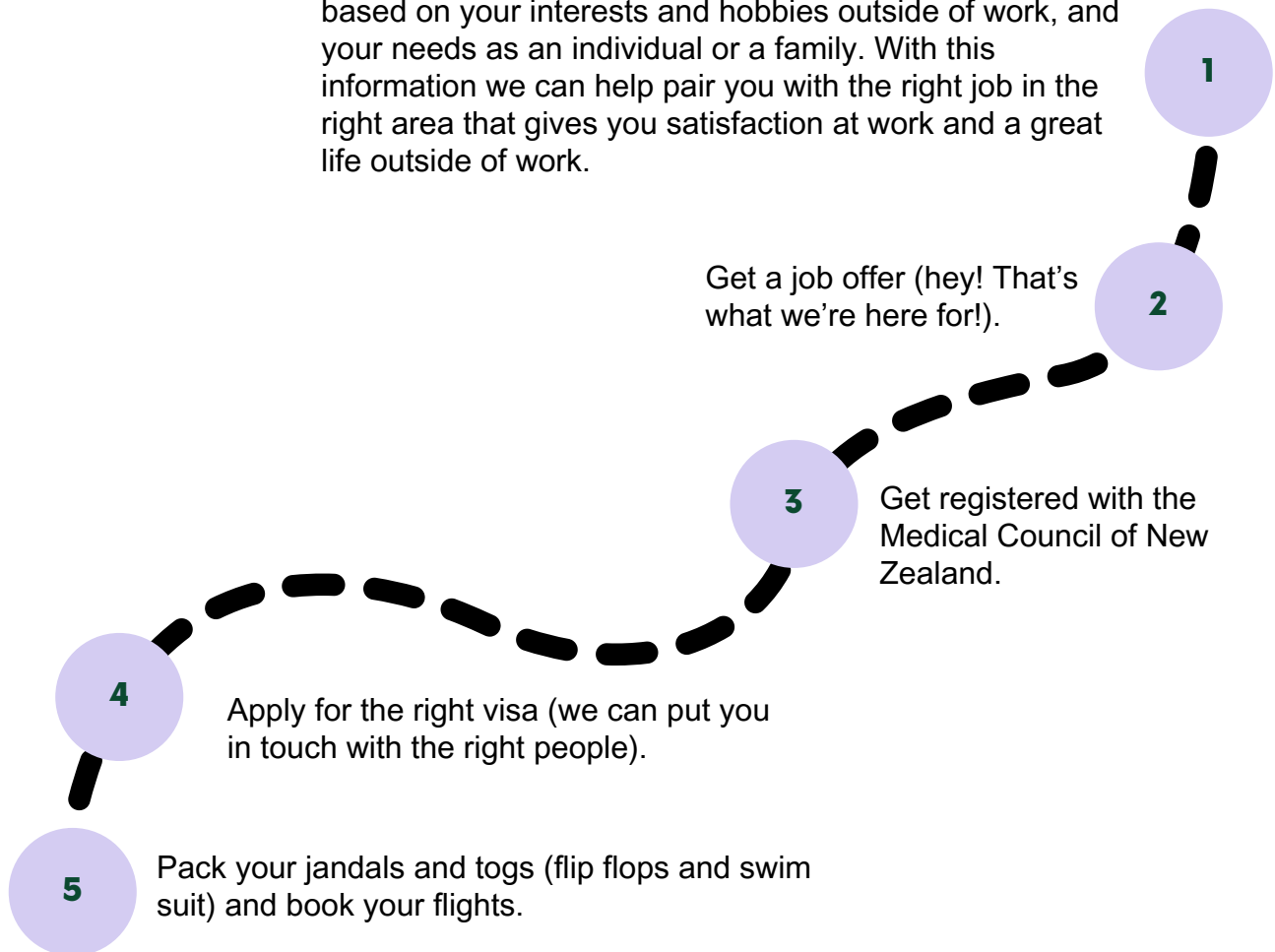
If you like what you see or hear and are thinking about New Zealand for a personal and professional switch-up, you have a headstart if you trained in Denmark, Finland, Sweden or Norway. These countries share a comparable health system with NZ which means the process to register as a Doctor here is much more straightforward.

We've gathered all the essential information you need to know about moving halfway around the world to Aotearoa New Zealand to work as a GP. It'll help you get a clear picture of what the process looks like, and whether this beautiful country is the right choice for you.



WORK OUT IF NZ IS FOR YOU - WHERE TO BEGIN

Find out which area of NZ would be a great match for you based on your interests and hobbies outside of work, and your needs as an individual or a family. With this information we can help pair you with the right job in the right area that gives you satisfaction at work and a great life outside of work.



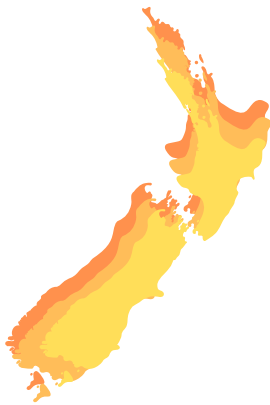
WE CAN'T WAIT TO MEET YOU!



MAKING A LIFE HALFWAY ROUND THE WORLD

When your daily grind could do with a shakeup, you want a new challenge, a new environment, a new routine, what else can you do but consider a move to the other side of the world?

The north island is generally warmer than the south island. And the far north is fairly tropical. With ski fields on both islands, the country gets snow, and with endless coastline, there is always some decent surf somewhere!



The sun is HOT in Aotearoa, so the temperatures often feel way hotter than they actually are. Sunscreen and hats are a must.

Summer in New Zealand is officially from December to February. But, in reality, you'll find the best weather in January through March.



[Not sure what New Zealand really looks like?
Click here to find out](#)



AVERAGE SEASONAL TEMPERATURES (IN °C)

City	Winter	Spring	Summer	Autumn
Auckland	11-15	14-19	20-24	15-20
Christchurch	2-12	8-18	12-22	8-18
Manchester	2-8	7-15	15-20	8-15
London	2-8	8-15	15-22	8-15
Edinburgh	1-7	6-13	12-19	7-14
Belfast	3-8	9-16	12-18	5-9
Dublin	3-8	10-17	12-19	5-10

AVERAGE SUNSHINE HOURS

City	Winter	Spring	Summer	Autumn
Auckland	4-5	5-6	7-8	5-6
Christchurch	4-5	5-6	7-8	5-6
Manchester	1-2	4-5	5-6	3-4
London	1-2	4-5	6-7	3-4
Edinburgh	1-2	4-5	5-6	3-4
Belfast	1-2	4-5	4-6	3-4
Dublin	1-2	4-5	5-6	3-4



You're never more than 128km from the sea!

Bundle together the climate, beaches, mountains and more than occasional natural hot spring and you'll quickly see that there's plenty to do outside of work. Because we're small, most places in New Zealand are fairly accessible, meaning you can easily take day or weekend trips away with family and friends to explore the cities, towns or great outdoors.

ESTIMATED DRIVE TIMES BETWEEN AWESOME PLACES

Auckland - Tauranga	2.5 hours	Auckland - Cape Reinga	6 hours
Auckland - Hamilton	1.5 hours	Auckland - Rotorua	2.75 hours
Auckland - Wellington	8 hours	Christchurch - Queenstown	6 hours
Christchurch - Dunedin	4.5 hours	Christchurch - Bluff	7.5 hours



SOME OF OUR FAVOURITE THINGS TO DO IN NEW ZEALAND:

- Visiting epic beaches.
- Volcano parks at Rotorua.
- Maori culture in Taupō.
- Hobbiton in Matamata
- Te Papa museum and WETA workshops in Wellington.
- Punting on the river Avon in Christchurch.
- Hikes for all levels from the Tongariro crossing to the Waitākere quick-tramps.
- Skiing and snowboarding in Wānaka or Okahune.



WHAT IT'S LIKE TO WORK AS A GP IN NEW ZEALAND?

FINDING A JOB

Because of the similar skill set, Scandinavian GPs are in high demand by New Zealand clinics.

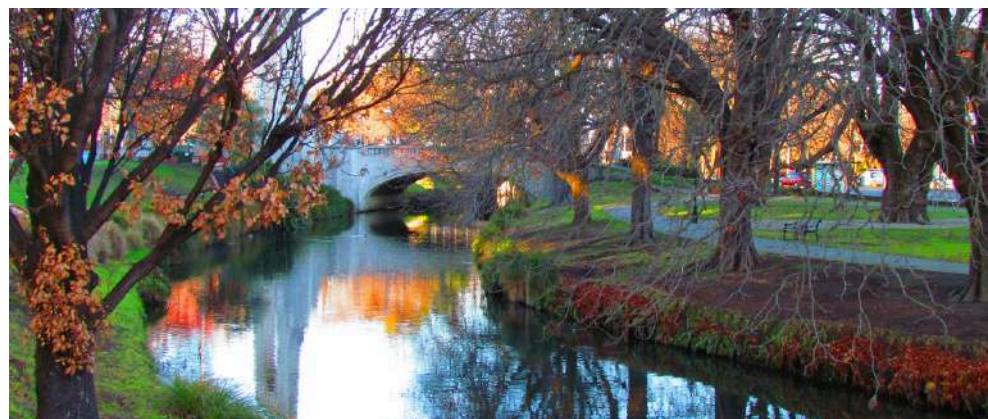
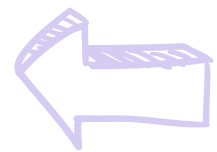
Unlike in Australia, there are no restrictions to the areas in which you can work as a GP. We have full licence to find you a job in the area that meets your needs.

We're building a community of medical practices, doctors and health professionals who care about supporting each other and bringing balance back to life. A good job match is about so much more than ticking boxes. It's about enabling you to build strong communities inside and outside the workplace without sacrificing well-being.

We do this by really getting to know you. We find out what's driving your desire to come to New Zealand and what's important to you - personally and professionally.

HERE ARE SOME THINGS TO THINK ABOUT BEFORE WE CHAT

- What are your hobbies and interests?
- Do you want a job that you can manage around school hours?
- What personal or family factors will be guiding your decisions?
- Do you want to work in a large or small clinic?
- Do you want to live in the North Island or South Island?
- Do you want to be rural or urban?
- Do you want to live by the ocean, a lake or close to the mountains?
- How many hours do you want to work?
- What are your professional goals?



WHAT'S THE PAY LIKE IN NZ FOR GPs?

Depending on your level of experience and specific role, the approximate pay range for salaried GPs is between NZ\$105 per hour (NZ\$218,000 FTE) and NZ\$125 per hour (NZ\$260,000 FTE).

Compare this to the national NZ median hourly wage of around \$31.61.

A full-time equivalent (FTE) is based on 40 hours per week or 10/10 sessions however, it is common for GPs to work a maximum of 8/10 sessions (32 hours per week)

Typically, contracts include sick pay, parental leave and bereavement leave allocations, as well as CME contributions.

CAN I WORK AS A LOCUM?

Locuming is a great way to see NZ and a fantastic way to experience various clinics.

All international doctors must progress from provisional to general registration with MCNZ before they are able to work as a locum. For Scandinavian doctors, this process typically takes 12 months. By this time you'll be very familiar with the NZ health system, integrated into the NZ way of life, and able to explore locum opportunities throughout the country.

Some GPs in New Zealand work as 'lifestyle locums', meaning they no longer work as employees. Other locums work every now and again while still fulfilling their obligations to their employers. We take great pleasure in making locums' life easier by aligning their preferences with suitable clinics, negotiating placements, and arranging travel.

Locum placements for GPs can be as short as one week or on an ongoing basis.



WILL I GET A RELOCATION PACKAGE?

Moving halfway around the world is a big deal, so it's standard practice for employers in New Zealand to offer relocation packages that help Scandinavian GPs move.

Relocation costs are reimbursed after employment begins, and the amount reimbursed is negotiated as part of the contract (we can help with this!). The amount reimbursed depends on who you are travelling with and whether you need to ship belongings, but the amount is typically between \$5000 and \$10,000.



WHAT IT'S LIKE TO LIVE IN NEW ZEALAND?

COST OF LIVING

The cost of living is the first question on many people's minds.

Housing, petrol, buses, utilities, rent and childcare costs are generally cheaper in New Zealand compared to the Scandinavian countries. Groceries and 'luxury' expenses like eating out can be more expensive.



[Click here for a cost of living calculator](#)

TAX

For the upper bands, income in NZ is taxed at a lower rate than in the Scandinavian countries. Income tax is based on your total income for the tax year. Most salaried positions are taxed at source, so you don't need to file your tax return. However, you might need to submit a tax return if you're getting income from overseas, working as an independent contractor (as for locum placements) or from investments. We will happily refer you to a trusted accountant for any NZ-specific tax queries.

For each dollar of income	Tax rate
\$0 to \$15,600	10.50%
\$15,601 to \$53,500	17.50%
\$53,500 to \$78,100	30%
\$78,101 to \$180,000	33%
\$180,001 upwards	39%



[Click here for an international comparison of tax rates and the NZ tax system](#)



PENSIONS

In New Zealand, your employer is required to pay a minimum of 3% into a national saving scheme that helps pay for retirement. This is called KiwiSaver.

If you are here on a resident visa, you will be automatically signed up to contribute a percentage of your earnings. If you are on a temporary visa, you're exempt from paying into the KiwiSaver scheme. You're able to withdraw all your KiwiSaver payments if you leave New Zealand before retirement.

Out of all the Scandinavian countries, New Zealand only has a social security agreement with Denmark. So, if you stay in New Zealand permanently, you can transfer your Danish pension to your retirement fund in New Zealand.

INSURANCE

Health insurance is optional in New Zealand. A national accident compensation scheme (ACC) covers medical treatment costs associated with accidents. This is available to taxpayers in New Zealand (including anyone working legally). [You can find some more information on ACC here.](#)

Coming from Denmark, Sweden, Finland or Norway, you are eligible for immediate necessary healthcare in New Zealand if you're on a short-term visa, and full healthcare on longer visas.

If you buy travel insurance prior to moving to New Zealand, it's worth checking your Ts & Cs - sometimes insurance won't cover you if you arrive on a one-way ticket.

THE GLOBAL PEACE INDEX RATING THAT SHOWS NEW ZEALAND AS ONE OF THE SAFEST COUNTRIES IN THE WORLD



The similarity between our country's medical training and health systems means that it's relatively straightforward for a GP who has trained in any of the Scandinavian countries to obtain registration with the Medical Council of NZ.

The most common scope of registration that Scandinavian GPs initially obtain is provisional* general registration via the [Comparable Health System pathway](#). This pathway recognises the similarities between our respective medical training and health systems and is available to GPs trained in 24 select countries.

*All International Medical Graduates (IMGs), irrespective of experience or seniority, must work under supervision for at least 12 months to become familiar with NZ's culture and health system. During this time, you are registered within a provisional scope of practice. When you have met the supervision criteria, you can apply for registration in a full scope of practice.

[Here's an introduction to the main legislation, ethical standards and guidelines that govern medical practice in New Zealand.](#)

If you obtained your Specialist General Practice qualification in any of the Scandinavian countries and want to be recognised as such in NZ, you can apply for vocational registration and RNZCGP fellowship after obtaining your full general registration.

Please note that working as a specialist GP at home doesn't automatically qualify you to work as a specialist GP in NZ.



[Click here to find out more about this.](#)



Registration with MCNZ via the Comparable Health System pathway usually takes 20 working days to process. Applications are done online and include sections that need to be completed by your employer. Good Together will liaise with your employer to obtain this paperwork which we can submit on their behalf. The fee for your application is \$1836.94.

To apply for provisional general registration via this pathway, you must:

- hold a primary medical degree from an approved medical school and have completed your internship in Norway, Denmark, Sweden or Finland; and
- meet MCNZ 'fitness for registration' requirements.

I am working in Scandinavia now, but I did not complete my primary medical degree here. Can I still apply?

Absolutely. Doctors who have at least 33 months out of the past 48 months of clinical experience in General Practice within any other "comparable" health system can apply for registration in the provisional general scope via the Comparable Health System pathway.

Can you tell me about the English language requirement?

If English is not your first language, and you have worked in Denmark, Norway, Finland or Sweden for LESS than 2 years in the last 5 years, you will need to demonstrate that you meet English Language Requirements. This is done by passing the OET or IELTS to a satisfactory level. Our strong recommendation is the OET over the IELTS.



Your timeline to secure a role will be more certain if you meet the English language requirement early in the registration process. This can take longer than people expect so we highly recommend putting it at the top of your list.

Can I work in NZ for less than a year?

You need to work for a minimum of 12 months before moving from provisional to full registration. This gives you time to become familiar with the practice, the NZ health system - and the country - and complete your supervision requirement.

In addition, you'll require a job offer to apply for your visa, the process for which is detailed below.



WHAT THE IMMIGRATION PROCESS LOOKS LIKE.

For GPs looking to come to NZ from Denmark, Sweden, Finland or Norway, the good news is that the profession is on the long-term skills shortage list, which gives you a strong likelihood of success with your visa application. The other piece of good news is that New Zealand allows you to apply for migration visas up until the age of 55 years - that's 10 more years than if you apply for residency in Australia.

	Straight to residence visa	Accredited Employer Work Visa (AEWV)
Maximum age	55 years or younger	None
Cost	From NZ\$4290	From NZ\$750
Length of stay	Indefinite	Up to 3 years
What's included?	Live, work, and study in NZ. Includes your partner and dependent children up to the age of 24.	Live and work in New Zealand for an accredited employer. Study for up to 3 months per 12 months. You might be able to bring children and your partner in on this visa.
Notes	At the time you apply, you must be working for, or have a job offer from, an accredited employer	Your job needs to be for at least 30 hours per week. If you change employer, you will need to apply for a new visa.
Processing time	90% within 90 days	90% within 51 days

[Find out more](#)

[Find out more](#)

Employers may offer a contribution toward the cost of your visa and your licenced immigration advisor fees - ask your agent to negotiate this inclusion on your behalf.



NAVIGATING THE RELOCATION PROCESS


HOW TO MANAGE MOVING AWAY FROM FAMILY AND FRIENDS.

Many people dream of moving away and starting again. What often causes the most concern is leaving friends and family.


New Zealand is (literally) halfway around the world from the Scandinavian countries.

In the 1950s and '60s, there was mass migration from the UK and Europe to New Zealand. The way they all came - boat. On average, it took 42 days for the trip.

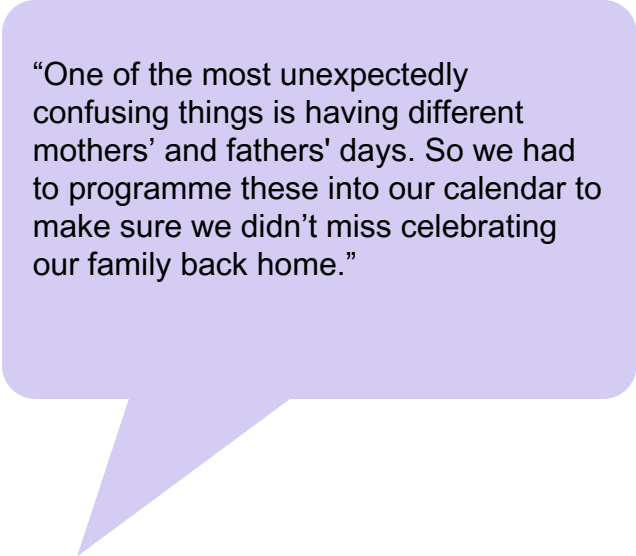
Nowadays, the most common routes are by plane through the US or Asia - with an average flight time of 23 hours. Much more do-able.



“Zoom and video chats have been amazing at allowing us to see family and friends back home. They can see the kids growing up, we take them on tours of the house to show our renovations, and they can talk to our pets! So, when we see them in person, it’s like we’ve never been apart.”



“We take turns flying back and friends and family coming to visit. Most people dream of visiting NZ, so we’ve had many visitors over the years. Covid was hard because we couldn’t travel to see people. But we kept in touch on video apps so at least we could still see each other and chat.”



“One of the most unexpectedly confusing things is having different mothers’ and fathers’ days. So we had to programme these into our calendar to make sure we didn’t miss celebrating our family back home.”

WHAT ABOUT SCHOOLS?

The school year runs from February to December and is split into four terms separated by a 2 week holiday. At the end of the year, there's a nice long summer break.

Term 1 - February to April

Term 2 - April - end of June

Term 3 - July - end of September

Term 4 - October to mid-December

Schools in New Zealand are similar to the Scandinavian countries. The main difference is that most kids start school the first Monday after their fifth birthday, but parents can choose to delay school until their child turns six. If your kids turn five after June, they do a year 0 or new entrant year and then go into year 1 the following February.

Primary school (years 1-6 - age 5-10 years old)

Intermediate school (years 7-8, age 11-12 years old)

High school or college (years 9-13, age 13-18 years old)

In high school, the national exam years are years 11-13. Some schools offer Cambridge Exams or International Baccalaureate exams. But most follow the New Zealand NCEA system.

Grades are obtained through a mix of internal assessments (essays, assignments and spoken tests) and external examinations. University entrance credits are obtained in years 12 and 13.



[Read the Education Review Office reports on your preferred schools in NZ.](#)



OTHER WAYS OF SCHOOLING IN AOTEAROA, NEW ZEALAND

Homeschooling is relatively common in New Zealand, and there are plenty of activities to bring homeschooling communities together. You're able to homeschool your children all the way through to year 13.



[Find out more about home schooling in New Zealand.](#)



There's also distance/online teaching available from primary to year 13.

[Find out more about online school in New Zealand.](#)

Many primary and intermediate schools have before and/or after-school care programmes.

DAYCARE

Early Childhood Education is available for babies, toddlers and children up to the age of 5. The government funds 20 free hours for children aged 2+, which heavily reduces the costs. Fees vary depending on whether you're providing food or nappies. The hourly cost of child care in New Zealand is around \$4 - \$7.

Local kindergartens may be available. These centres provide childcare for ages 2 to 5 years old. They follow school terms and are closed during school holidays.

Tip

Join local Facebook communities when you arrive and ask for feedback about local schools and daycares.



PERSONAL HEALTH

The health service in New Zealand is very similar to that of the Scandinavian countries. There are also private health clinics and hospitals.

For most people GP visits are charged; it's worth checking out different clinics before you register to check the charges. Generally, kids under 13 years old have free health care. Funded GP prescriptions are either free or charged at a flat fee of \$5 to all in NZ.

Many larger urban centres have 24-hour accident and medical clinics as an alternative to A&E departments. ACC cover (see above) is available for taxpayers to help with living and medical expenses following an accident.

- If you're on medication, it's worth checking if it's available in New Zealand and what an alternative may be.
- Always arrive with at least 3 months of medication.

Dental care is free for children until they reach the age of 18.

HOLIDAYS!

In New Zealand, we have 11 public holidays a year. And standard annual leave is 4 weeks each year. Some employers offer 5 weeks.

If you have to leave NZ for your holidays, we're only a few hours' flight away from Australia and the beautiful Pacific Islands of Fiji, Rarotonga, Vanuatu and Samoa.



WE WOULD LOVE TO WELCOME YOU TO NEW ZEALAND!



Hi, we're Jeremy and Moana, owners of Good Together.

We're totally biased when it comes to encouraging people to come to Aotearoa, New Zealand.

We also know how overwhelming it is to just think of uprooting and moving country.

Yes, we really know, because we've done it ourselves (and with kids!).

Let us support and guide you through getting a job as a doctor in New Zealand so you can experience our country and have balance in your life.

[LET'S TALK](#)

