

# ***Mater Health Services***



Photo courtesy of Jennifer Renee / FreeDigitalPhotos.net

# ***International Employee Relocation Guide***

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## Welcome to Mater Health Services

The following guide has been tailored to international employees joining Mater Health Services Brisbane Limited (MHS), and provides information and resources to ensure relocation to Australia and commencement with Mater is an exciting and rewarding journey.

In the spirit of the Sisters of Mercy, Mater offers compassionate service to the sick and needy, promoting an holistic approach to health care in response to changing community needs as well as fostering high standards in health-related education and research. All these services are offered without discrimination and with high regard to responsible stewardship of resources.

At Mater, our goal is to provide high quality cost effective service to our customers and to be a centre of excellence in health care. This can only be maintained and enhanced with your assistance. In joining our team, you share our commitment in providing the best health care service to our customers. For this to be achieved, your ideas, suggestions and initiative are encouraged as we strive to improve the way we do things and how we present ourselves to the community at large.

Our work ethic centres on taking responsibility for our decisions, pride in our work, sharing our knowledge and expertise with others, and a willingness to contribute to the resolution of issues collaboratively.



NOTE: While we make every effort to ensure that the material in this guide is accurate and up-to-date when we publish it, all details contained within are subject to change and you should exercise your own independent skill and judgement before you rely on it. In any important matter including visas and immigration issues, you should seek professional advice relevant to your own circumstances.

The list of a person or organisation in any part of this guide does not imply any form of endorsement by MHS of the products or services provided by that person or organisation. Similarly, links to other websites have been inserted for your convenience and do not constitute endorsement of material at those sites, or any associated organisation, product or service.

All details contained in this document are a guide and those employed by MHS should refer to their contract of employment for all specific and correct information regarding their entitlements.

## Working in Brisbane

### Valid Australian Work Visa

With the exception of New Zealand citizens, anyone wishing to enter Australia must obtain a visa prior to arriving in the country. Visas are issued by the Australian Department of Immigration and Citizenship ([www.immi.gov.au](http://www.immi.gov.au)) and two of the most popular and accepted by MHS are the 457 Temporary Business (Long Stay) Business Sponsored Visa and the 417 Working Holiday Visa.

#### *457 Temporary Business (Long Stay) Employer Nominated Scheme (ENS) Visa*

The 457 Temporary Business (Long Stay) Business Sponsored Visa is the most commonly used program for employees to work for an Australian organisation on a full-time basis.

The 457 visa allows holders to work for an organisation for a period of between three months and four years. Eligible secondary applications (dependants) may be included in the visa, allowing them to work and study within Australia. There are no restrictions on the number of times a holder can travel in and out of the country for the duration of the visa.

MHS requires that all 457 visa holders must work full-time, 76 hours per fortnight.

Once a 457 Visa holder arrives in Australia they must start working for their employer within 28 days.

For more information on the 457 Temporary Business (Long Stay) Business Sponsored Visa, visit the Australian Department of Immigration and Citizenship website [www.immi.gov.au](http://www.immi.gov.au) and enter "Temporary Business Long Stay" in the search function on the top right side of the home page.

**Visa Application Cost: A\$305 (as at 1 July 2011)**

#### *417 Working Holiday Visa (Temporary)*

The Working Holiday Visa is for people aged 18 to 30 years of age who are interested in a working holiday of up to 12 months in Australia. Applicants must have turned 18, but not turned 31, at the time of visa application.

This visa allows you to supplement the cost of your holiday through short-term employment, and allows you to work for up to 6 months for one employer. If the primary reason for travelling to Australia is to participate in the workforce, you should consider a visa designed for that purpose.



Photo courtesy of Tourism Queensland/ [www.tq.com.au](http://www.tq.com.au)

This visa can be used whilst applying in Australia for the 457 Temporary Long-Stay ENS Visa.

For more information on the 417 Visa Working Holiday Visa, visit the Australian Department of Immigration and Citizenship website [www.immi.gov.au](http://www.immi.gov.au) and enter "417 Working Holiday" into the search function on the top right side of the home page.

**Visa Application Cost: A\$270 (as at 1 July 2011)**

#### *856 Permanent Residency (Employer Nominated Sponsorship)*

At Mater, we are able to nominate eligible employees for Permanent Residency (PR) after 12 months of full-time service, at the discretion of the relevant divisional director. To be eligible for Permanent Residency and comply with Immigration regulations, employees must work full time until Permanent Residency is granted.

The process involves two stages: first is the employer nomination, and second is the nominee's application for a visa.

To initiate the process, the employee must first seek permission from their direct hiring manager who will then discuss with the relevant divisional director.

Once the Employer Nominated Permanent Residency is granted, it is expected the employee remains at full-time hours for at least a further 12 months.

Employees may remain working while PR is being processed and do not need to return to their country of origin to apply.

**Application Cost: A\$2960 (as at 1 July 2011).**

***Skilled – Sponsored (Migrant) Visa (Subclass 176)***

This visa allows you to migrate to Australia if you have good English language skills and have skills and qualifications in an occupation in need in Australia. This visa uses a points test to select visa applicants with characteristics needed in the Australian labour market. You must be sponsored by an eligible relative living in Australia or obtain nomination from a participating State or Territory government agency.

**Application Cost: A\$2960 (as at 1 July 2011).**

***Skilled – Independent (Migrant) Visa (Subclass 175)***

This visa allows you to migrate to Australia if you have good English language skills and have skills and qualifications in an occupation in need in Australia. This visa uses a points test to select visa applicants with characteristics needed in the Australian labour market. You do not require sponsorship to apply for this visa.

**Application Cost: A\$2960 (as at 1 July 2011).**

## Nursing and Midwifery Registration

Since 1 July 2010, practitioners of the Nursing and Midwifery professions across Australia must meet the same requirements to be registered to practice, and this registration is recognised in all States and Territories. The Australian Nursing and Midwifery Board registration is facilitated by the Australian Health Practitioner Regulation Agency (AHPRA).

The application form, FAQ, fact sheets, codes and guidelines for applicants can be downloaded from the AHPRA website.

When completing the form please include "Mater Health Services" as a Nominated Third Party. This will allow Mater staff to discuss and provide information regarding your application, if required with AHPRA.

If you do not hold a visa to work in Australia, AHPRA will not grant your registration until you present to an office in Australia, however once your application is assessed an "In Principle" letter will be issued. The letter essentially informs you that you have been deemed eligible for registration, which is sufficient for Immigration's visa requirements. Once your "In Principle" letter is issued you will have 12 months from the date of the letter to present to an AHPRA office.

In order to be given your registration you must present in person to any AHPRA office in Australia with your Australian working visa and identification.

Please note that you have 12 months from the date of issue of the "In Principle" letter to present to an AHPRA office.

### Important information:

- Applications will not be considered unless they are complete and all supporting documentation has been provided.
- English language proficiency - Overseas applicants who are able to provide sufficient evidence that they have completed:
  - their **secondary education taught and assessed in English** to the requisite level required for entry into a nursing or midwifery program AND
  - **a nursing or midwifery program taught and assessed in English**are **not required to undertake a test of English language** proficiency for registration purposes.
- If you are required to complete an English test before applying for AHPRA Registration. Applicants can complete the Academic Test from [www.ielts.org](http://www.ielts.org), or sit the test from [www.occupationalenglishtest.org](http://www.occupationalenglishtest.org). (See **Note 1**)
- Ensure all documents are certified copies of originals. Any documents not in English need to be translated and authorised as a true and accurate translation of an original document. A certified copy of the original must accompany the translated copy.
- Applicants must provide a Statement of Service from their employer and also provide a copy of their CV signed and dated by their employer with a statement "This Curriculum Vitae is true and correct as at (insert date)".
- A current criminal history check must be provided (see **Note 2**).
- Send your application direct to the Nursing Board and not to Mater Health Services.
- We would urge you take a copy of your full application prior to sending and to send it via Registered Mail.



**Note 1:** An applicant who is internationally qualified or an applicant who did not undertake and complete their secondary education to the requisite level required for entry into a nursing or midwifery program taught and assessed in English must provide evidence that they have the necessary English language skills for registration.

All applicants must demonstrate the following English language skills demonstrated by completion of the following tests; an IELTS examination (academic module) with a minimum score of 7 in each of the four components or an overall pass in the OET with grades A or B in each of the four components.

Test results must be obtained within two years prior to applying for registration and must be achieved within one sitting.

**Note 2:** AHPRA has powers to check the criminal history of registered nurses and midwives at any time during the registration period. They can do so by obtaining a written report from CrimTrac, a police commissioner or an entity in a jurisdiction outside Australia that keeps records about the criminal history of persons in that jurisdiction.



AHPRA Registration can take more than six months for approval. AHPRA will not provide information on timeframes for processing applications; therefore, early application lodgement is essential.

Please visit [www.ahpra.org.au](http://www.ahpra.org.au) and liaise direct with the organisation regarding any questions and to obtain all up-to-date information regarding overseas applications and fees.

### ***Other health professional registration***

The Australian Health Practitioner Regulation Agency (AHPRA) is the organisation responsible for the registration and accreditation of 10 health professions across Australia and supports the 10 National Boards in implementing the national registration and accreditation scheme.

Please refer to [www.ahpra.gov.au](http://www.ahpra.gov.au) for full details on the registration process for all other health practitioners.

### ***Criminal history check***

Employment with Mater is subject to an acceptable criminal history check. Employees must obtain a clearance check in their home country and for each country they have lived and/or worked in for more than six months.

These must be provided as a certified copy prior to commencement and must have been obtained within six months of their commencement date with Mater Health Services.

If employees relocating from overseas have previously resided or worked in Australia, an Australian criminal history check must be obtained. This criminal history check will be facilitated and must be obtained prior to commencing employment.

### ***Australian health insurance for 457 visa holders***

The previous requirement for sponsors to cover public hospital costs for sponsored workers and their dependants ceases for those people granted visas on or after 14 September 2009.

For all employees offered a position at MHS prior to 14 September 2009 the sponsor continues to be responsible for covering costs incurred in a public hospital.

If a visa and job offer is granted after 14 September 2009, the responsibility to maintain health insurance is a condition of the individual's visa and the sponsor is not responsible for any medical and hospital costs incurred.

You may be able to apply to DIAC for an exemption from the 457 health insurance visa requirements if you are covered by a reciprocal health care agreement and you have enrolled in Medicare, the Australian public health care system.

If you are eligible to register with Medicare after your arrival in Australia visa holders who are enrolled with Medicare\* under reciprocal health care arrangements will be considered as having met this requirement.

Eligibility for these reciprocal arrangements is assessed case by case and you cannot enrol in Medicare until you have arrived in Australia. This means that if you are applying for your 457 visa from outside Australia, you will still need to arrange complying insurance to meet your visa requirements. If you then successfully enrol in Medicare after your arrival in Australia, you can obtain an exemption from DIAC.

For more information about the exemption, you can refer to DIAC's website [www.immi.gov.au](http://www.immi.gov.au)

## **Benefits of working for Mater Health Services**

### **Benefits for Nurses and Midwives**

In addition to a competitive base salary, Mater Health Services also offers a broad range of additional benefits to its nursing staff, including:

- up to 12.75% employer provided superannuation
- 38 hour working week
- flexible rostering
- a minimum of four weeks annual leave per annum, with 17.5% annual leave loading (based on 4 weeks annual leave)
- three days paid professional development leave per annum
- up to A\$1500 professional development allowance per annum
- one accrued day off per month
- access to attractive salary packaging that is only available for “not for profit, public benevolent institutions” which lowers the amount of tax you pay, thereby increasing your take home pay
- access to salary packaging for the costs of holiday accommodation - further increasing your take home pay.

### **Additional benefits for all staff**

- subsidised on-site car parking
- on-site swimming pool and health and fitness centre with staff discounts
- access to on-site child care facility (subject to availability)
- subsidised staff meals
- a workplace nationally recognised for its innovation and high standards of patient care
- access to a wide range of learning opportunities through the Mater Education Centre
- University of Queensland library membership
- research support through the Mater Research Support Centre and Nursing Research Centre
- employee assistance program providing 24 hour counselling support for employees and their families

<b>Nursing Grade 5</b>	<b>Annual Salary From 1 April 2011</b>	<b>Fortnightly Salary</b>	<b>Hourly Rate</b>
1st year	A\$56 728.57	A\$2 174.40	A\$28.6105
2nd year	A\$59 418.38	A\$2 277.50	A\$29.9671
3rd year	A\$62 108.19	A\$2 380.60	A\$31.3237
4th year	A\$64 800.60	A\$2 483.60	A\$32.6816
5th year	A\$67 500.85	A\$2 587.30	A\$34.0434
6th year	A\$70 201.09	A\$2 690.80	A\$35.4053
7th year	A\$72 896.11	A\$2 794.10	A\$36.7645

These rates are current from 1 April 2011, and are to be used as a guide only.

### **Mater People Social Club**

The Mater People Social Club (MPSC) was established by Mater people, for Mater people.

The social club provides a platform for staff to socialise with their colleagues and feel part of the ‘Mater family’. Aside from being a lot of fun, it’s a great way of getting staff of all ages and professions together, socialising like old friends.

MPSC membership is only A\$1 per week, and, once you’ve signed up, will be automatically deducted from your pay each fortnight.

In addition to the monthly social nights, other events that have been held in the past include: the Christmas time Family BBQ & Picnic, Mt Tamborine wine tour, cooking classes, QPAC theatre nights, groups in the Bridge to Brisbane charity fun run, movie nights, discounted AFL and National Soccer League tickets, casino and trivia nights, MPSC table at the annual staff gala and so much more!

## Salary Packaging – increase your take home pay!

### What is Salary Packaging?

Salary Packaging is a legal, Australian Tax Office (ATO) approved agreement allowing employees of Mater Health Services to pay some of their living expenses pre-tax, thereby reducing the overall amount of tax they pay.

By arranging to pay some expenses from an employee's gross wage before the tax is taken, it is possible to lower the tax paid and increase take home pay.

There are a wide range of items available to be paid pre-tax through salary packaging, including, but not limited to:

- mortgage and rental payments
- meal entertainment (up to A\$24 000 per annum)
- private travel expenses and public transport
- novated car leases.

You can also salary package the costs of holiday accommodation up to a maximum of A\$26 000 per year. This means your leisure accommodation will be tax-free, further increasing your take-home pay!

### How does Salary Packaging work?

#### Married with children

Craig is working full-time and is married with two children.



Photo courtesy of Tourism Queensland/

#### How much can Craig salary package?

As a full-time employee, Craig can salary package up to 80% of his gross salary.

His gross salary is A\$2500 per fortnight

80% of Craig's gross salary =  $80\% \times A\$2500 = A\$2000/\text{fortnight}$ .

#### How much will Craig's take home pay increase?

Craig chooses the following combination of benefits to package, but chooses not to package up to the maximum 80% of his gross salary.

CRAIG'S EXAMPLE	No Salary Packaging	WITH Salary Packaging
Gross salary per fortnight	A\$2500	A\$2500
Salary packaged benefits, paid pre-tax: - Mortgage payments A\$149 - Mater Child Care A\$380 - School fees A\$200 - Meal entertainment A\$200 - Car parking A\$34 - Mater Health & Wellness Clinic A\$150 - SOMPak Fee A\$12.50	None	A\$1124
Tax Paid	A\$556.73	A\$202.67
Expenses not salary packaged, paid post-tax: - Mortgage payments A\$149 - Mater Child Care A\$380 - School fees A\$200 - Meal entertainment A\$200 - Car parking A\$34 - Mater Health & Wellness Clinic A\$150	A\$1113	None
Net income after paying expenses	A\$830.27	A\$1,173.33
Difference in net pay/fortnight		+A\$343.06

If Craig salary packages the above combination of benefits, he will increase his take home pay by A\$343.06 per fortnight, a difference of A\$8919.56 nett per annum.

### Sharing a house while working full time

Lily is working full-time and sharing a house with friends.

How much can Lily salary package?

As a full-time employee, Lily can salary package up to 80% of her gross salary.

Her gross salary is A\$1930 per fortnight

80% of Lily's gross salary = 80% x A\$1930 = A\$1544/fortnight.

How much will Lily's take home pay increase?

Lily chooses the following combination of benefits to package, but chooses not to package up to the maximum 80% of her gross salary.

<b>LILY'S EXAMPLE</b>	<b>No Salary Packaging</b>	<b>WITH Salary Packaging</b>
Gross salary per fortnight	A\$1930	A\$1930
Salary packaged benefits, paid pre-tax: - Rent payments A\$149 - Car operating costs A\$200 - Meals entertainment A\$200 - Car parking A\$34 - Financial adviser fees A\$9 - SOMPak Fee A\$11	None	A\$603.00
Tax Paid	A\$377.18	A\$182.51
Expenses not salary packaged, paid post-tax: - Rent payments A\$149 - Car operating costs A\$200 - Meals entertainment A\$200 - Car parking A\$34 - Financial Adviser fee A\$9	A\$592	None
Net income after paying expenses	A\$960.82	A\$1,144.49
Difference in net pay/fortnight		+A\$183.67

If Lily salary packages the above combination of benefits, she will increase her take home pay by A\$183.67 per fortnight, a difference of A\$4775.42 nett per annum.

## Superannuation

### What is superannuation?

The Australian 'Pension Scheme' is known as 'superannuation'. By law, employers must pay a minimum of 9% of Ordinary Time Earnings into a superannuation fund for eligible employees. This amount is paid in addition to the employee's salary. Employees can also make personal contributions.

Superannuation can be accessed at retirement as either a lump sum or through a pension (often called an 'Income Stream'). Mater Health Services is an associated employer of Mercy Super (The Fund). The Fund has over 11,000 members and in excess of A\$450 million invested for members.

The Fund is managed by a team based at the Mater South Brisbane campus. Fund personnel are available to assist with any superannuation enquiries either in person, via e-mail or telephone. You are encouraged to visit the Fund office when you start to help understand your superannuation entitlements and for assistance with joining.

### How is superannuation invested?

The Fund offers members five investment options – Balanced Growth, Balanced, Shares, Cash and Socially Responsible investments. The Fund's default option is the Balanced Growth option meaning that monies are invested in a portfolio that includes shares, property, infrastructure, bonds / fixed interest and cash. For more information about these options or recent investment performance, please visit [www.mercysuper.com.au](http://www.mercysuper.com.au).

### Entitlements

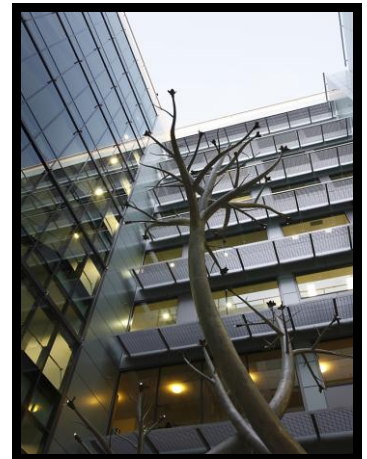
Mater will contribute a minimum of 9% Ordinary Time Earnings (over and above an employee's salary) to the Fund. Employees may make additional contributions to the Fund on either a pre or post-tax basis. Pre-tax contributions are often referred to as being made on a 'salary sacrifice' basis.

UK pension transfer – the Fund is registered to receive UK pension transfers if you do not intend to return to the UK – Fund staff can assist with the required process.

Eligible temporary resident visa holders may be able to access their superannuation when departing Australia – Fund staff can assist with this.

### Fund features

- dedicated internal client service and administration team—convenient, on-site access for all staff.
- sound investment performance—the Balanced Growth option returned 5.8% p.a. for the ten years to 30 June 2009.
- flexible life and disablement insurance options (the premiums are paid through the Fund, not directly by the employee).
- income protection insurance covering up to 85% of annual income for either 2 years, 5 years or to age 70.
- spouses are eligible to join the fund.



### Contact

Email: [information@mercysuper.com.au](mailto:information@mercysuper.com.au)

Phone: +61 7 3163 8867

Web: [www.mercysuper.com.au](http://www.mercysuper.com.au)

NOTE: The information provided is of a general nature and is not intended to take into account your individual financial situation, objectives or needs. You should consider your own financial position and requirements before making a decision. You may like to obtain independent financial advice in relation to superannuation. You should refer to the Fund's Member Booklet (also known as a Product Disclosure Statement) and Annual Report (these are available from the Fund's website or by request) before making a decision. The Fund's Trustee, Mercy Super Pty. Ltd. ABN 98 056 047 324 is an Authorised Representative No. 268897 under AFSL No. 238507 and is authorised to provide general financial product.

## Assistance with relocation

At Mater Health Services, our overseas candidates may be offered relocation assistance as a part of their employment if they are relocating to Brisbane to take up permanent employment at Mater. The maximum total reimbursement an employee may receive for relocation expenses is:

- A\$5000, for a New Zealand employee (single)
- A\$7500, for a New Zealand couple/family (couple/family)
- A\$8000, for an overseas (excluding New Zealand) based employee (single)
- A\$12000, an overseas (excluding New Zealand) (couple/family)

Where two employees are eligible to reimbursement for relocation expenses and those employees are partners/spouses, the maximum total reimbursement the employees collectively may receive for relocation expenses is the applicable family amount provided above.

### Items\*

Reimbursement may be sought for reasonable expenses incurred on the following items associated with your relocation:

<b>Guide to "Reasonable" relocation expenses</b>
<b>REMOVAL COSTS</b>
Removalist or truck hire
Hire of boxes
Packing / unpacking service
Shipping costs from overseas
Storage costs for personal effects
<b>TRANSPORT COSTS</b>
Economy class fares for employee and family, via most direct route from city of origin to Brisbane
Taxi from airport
Rental car hire up to 2 weeks (economy 4-cylinder models only)
<b>ACCOMMODATION COSTS</b>
Accommodation for up to 4 weeks, at a maximum of A\$600/ week
<b>PROFESSIONAL REGISTRATION COSTS</b>
Registration costs for relevant professional body required for employment at Mater
<b>COSTS FOR VISA SPONSORED EMPLOYEES</b>
Visa application costs
Medical assessment costs for visa application
Health insurance costs already paid (Health Insurance is compulsory for all 457 visa-sponsored employees)

\* Items not listed may also be claimed if they can be shown to be reasonable.

### Please note:

This guide is to be used only where the entitlements are not clearly defined in the letter of offer or contract, as individual relocation offers may vary according to personal circumstances or role type.

A decision on the reasonableness of any expense will be made by the relevant divisional director, at their complete discretion. Such a decision will be final. Additionally employees may be entitled to salary sacrifice various other items associated with your relocation (referred to as Salary Packaging).

### Not included in relocation

Extra flight costs will not be reimbursed if an employee chooses to make an additional stop-over outside Australia prior to arriving in Brisbane, which incurs extra charge(s) to the cost of the direct flight.

For any stop-overs, all expenses incurred will be at the employee's own cost.

#### **Procedure to claim**

- a. All relocation expenses, for which reimbursement is sought, must be made as one claim.
- b. Your claim must be made by completing the Application for Relocation expenses form contained in your commencement pack.
- c. Your claim must be supported by original receipts securely attached to the claim form.
- d. Your claim must be submitted to your Line Manager within one month of commencing employment.

#### **Termination**

If an employee, who received reimbursement of relocation expenses pursuant to this Policy within two years of the employee's date of commencement, terminates the contract of employment the employee may be required to repay a proportionate amount of those reimbursed relocation expenses based upon the employee's length of service.

For example:

- if the termination date occurs 20% into the two year period, the employee must repay 80% of the reimbursement value;
- if the termination date occurs 50% into the two year period, the employee must repay 50% of the reimbursement value;
- if the termination date occurs 80% into the two year period, the employee must repay 20% of the reimbursement value.

The actual repayment amount will be calculated as per the exact length of service completed.

The same principles apply for termination if Mater terminates, for any reason (other than for redundancy).



The Relocation policy states:

You acknowledge that Mater may, for the purposes of securing repayment on termination, deduct the relevant repayment figure from: your accrued, but untaken, entitlements on termination; and/or your final pay.

You further acknowledge that, should the above deductions not meet the relevant repayment figure, you remain liable for the remaining repayment figure and that Mater's rights to take further action remain.

A decision on repayment will be made by the relevant division director and/or the Director of HR, at their complete discretion. Such a decision will be final.

#### **Reduction in hours**

If an employee receiving relocation assistance from the Mater reduces their hours of employment from full time for any reason within two years of the employee's date of commencement, the length of service required to be completed before no monies are owed will extend accordingly.

A decision on repayment will be made by the relevant division director in consultation with the Director of HR, at their complete discretion. Such a decision will be final.

## Arriving into Brisbane

### Brisbane Airport

The Brisbane domestic and international airports are located about 15 kilometres from Brisbane's Central Business District.

#### International Terminal

- Cash Machines (ATMs) are located on levels 2, 3 and 4 of the International Terminal.
- Baby Change Rooms are equipped with change tables, bottle warmers and microwaves for your convenience. Change Rooms are located in the following areas:
- Public Departures Level 4 within the rest room area at the Southern end of the terminal.
- Departures Lounge Level 3, on the left after processing through customs and security (near Qantas Club entry).
- Arrivals Level 2 at the Northern end of the terminal behind the rental car desks near the rest rooms.
- Arrangements for self-drive car hire can be made at Visitor Information Service and Bookings desk on L2.
- Foreign currency exchange, travellers' cheques and travel insurance are available from Travelex outlets on L2, L3 and L4.

#### Domestic Terminal

- Cash Machines (ATMs) are located on levels 1 and 2 of the Domestic Terminal.
- Baby Change Rooms are located in Check-in areas located on level 1 and Departures Lounge on level 2.
- Arrangements for self-drive car hire can be made at Visitor Information Service and Bookings desk on L1.
- Foreign currency exchange, travellers' cheques & travel insurance are available from Travelex outlets on level 1.

### Transportation

#### Car Hire

Various car hire companies are available at the Brisbane Airport. The major companies include:

[www.budget.com.au](http://www.budget.com.au)  
[www.thrifty.com.au](http://www.thrifty.com.au)  
[www.europcar.com.au](http://www.europcar.com.au)  
[www.hertz.com.au](http://www.hertz.com.au)

There are also many other smaller outlets available on-line. All companies have on-line booking facilities so your car will be ready upon your arrival in Brisbane. You are also able to hire baby seats and GPS navigators at an additional cost.

#### Bring Your Own Car

It is possible to bring your own car with you to Australia provided it meets certain standards set out in the Motor Vehicle Standards Act 1989.

These standards, information regarding costs and application forms are available at:  
[www.infrastructure.gov.au/roads/vehicle\\_regulation/bulletin/importing\\_vehicles](http://www.infrastructure.gov.au/roads/vehicle_regulation/bulletin/importing_vehicles)

#### Taxi Service

There are two taxi companies currently operating in Brisbane. These are:

Yellow Cabs: p 131 924  
Black and White Cabs: p 133 222

#### Air Train Services

The quickest and most economical way to get to the city from Brisbane Airport is with Air Train. In only 20 minutes, you'll arrive at Brisbane CBD. This service stops at Bowen Hills, Fortitude Valley, Central Station, Roma Street and South Brisbane.

The Air Train stations at the Domestic and International Airports are located directly outside the terminals. Trains depart every 15 minutes to the city during peak times.

Air Train tickets can be booked in advance and your ticket will be waiting when you arrive at the airport train station so you don't need to carry cash at the airport.

### Temporary Accommodation



Upon your arrival in Brisbane you may wish to stay in a serviced apartment until you establish which area you would like to make a more permanent residence. There are many short term residences in the area surrounding the Mater Hospital. These include:

[www.parkviewapartments.com.au](http://www.parkviewapartments.com.au)  
[www.bridgewaterterraces.com.au](http://www.bridgewaterterraces.com.au)  
[www.kangaropoint.com](http://www.kangaropoint.com)  
[www.thepointbrisbane.com.au](http://www.thepointbrisbane.com.au)  
[www.centralhillcrest.com.au](http://www.centralhillcrest.com.au)  
[www.centraldockside.com.au](http://www.centraldockside.com.au)

Many more apartments are available and can be found on [Brisbane Accommodation](#).



Mater Private Hospital

A good website to access affordable accommodation is [www.seqrents.com.au](http://www.seqrents.com.au)

The closer you are to the city the more expensive the rent will be, so if you look at the Southern suburbs that will probably be the most inexpensive option.

Another option to view where properties are available in real time is on Google maps. Go to [www.maps.google.com.au](http://www.maps.google.com.au) and enter Mater Health Services and click on "Search Map". This will display the hospital and its location.

On the top right hand side of the map there is a box titled "More", if you hover on this it will display a drop down box where you can select "Real Estate".

The map will then display all the current available properties available in the areas surrounding the hospital.

You can narrow this down to rental properties only and link onto the advertisers website for all the details.

## Living in Australia

### Tax File Number (TFN)

A Tax File Number (TFN) is a unique number issued by the Australian Taxation Office (ATO). Only one TFN is issued to an individual for their lifetime and all workers need to apply for a TFN in order to undergo taxation deductions at the appropriate rate. If you leave the country and come back to Australia later, you still use the same tax file number. When you make enquiries with ATO about your tax records, please have your TFN on hand.

**Please note that you may only apply for a TFN once you are in Australia.**

The TFN operates in a similar way to the UK National Insurance Number and is also used to:

- lodge a tax return;
- apply for some income assistance or support payments such as pensions or benefits;
- claim Family Tax Benefit (FTB);
- make personal contributions to your superannuation account; and
- make or receive payments under the "Pay As You Go" (PAYG) withholding system.

While it is not compulsory to have a tax file number, without a tax file number:

- your employer must take 46.5% of your wages in tax
- financial institutions are required to tax your interest at 46.5%
- your tax return may take longer to process, and
- it is more difficult for ATO to look up your records and discuss them with you.



### How to apply for a TFN

Overseas residents who are visiting or working in Australia temporarily, can apply for a TFN online. To apply online, a valid passport or relevant travel documents are required, and the applicant must be authorised to work in Australia by the Department of Immigration and Citizenship.

The Tax Office will mail a letter with your tax file number to your nominated address within 28 days of our receiving your application. If you have not received it within 28 days, phone the Tax Office on 13 28 61 (8.00am–6.00pm, Mondays to Fridays) or international +61 2 6216 1111. If you applied online, you will need your receipt number

For more information on applying for a TFN or to find the location of the Brisbane office, please visit [www.ato.gov.au](http://www.ato.gov.au) or phone the ATO on 1300 720 092.

**Cost: FREE**

### Individual Income Tax Rates

These rates apply to individuals who are residents of Australia for tax purposes for the whole financial year.

Generally, you are an Australian resident for tax purposes if you have:

- always lived in Australia
- moved to Australia and live here permanently
- been in Australia continuously for six months or more and for most of the time you have been
  - in the one job and
  - living in the same place, or
- been in Australia for more than half of the financial year, unless
  - your usual home is overseas, and
  - you do not intend to live in Australia.

If you're still not sure, you can even check your residency for tax purposes online - <http://calculators.ato.gov.au>

**Money**

Mater Health Services employees are paid fortnightly. Depending on when (in the pay cycle) you start work, will determine how soon you get your first pay. So be sure you have access to enough available cash to last a few weeks.

You can either convert cash at the airport in your home country, or there are currency-converting services available at Brisbane International Airport when you arrive. Alternatively, think about carrying traveller's cheques, which can be converted in most Australian banks for a fee.

Automatic teller machines are commonly in shopping centres, outside banks and in convenience stores. It is usually possible to withdraw money directly from your bank account at home from a machine in Australia. Check with your bank to see what conditions and fees are attached to this service.

### **Australian bank account**

Bank accounts are relatively easy to open in Australia, with a number of banks allowing accounts to be opened prior to arriving in the country. Most banks and automatic teller machines will allow withdrawals from international bank accounts; however, all earnings MHS must be paid into an Australian account.

Prior to leaving, it is recommended that individuals check with their financial institution to see if international banking is provided within their account structure.

It is advisable to open a bank account within six weeks of arrival in Australia, as a passport is usually the only identification required to open an account. After six weeks additional information is required and opening an account may be more difficult.

Some larger banking facilities allow accounts to be opened prior to arrival in Australia. These include The Commonwealth Bank, Westpac, and ANZ.

Banks are generally open 9:30am-4pm Mon-Thu; 9:30am 5pm Fri. ATM cards can be used at both ATMs and at most retail locations. Most ATM cards from your most international banks can be used at ATM's and retail outlets. Please contact your bank for information on availability and service charges.

*Important Note:* Please be aware that all earnings from Mater Health Services must be paid into an Australian Bank Account.

For more information on banking in Australia, visit the Australian Bankers Association website [www.bankers.asn.au](http://www.bankers.asn.au).

### **Currency Exchange and Cost of Living**

Australian currency is decimal. Notes come in \$100, \$50, \$20, \$10 and \$5 denominations. Coins come in 5¢, 10¢, 20¢, 50¢, \$1 and \$2 denominations. Exchange facilities are available for all incoming and outgoing flights at all international airports and banking institutions in Australia. Foreign currency or traveller's cheques can be changed at most banks. To calculate your funds in Australian dollars, see the [currency converter](#).

Tipping is not obligatory and service charges are not charged at hotels and restaurants.

## Shopping

Suburban Shopping Centres are generally open:

- Monday to Wednesday and Friday - 8:30am to 5:30pm
- Thursday - 8:30am to 9:00pm
- Saturday - 9:00am to 4:00pm some smaller shops close earlier
- Sunday - 10:00am to 5:00pm some smaller shops close earlier

Brisbane City Shopping Hours

- Monday to Thursday - 8:30am to 5:30pm Thursday - 8:30am to 9:00pm
- Saturday - 8:30am to 5:30pm
- Sunday - 9.00am to 5.00pm (hours vary)

The main supermarket chains in Australia are Woolworths and Coles, which are usually open from 8.00am – 9.00pm weeknights and 9.00am – 5.00pm weekends.

Major Shopping Centres are located in the suburbs of Brookside, Carindale, Chermshire, Indooroopilly, Stafford, Sunnybank, Toowong and Upper Mount Gravatt.

Alcohol is only available in Australia from licenced retailers and is not available to buy in supermarkets. Liquor retailers are often referred to as “Bottle shops” or “bottle-o’s”. Most major supermarkets will have a bottle shop attached or within close vicinity.

### *Farmers Markets*

Throughout Brisbane’s city and surrounding suburbs, farmers markets are a common site for those wishing to buy direct from the supplier and obtain cheap quality produce.

If you’re shopping for a bargain whether it is for quality fruit and veg, or meat straight from the farm to your plate, or clothing and gifts, you can look no further than the Brisbane markets - craft markets, farmers markets, fashion markets or flea markets full of “trash and treasure” bargains.

Available throughout the week and on the weekends, this is a chance to meet and support local food producers and artisans.

A list of some of the markets in Brisbane and the surrounding suburbs can be found at [www.brisbane-markets.com.au](http://www.brisbane-markets.com.au)

## Electricity

The electrical current in Australia is 240/250 volts, AC 50Hz. The Australian three pin power outlet may be different to those in your country, so you may need an adapter socket. If your appliances are not 240/250 volts you will need a voltage converter. Universal outlets for 240V or 11 OV appliances are usually found in leading hotels.

## Living in Brisbane

### Location and culture

#### Mater location

MHS is based in the suburb of South Brisbane within one kilometre from Brisbane's central business and shopping districts, and minutes from the cosmopolitan areas of South Bank and West End.

It is easily accessible by both public (bus/train/ferry) and private transport (car/bicycle/motorcycle).



Photo courtesy of Tourism Queensland/ [www.tq.com.au](http://www.tq.com.au)

#### Surrounding suburbs

Red Hill	Coorparoo	Woolloongabba	Morningside	Greenslopes
West End	Toowong	Indooroopilly	Camp Hill	Norman Park
Mt. Gravatt	Sunnybank	Annerley	Hawthorne	Yeronga
Highgate Hill	Stones Corner	New Farm	Paddington	Auchenflower

While the suburbs listed above are closely located to the Mater campus, the majority of greater Brisbane is accessible to Mater within 30 minutes on public transport or 45 minutes by car.

### Housing

#### Renting a house or flat

Most houses and flats in Australia are rented through real estate agents who act on behalf of landlords. Rental properties are advertised on a variety of websites (see Appendix 1 – Moving to Brisbane), in newspapers, and directly through real estate agent offices.

Houses and flats are generally rented through a written agreement called a 'lease' or a 'residential tenancy agreement' that is a written contract between a tenant and a landlord and will usually be for a fixed period of 6 or 12 months. All rental agreements are arranged through the Rental Tenancies Authority, who also hold bond deposits.

When you move into a rental accommodation you will be required to pay a rental bond. Rental bond is money used as a security deposit against any damages to property and unpaid rent. Bond is usually calculated as four times the weekly rent, but if the weekly rent is over \$500 there is no limit to the amount of bond that can be charged. You will also need to provide two week's rent in advance, when you first move into a property.

For more information on renting in Brisbane, visit the Residential Tenancies Authority website – [www.rta.qld.gov.au](http://www.rta.qld.gov.au).

NOTE: Real Estate agents will ask for reference checks when applying to rent a house/unit. MHS will provide you with a reference upon request; however, you are encouraged to bring copies of Rental References and Mortgage Agreements from your home country.

#### Buying a house or flat

Houses and flats for sale are also generally sold through real estate agents on behalf of owners. They are advertised through a variety of websites (see Appendix 1 – Moving to Brisbane), in newspapers, and directly through real estate agent offices.

The Australian Government, through the Foreign Investment Review Board (FIRB), regulates the sale of Australian property to overseas persons and corporations. To buy property within Australia, non-Australian citizens must gain approval through FIRB. See [www.firb.gov.au](http://www.firb.gov.au) for more details.

In Australia, when buying a property, people usually use a solicitor or conveyancer to check the title deeds and organise the necessary paperwork.

For more information on buying a house or flat in Brisbane, visit the Real Estate Institute of Queensland website – [www.reiq.com.au](http://www.reiq.com.au).

## **Transport**

### **Public transport**

Brisbane public transport is coordinated by TransLink, a network of trains, buses and ferries that service South East Queensland. The Mater South Brisbane campus is conveniently located near each of the public transport methods:

- Bus – Major Busway station within the Mater campus.
- Train – South Bank train station 10 minutes walk from Mater campus.
- Ferry – Brisbane River ferry terminals 20 minutes walk from Mater campus.

go card is TransLink's travel card (similar to London's Oyster Card) which stores up to A\$250 so you can "touch on and touch off" to travel seamlessly on bus, train and ferry services.

[www.translink.com.au](http://www.translink.com.au)

### **Private transport**

Brisbane is easily accessible by road and private vehicles and is a great way to explore greater South East Queensland. The Mater South Brisbane campus is accessible via a number of major roads and freeways, and has extensive on site staff parking at discounted rates.

New and used private vehicles are advertised for sale on a variety of websites (see Appendix 1 – Moving to Brisbane), in newspapers, and through new car showrooms and second-hand car dealerships. The purchase price of a car does not usually include the cost of registration, stamp duty, and compulsory insurance.

NOTE: Car dealerships will ask for reference checks. Mater Health Services will provide you with a reference upon request.

In every State and Territory there are motorists' associations that provide services such as vehicle inspections for potential buyers of second hand vehicles, touring information, insurance and road services. Queensland's motoring association is the Royal Automobile Club of Queensland (RACQ).

All drivers in Australia need to hold a current driver's licence. To obtain a Queensland driver's licence, an application must be lodged with Queensland Transport. For more information on driving in Queensland and obtaining a driver's licence, visit the Queensland Transport website [www.transport.qld.gov.au](http://www.transport.qld.gov.au).

## **Education**

### **Schooling**

Under Australian law, children between the ages of 5 and 15 must attend school. The school-aged dependants of permanent resident, business skills, provisional and temporary resident visa holders are generally able to access mainstream schooling without the need to pay tuition fees.

The education system in Australia is open to all people and offers an opportunity for all age groups and levels of ability. School is compulsory for all children aged between five and fifteen years although these ages may vary slightly in some states.

The government provides public school and Churches and other groups provide private schooling. Public schooling is free while fees are payable for private schooling. Note: Students holding temporary visas may be required to pay full school fees at private institutions, but you should always check with individual schools for details.

The Brisbane school year is divided into two semesters and usually runs from late January to mid-December. There are two terms in each semester, with holiday breaks for Easter (usually one week), winter (usually two weeks), spring (usually two weeks), and summer (usually six weeks). State primary and high schools generally run from 9 am to 3 pm, Monday to Friday, except for public holidays, school holidays and student free days.

To check whether tuition fees will be required or for further information on education in Queensland, contact the Education Queensland International unit via [EQInternational@defa.qld.gov.au](mailto:EQInternational@defa.qld.gov.au) or through [www.education.qld.gov.au](http://www.education.qld.gov.au).

### **Universities**

Brisbane has three universities based within the city and is also serviced by individual campuses of four other regional universities that are located within the city boundaries. A broad and innovative range of study options are available and each university undertakes an extensive research program.

### **Childcare**

Childcare facilities are available for children between the ages of 6 weeks and 5 years, as well as before school and afternoon care for school-aged children. Waiting lists can be long and places are limited, so it is important that you plan well in advance to secure childcare.

Mater Health Services has a childcare centre onsite however places are limited so please contact them directly to discuss any arrangements in advance of your Australian arrival.

The new Mater Childcare Building is a new facility that offers 186 new childcare places for children from babies to school entry age.

The first-class five storey facility incorporates outdoor play areas at each level to maximise fresh air and natural light along with an onsite kitchen facility so that daily fresh cooked meals are provided to each child.

Please contact Mater Childcare on **07 3163 3444** or [childcare@mater.org.au](mailto:childcare@mater.org.au) for more information.

### **Playgroup**

Playgroups are a community based service for parents and children aged 0 – 5 years. They are a great way to make new friends, obtain support from other parents and have fun with your children. For further information please see <http://www.playgroupaustralia.com.au/qld/>

### **Cultural and sporting events**

Brisbane is also home to a number of national league sporting teams, with the Brisbane Broncos (Rugby League), QLD Roar (Soccer/Football), QLD Reds (Rugby Union), QLD Firebirds (Netball) and Brisbane Lions (Australian Football) all calling Brisbane home.

The city's two major sporting facilities, The Gabba (Australian Football and Cricket) and Suncorp Stadium (Rugby Union, League and Football) are located within close proximity of the Mater's South Brisbane campus.

The Mater's South Brisbane campus is located within walking distance of the South Bank area and the Queensland Cultural Precinct, home of the Queensland Art Gallery, the Gallery of Modern Art (GoMA), State Library of Queensland, Queensland Museum and Queensland Performing Arts Centre (QPAC).



Photo courtesy of Tourism Queensland/ [www.tq.com.au](http://www.tq.com.au)

Brisbane offers a range of museums within the Cultural Precinct and throughout the city including the Queensland Museum Science Centre, the MacArthur Museum and the Museum of Brisbane.

QPAC hosts an array of performances by local, national and international companies and artists and provides Brisbane with quality theatre, comedy and musical performances at a world-class facility.

Brisbane has a thriving music scene and you can find anything to suit your tastes from alternative music scene in Fortitude Valley to large stadium and world famous acts playing at the Brisbane Entertainment Centre. If jazz is more your thing you may like to take a boat ride from the city to the Brisbane Jazz Club on the banks of the Brisbane River.

The Brisbane Powerhouse is both a producer of contemporary performing arts and a multi-arts venue. Nestled on the beautiful banks of Brisbane River (beside New Farm Park) the former power station has become a distinct landmark, both as a stunning industrial creation and as a hub for everything creative, including theatre, music, comedy, film, visual arts, festivals and ideas.

Offering impressive views across the river of the city and surrounds, the cliffs at Kangaroo Point are a popular picnic and recreation spot. The base of the cliffs is dotted with whimsical pavilions, vibrant sculptures, shaded walking and cycling paths and barbecue facilities.

Visit Roma Street Parklands, one of the world's largest urban subtropical gardens, right in the centre of Brisbane. Nestled between prestigious Wickham Terrace and the bustling Roma Street Train Station, this inner-city oasis features a variety of distinct sections

including coastal wetlands, arid succulents, rainforest ferns, and an ever-changing display of colourful annuals.

For the most spectacular views of Brisbane, head to Mount Coot-tha. Panoramic views stretch from the cool mountain ranges in the distance to the glittering waters and islands of Moreton Bay. At night, the black velvet of the starlit sky seems to meld into the twinkling lights of the city below.



## Appendix 1 – Moving to Brisbane

### Visas and Immigration

Department of Immigration and Citizenship – [www.immi.gov.au](http://www.immi.gov.au)

The Department of Immigration and Citizenship (IMMI) manages the lawful, orderly entry and stay of people in Australia and promotes a society which values Australian citizenship, appreciates cultural diversity and enables migrants to participate equitably. All visa applications and immigration enquiries must be lodged with IMMI.

Migration Agents Registration Authority – [www.themara.com.au](http://www.themara.com.au)

The Migration Agents Registration Authority (MARA) is appointed by the federal government to help consumers and maintain high standards of knowledge, ethics and professionalism in the migration advice profession. MARA can help consumers with finding a migration agent and provide advice about the fees that migration agents might charge.

### Nursing Registration

Australian Nursing and Midwifery Board - [www.nursingmidwiferyboard.gov.au/en.aspx](http://www.nursingmidwiferyboard.gov.au/en.aspx)

Australian Health Practitioner Regulation Agency - [www.ahpra.gov.au](http://www.ahpra.gov.au)

### Australian Taxation

Australian Taxation Office – [www.ato.gov.au](http://www.ato.gov.au)

The Australian Taxation office (ATO) is the Government's principal revenue collection agency. The ATO issues Tax File Numbers, manages income tax returns, and regulates small business taxation.

### Health care

Medicare – [www.medicare.gov.au](http://www.medicare.gov.au)

The Australian Government provides assistance with medical expenses through Medicare. The government also subsidises the cost of most medicine under the Pharmaceutical Benefits Scheme (PBS). Both Medicare and the PBS are administered by Medicare Australia.

### Location

Visit Brisbane – [www.visitbrisbane.com.au](http://www.visitbrisbane.com.au)

Visit Brisbane is a unique, Brisbane-based website which provides up-to-date information that enriches the experience of people who live in and visit the city.

Queensland Holidays – [www.queenslandholidays.com.au](http://www.queenslandholidays.com.au)

Comprehensive travel information to help prepare for a great holiday in Queensland.

Tourism Australia – [www.australia.com](http://www.australia.com)

Tourism Australia is a statutory authority of the Australian Government, which promotes Australia as a tourism destination internationally and domestically, and delivers research and forecasts for the sector.



Photo courtesy of Tourism Queensland/ [www.tq.com.au](http://www.tq.com.au)

### Housing

Realestate.com.au – [www.realestate.com.au](http://www.realestate.com.au)

Real estate and property listings for sale and to rent, includes information on buying and selling, tips on building, an auction timetable and other helpful resources.

Real estate @ Domain – [www.domain.com.au](http://www.domain.com.au)

Listings of houses and apartments for sale or rent all over Australia, thousands of properties in Sydney, Melbourne, Brisbane, Perth, and all other Australian centres.

Residential Tenancies Authority – [www.rta.gov.au](http://www.rta.gov.au)

The Residential Tenancies Authority assists tenants, lessors, agents, residents and service providers in regard to rental bond custody, tenancy information and education, dispute resolution and investigations.

Foreign Investment Review Board - [www.firb.gov.au](http://www.firb.gov.au)

Foreign purchasers intending to acquire real estate in Australia must seek prior approval from the Government through the Foreign Investment Review Board unless specifically exempted by the Foreign Acquisitions and Takeovers Regulations.

**South East Queensland Rents** – [www.seqrents.com.au](http://www.seqrents.com.au)

Links to available accommodation in South East Queensland. Covers short and long term tenancies as well as furnished and unfurnished housing.

### **Transport**

**TransLink** – [www.translink.com.au](http://www.translink.com.au)

TransLink provides one single public transport network covering South East Queensland from Gympie North/Noosa to Coolangatta and west to Helidon.

**Queensland Transport** – [www.transport.qld.gov.au](http://www.transport.qld.gov.au)

Administers and regulates Queensland's vehicle registration and driver licensing.

**Carsales** – [www.carsales.com.au](http://www.carsales.com.au)

Lists over 150,000 new and used cars for sale from private car sellers and car dealers.

**Red book** – [www.redbook.com.au](http://www.redbook.com.au)

Great tool to find used car values, buy or sell a car online, compare vehicles, find new car prices, research new models and reviews, and find motorcycle values.

**Royal Automobile Club of Queensland** – [www.racq.com.au](http://www.racq.com.au)

Motoring organisation providing breakdown assistance, insurance, travel, and road condition information.

### **Education**

**Department of Education and Training** - <http://education.qld.gov.au/>

Access the Queensland Government website with information on all you need to know regarding primary, secondary and tertiary education information in Queensland.

**My School** - [www.myschool.edu.au/](http://www.myschool.edu.au/)

The My School website has been developed by the Australian Curriculum, Assessment and Reporting Authority (ACARA) to provide detailed information about almost 10,000 schools in Australia. It uses a new index of student and school characteristics, developed specifically for the purpose of identifying schools serving similar student populations.

**Queensland Department of Education, Training and the Arts** – [www.education.qld.gov.au](http://www.education.qld.gov.au)

Provides information on education in Queensland – schooling, university and other – with a unit (EQ International) devoted to managing education programs for international students in Queensland public schools.

**University of Queensland** – [www.uq.edu.au](http://www.uq.edu.au)

The University of Queensland (UQ) is one of Australia's premier learning and research institutions. Based in Brisbane, UQ is the oldest university in Queensland and has over 40 campuses, teaching and health centres throughout Queensland.

**Queensland University of Technology** – [www.qut.edu.au](http://www.qut.edu.au)

Queensland University of Technology (QUT) enrolls 40,000 students, with 12% from overseas. QUT offers a broad range of undergraduate and postgraduate courses with the home campus at Gardens Point; just 20 minutes walk from Mater Health Services' South Brisbane campus.

**Griffith University** – [www.gu.edu.au](http://www.gu.edu.au)

Griffith University is committed to multidisciplinary teaching and research, and the creation and communication of knowledge. It has five campuses in three cities across the Brisbane-Gold Coast corridor, with more than 37,000 students and 3,500 staff.

## Sport

### **Brisbane Broncos – [www.broncos.com.au](http://www.broncos.com.au)**

In recent history, the Broncos have been one of Australia's most successful rugby league teams with six premierships since entering the competition in 1988. They host teams from the National Rugby League in 13 home games each season.

### **QLD Firebirds – [www.firebirds.net.au](http://www.firebirds.net.au)**

In 2008, a new Tran Tasman netball competition was launched, with the QLD Firebirds finishing fifth. The season runs from April to July with home games played at the Brisbane Convention and Exhibition Centre, just 15 minutes walk from the Mater's South Brisbane campus.

### **Brisbane Lions – [www.lions.com.au](http://www.lions.com.au)**

The Lions are the most successful Australian Football League (AFL) team of the 21st century with three premierships from four grand finals. Watching the Lions at The Gabba on a Saturday night is a great introduction to AFL.

### **QLD Reds – [www.gru.com.au](http://www.gru.com.au)**

The QLD Reds play in the Super 14 Rugby tournament, featuring teams from Australia, South Africa and New Zealand. Queensland Rugby Union also hosts a number of international rugby tests each year.

### **Brisbane Roar – [www.qldroar.com.au](http://www.qldroar.com.au)**

Brisbane Roar takes part in the Australian National Soccer League (A-League). The league features teams from across Australia vying for the national title and inclusion in the lucrative Asian Champions League.

## Culture

### **Things to see and do**

#### **QLD Art Gallery & Gallery of Modern Art – [www.gag.qld.gov.au](http://www.gag.qld.gov.au)**

The QLD Art Gallery and Gallery of Modern Art is Queensland's premier visual arts institution and a leading art museum. Previous features have included an exhibition of more than 300 Andy Warhol works and the first Australian exhibition of Picasso and his personal collection.

#### **QLD Performing Arts Centre (QPAC) – [www.qpac.com.au](http://www.qpac.com.au)**

QPAC hosts an array of performances by local, national and international companies and artists. QPAC provides Brisbane with quality theatre, comedy and musical performances at a world-class facility.

#### **Fireworks Gallery – [www.fireworksgallery.com.au](http://www.fireworksgallery.com.au)**

Fireworks Gallery specialises in sourcing contemporary works from across Australia, from established and emerging artists. Their exhibitions convey a progressive attitude towards current contemporary art practices and strive for dynamic combinations, often involving both black and white perspectives.

#### **Brisbane Powerhouse – [www.brisbanepowerhouse.org/](http://www.brisbanepowerhouse.org/)**

The Brisbane Powerhouse is Brisbane City Council's leading arts performance venue. Brisbane Powerhouse is both a producer of contemporary performing arts and a multi-arts venue. Nestled on the beautiful banks of Brisbane River (beside New Farm Park) the former power station has become a distinct landmark, both as a stunning industrial creation and as a hub for everything creative, including theatre, music, comedy, film, visual arts, festivals and ideas.

#### **Queensland Museum Sciencentre – [www.SouthBank.qm.qld.gov.au/sciencentre](http://www.SouthBank.qm.qld.gov.au/sciencentre)**

The Sciencentre offers hours of interactive, hands-on, minds-on, science-based fun. Almost 100 interactive exhibits have been divided into three galleries: Body Zone, Earth Space and Action Stations.

#### **MacArthur Museum – [www.macarthurmuseumbrisbane.org](http://www.macarthurmuseumbrisbane.org)**

Some believe that the MacArthur Museum Brisbane is as significant to Australia as London's Cabinet War Rooms are to Britain. The Museum includes the actual office that was occupied by General Douglas MacArthur when he directed the Allied Forces World War II Pacific campaign. Experience Brisbane during the dark years of World War II, when the streets were lined with air-raid shelters, and military vessels crowded the banks of the Brisbane River. Imagine a time of censorship, rationing and blackouts, and meet the family man, General Douglas MacArthur, through fascinating themed displays.

#### **Museum of Brisbane – [www.museumofbrisbane.com.au](http://www.museumofbrisbane.com.au)**

MoB's exhibition program celebrates the communities and culture of Brisbane through an innovative and contemporary combination of social history and visual arts. Each exhibition provides an opportunity to discover more about different aspects of Brisbane's cultural and

historical landscape. MoB also explores the people and communities of Brisbane and how their unique stories have contributed to the city we live in today. An ever-changing program of exhibitions, installations and events ensure that every visit to MoB is unique.

**Brisbane City Hall - [www.brisbane.qld.gov.au/BCC](http://www.brisbane.qld.gov.au/BCC)**

Considered the heart of the city of Brisbane, the heritage listed City Hall features a 92 metre clock tower that crowns the building's sandstone face. Recently refurbished, the City Hall is used for an array of community and commercial activities, including numerous free and inexpensive concerts and performances.

**Brisbane Jazz Club - [www.brisbanejazzclub.com.au](http://www.brisbanejazzclub.com.au)**

The club's great location on the banks of the Brisbane River provides an ideal setting for members and their visitors to hear the best of local, interstate, and international jazz artists at their regular sessions.

**Liveguide.com.au - [www.liveguide.com.au/Brisbane](http://www.liveguide.com.au/Brisbane)**

Established in 1999, LiveGuide.com.au is Australia's premier live entertainment and events network. Showcasing over 3500 events weekly, LiveGuide.com.au delivers the most comprehensive "what's on" content for music, arts, theatre, sports and entertainment events.

**Family Fun**

**Alma Park Zoo - [www.almaparkzoo.com.au](http://www.almaparkzoo.com.au)**

A day at Alma Park Zoo will allow you and your family to discover a wide range of Australian, international, exotic and endangered animals. You can touch and even cuddle the koalas, snakes and crocodiles, and hand feed the kangaroos and the deer. Alma Park Zoo has free BBQ facilities and picnic lawns in its rainforest gardens for you to enjoy.

**Lone Pine Koala Sanctuary - [www.koala.net](http://www.koala.net)**

Lone Pine Koala Sanctuary is the first and largest koala sanctuary in the world. Set in attractive natural settings located on the Brisbane River, over 130 koalas live here, alongside kangaroos, dingoes, wombats and many other Australian natives.

**Kangaroo Point Cliffs**

Offering impressive views across the river of the city and surrounds, the cliffs at Kangaroo Point are a popular picnic and recreation spot. The base of the cliffs is dotted with whimsical pavilions, vibrant sculptures, shaded walking and cycling paths and barbecue facilities. The cliffs provide excellent rock-climbing possibilities for all skill levels and are used as a training ground by local rock-climbers and assailers. The manmade cliffs are most impressive when viewed at night, their rocky formations lit from below by powerful spotlights.

**Roma Street Parklands**

Visit one of the world's largest urban subtropical gardens, right in the centre of Brisbane. Nestled between prestigious Wickham Terrace and the bustling Roma Street Train Station, this inner-city oasis features a variety of distinct sections including coastal wetlands, arid succulents, rainforest ferns, and an ever-changing display of colourful annuals.

**Mount Coot-tha Park**

For the most spectacular views of Brisbane, head to the observation deck at Mount Coot-tha. Panoramic views stretch from the cool mountain ranges in the distance to the glittering waters and islands of Moreton Bay. At night, the black velvet of the starlit sky seems to meld into the twinkling lights of the city below. There are several picnic areas and a handful of walking tracks located around the lookout. Follow the Aboriginal Track to Slaughter's Falls, keeping your eyes open for a glimpse of some original Aboriginal tree carvings and rock paintings.

**Australia Zoo - [www.australiazoo.com.au](http://www.australiazoo.com.au)**

Australia Zoo is located on the beautiful Sunshine Coast near the Glasshouse Mountains. Just 45 minutes north of Brisbane on Steve Irwin Way, it is the home of some of Australia's most unique and amazing wildlife, as well as some remarkable animals from overseas. Your visit to the Home of The Crocodile Hunter will definitely thrill and amaze you!

**Currumbin Bird Sanctuary - [www.currumbin-sanctuary.org.au](http://www.currumbin-sanctuary.org.au)**

Currumbin Wildlife Sanctuary is the Gold Coast's leading native wildlife and coastal rainforest experience. With hundreds of native Australian animals on display in natural bush land and rainforest surroundings, Currumbin Wildlife Sanctuary provides a rare opportunity to get closer to the amazing native wildlife.

**Theme parks**

**Dreamworld and White Water World - [www.dreamworld.com.au](http://www.dreamworld.com.au)**

Located with an hour's drive of Brisbane Dreamworld is one of the five theme parks on the Gold Coast. From the tallest and fastest thrill rides, to live interactive shows and unique animal attractions, there's something for everyone at Dreamworld!

**MovieWorld - <http://movieworld.myfun.com.au>**

As the only Australian movie related theme park, you will experience a fun-filled, Gold Coast theme park family adventure with all the glitz and glamour of Hollywood at Warner Bros. Movie World. Meet your favourite stars and enjoy all the behind-the-scenes action, comedy stunts and exhilarating rides, shows and attractions!

**SeaWorld – <http://seaworld.myfun.com.au>**

At Sea World you can make contact with marine life wonders and experience a whole world of amazing rides, shows and attractions at a Gold Coast theme park favourite!

**Wet'n' Wild Water World – <http://wetnwild.myfun.com.au>**

Wet'n'Wild Water World combines all the fun and excitement of the world's latest water slides and leisure pools with a shaded 20 acre subtropical garden.

**Island getaways**

**Moreton Island - [www.moretonisland.com.au](http://www.moretonisland.com.au)**

Moreton Island is one of the largest sand islands in the world and forms much of the eastern side of Moreton Bay. Situated 40km's from Brisbane, the island is 38km long and 9km across at its widest point and covers 185 sq. km. The island is home to a variety of wildlife including birds such as the red-capped dotterel and thousands of waders which live along the beaches and in the wetlands and scrub.

Most of Moreton Island has been declared a National Park to conserve and protect the natural areas, wildlife and historical sites and is also a recreation area managed for public use and enjoyment.

Moreton Island is globally famous for the spectacular array of sea life that continually cruises its coastline. From the Cape Moreton lighthouse or sight-seeing boats, you can expect to see manta rays, dugongs and turtles gliding in the crystal clear water, while dolphins frolic and feed in the waves.

The waters surrounding Moreton Island are always clean, and usually crystal clear. Swimmers can enjoy a dip from any of the beaches, but Honeymoon Bay, just around the corner from Cape Moreton, is an especially delightful spot, and the sheltered foreshore at Tangalooma is another favourite. Water temperatures usually remain above 17 degrees Celsius even in mid winter.

**Stradbroke Island - [www.stradbroke-island.com.au](http://www.stradbroke-island.com.au)**

Actually comprising of two islands (North and South Stradbroke Island), Stradbroke Island is one of Australia's premier natural treasures and a perfect escape destination, conveniently located on Brisbane's doorstep. It is one of the largest sand islands in the world, with kilometres of white sandy beaches fringing the island's eastern side. The calm waters of Moreton Bay lap against the shores of Stradbroke Island's western fishing towns.

With an incredible diversity of experiences to offer and beautiful spots to explore, North and South Stradbroke Islands are popular holiday destinations for families, couples and adventure-seekers alike.

Stradbroke Island's unspoilt beaches and headlands are perfect for swimming, surfing and fishing year round. Whales, dolphins, turtles and manta rays can often be spotted from the spectacular North Gorge at the northern tip of the island. The island has been listed as one of the world's most ecologically important wetlands and has several freshwater lakes, waterways and lagoons.

The climate is subtropical, with sunshine almost all year round. Temperatures in coastal South- East Queensland range from an average of 20C in July to an average of 28C in February.

**Fraser Island - [www.fraserisland.net](http://www.fraserisland.net)**

Located 3.5 to 4 hours drive north of Brisbane, Fraser Island stretches over 123kms in length and 22kms at its widest point. With an area of 184 000 hectares it is the largest sand island in the world. World Heritage listing ranks it with Australia's Uluru, Kakadu and the Great Barrier Reef.

Fraser Island is a place of exceptional beauty, with its long uninterrupted white beaches flanked by strikingly coloured sand cliffs, and over 100 freshwater lakes, some tea-coloured and others clear and blue, all ringed by white sandy beaches. Ancient rainforests grow in sand along the banks of fast-flowing, crystal-clear creeks.

## Appendix 2 – Relocation checklist

12 months to go	Completed
If possible, plan a visit to Brisbane to investigate the city. If this is not an option, start researching Brisbane via the web, purchase a book on moving to Australia and contact any friends or relatives that you know in Australia.	<input type="checkbox"/>
A good book on relocation to Australia is “Living and Working in Australia” by David Hampshire (ISBN 978 1 905303 10 6).	
Assess your current finances and plan how you can best repay debt and save for the move.	<input type="checkbox"/>
Apply for AHPRA Registration. This can take up to 6 months and Employer Nominated Visas cannot be approved without it.	<input type="checkbox"/>
Plan to sell or rent your house.	<input type="checkbox"/>
Check the currency of your passports – they need to be valid for at least two years. If you do not have a passport, begin the process of applying for one.	<input type="checkbox"/>

6 months to go	Completed
Investigate which Australian visa would be most suitable for your needs and begin the application process.	<input type="checkbox"/>
Inform your children’s school/s that your children will be moving.	<input type="checkbox"/>
Collect quotes from a number of freight companies for moving personal effects and furniture.	<input type="checkbox"/>
Research schools in Australia and read their websites. Contact Queensland Education regarding schooling options and requirements.	<input type="checkbox"/>
Find out what you need to do to ship your pets successfully, or find a new home for them.	<input type="checkbox"/>
Complete any medical examinations and policy checks required for entry and employment in Brisbane.	<input type="checkbox"/>
Ask your employer for your P45 and give formal notice of your resignation (UK residents only).	<input type="checkbox"/>
Request credit card references from your banks and/or lending institutions.	<input type="checkbox"/>
Source temporary accommodation for your initial arrival in Brisbane.	<input type="checkbox"/>
Research cost of living in Brisbane and where you would like to live.	<input type="checkbox"/>

2 months to go	Completed
Book temporary accommodation in Brisbane.	<input type="checkbox"/>
Register your children at their new schools in Australia.	<input type="checkbox"/>
Give notice to your landlord, if necessary.	<input type="checkbox"/>
Start packing any non-essential items.	<input type="checkbox"/>
Collect the following original documents – file them and keep them with you when you fly to Brisbane (in your hand luggage, if possible). Make copies and leave them with an appropriate person in your home country:	<input type="checkbox"/>
• all FULL birth certificates	<input type="checkbox"/>
• all marriage (and divorce, if applicable) certificates	<input type="checkbox"/>
• all qualifications you have from school onwards	<input type="checkbox"/>
• job/employment references, Statements of Service	<input type="checkbox"/>
• proof of no claim bonus for insurance	<input type="checkbox"/>
• copies of all life and other insurance documents	<input type="checkbox"/>
• your Will	<input type="checkbox"/>
• evidence of all your investments	<input type="checkbox"/>
• evidence of your children’s school records, immunisation certificates, academic qualifications/results	<input type="checkbox"/>
• current medical prescriptions (and sufficient supply to last at least your first month in Australia)	<input type="checkbox"/>
• medical and dental records	<input type="checkbox"/>
• eye prescription from optician/optometrist	<input type="checkbox"/>

<b>1 month to go</b>	<b>Completed</b>
Give a forwarding address to all official contacts, including your bank, passport office, immigration and accountants.	<input type="checkbox"/>
Finalise packing and ensure possessions are ready to be sent.	<input type="checkbox"/>
Cancel accounts for TV, Internet, phone and insurance.	<input type="checkbox"/>
Update all utility accounts and taxes.	<input type="checkbox"/>
Arrange for your post to be redirected.	<input type="checkbox"/>
Confirm bookings with travel agents and freight companies.	<input type="checkbox"/>
Cancel direct debits coming from your bank account.	<input type="checkbox"/>
If you do not already have one, arrange a web-based email address (such as Hotmail or Google Mail) to make it easy to stay in touch with your family and friends.	<input type="checkbox"/>

<b>Last month</b>	<b>Completed</b>
Cancel milk and/or newspaper delivery.	<input type="checkbox"/>
Cancel car insurance.	<input type="checkbox"/>
Organise transport to the airport leaving yourself plenty of time.	<input type="checkbox"/>
Change sufficient cash into Australian dollars for spending when you first arrive.	<input type="checkbox"/>
Say goodbye to loved ones.	<input type="checkbox"/>