



MEDHEALTH

Make the move ALLIED HEALTH CAREERS IN AUSTRALIA

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WHY *Australia?*

Australia is one of the most diverse and exciting countries in the world in which to live and work.

More South Africans are moving to Australia after hearing about the incredible opportunities that can be found here, often from family or friends who have made the move already.

Whether your priority is a strong economy, excellent healthcare, an outstanding education system, or a safe and secure place to live, Australia has what you've been looking for.



A STRONG ECONOMY

Australia has a strong, resilient economy that is set to become the world's 12th largest economy this year. Consequently, our standard of living is high compared with many other countries.

More than 90 per cent of the 1.3 million Australians who either lost their jobs or saw their working hours reduced to zero at the start of the pandemic, are now gainfully back at work.

Our minimum wage is also high relative to other countries, allowing anyone with a job to be able to afford rent or mortgage and food, regardless of where they work.



DIFFERENT CLIMATES

In Australia, we're lucky enough to experience the tropical zone in the north, the subtropical zone across much of our centre, and temperate zones in the south.

Places in the temperate zone – like Adelaide and Melbourne – have distinct seasons, with warm, long days in summer, and cold, short days in winter.

The tropical zone, which includes places like Cairns and Darwin, is warm and humid most of the year. Places like Perth and Brisbane are considered subtropical, with hot summers and mild winters.

Australia boasts around 3000 hours of sunshine a year, which has to be one of the biggest single benefits of living in Australia!

A SAFE, SECURE COUNTRY



Our country is considered one of the safest on earth, with low levels of crime and effective police forces that promote safe, secure and orderly societies across the states and territories.

Australia was named the safest country in the world for women for two years running by the Johannesburg-based Global Wealth Migration Review, ahead of New Zealand and Canada.

We've also been named the 13th safest country in the world by the Global Peace Index 2018.

We tend to feel proud of our peaceful society and safe lifestyle, with many parents feeling free to encourage their children to walk to and from school.



AN ENVIABLE LIFESTYLE

Many people choose to migrate to Australia for a better lifestyle, discovering on arrival how much better daily life is than they could ever have imagined.

Australians have a love affair with the outdoors, sport and the arts, and enjoy being able to strike a good balance between their professional career and leisure pursuits all year round.

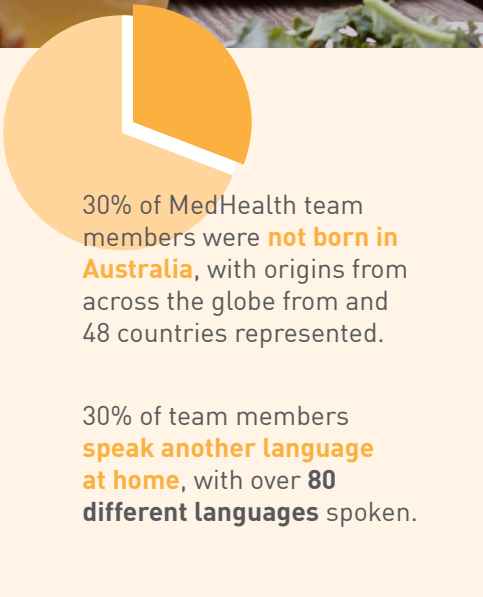
It's easy to take time out for the things you enjoy, whether that's a swim or surf, camping with friends, watching your favourite sports team, or simply visiting the local playground for some outdoor fun.

And having adopted the 38-hour working week decades ago, Australians in full-time work benefit from a greater work/life balance than most societies around the world.

Regardless of whether you choose a city, suburban or country life, you can combine work with a truly relaxed lifestyle. But don't just take our word for it – Australian cities regularly feature in the top 10 most liveable cities in the world rankings, thanks to our political and economic stability, multiculturalism, modern lifestyle and high standard of living.

Whether you choose
a city, suburban or
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WE WELCOME MIGRANTS

Australia has a good reputation for welcoming migrants, having been founded on immigration and growing into a diverse and inclusive society. Today we are a diverse and multicultural society, with people from many different backgrounds and about one fifth of our population born overseas. Migrants make a significant contribution to the Australian way of life, which is evident in the food we eat, the languages we speak and the religious faiths we practise. South Africa and Australia have forged strong links since colonisation, and today there are about 190,000 South African-born people living in Australia.



FREE OR SUBSIDISED EDUCATION

The Australian education system provides free or subsidised primary, secondary and tertiary education. While some states and territories do charge a fee for education for temporary visa holders, many do not, and the system offers a wide variety of schooling choices for relocating families, in both the state and private sectors. Our education system has a good international reputation, scoring well above average in international education league tables, with Australian students consistently performing at a level much higher than the international average. While English is the main language of instruction in the Australian system, many schools offer programs in other languages and bilingual programs.



HARMONIOUS WORKPLACE RELATIONS

Australian workplace laws apply equally to all workers employed in Australia, including visa holders. Entitlements cover hours of work, minimum rates of pay, leave entitlements and requests for flexible work. Employees and employers can negotiate workplace agreements, while federal legislation exists to guarantee a minimum rate of pay and minimum leave entitlements.



STRONG ON COVID

Australia has become a pandemic success story, having eliminated community transmission of the Corona virus across our population of 26 million. Practical measures quickly put in place by our federal and state and territory leaders and health officials have contributed to our success. These measures include quickly and tightly sealing our international borders, shutting our domestic borders and severely limiting movement for both interstate and intrastate travellers, and rapidly building up the manpower to track down and isolate outbreaks. Importantly, leaders from across the ideological spectrum persuaded Australians to take the pandemic seriously early on, and prepared us to give up civil liberties we had never lost before, even during two world wars. For people who want to experience Australia, there is no better time than the present.



A BEAUTIFUL ENVIRONMENT

It's no secret that Australia is one of the most beautiful countries in the world, as anyone who has been here can confirm. If you live and work in any one of our major cities, you will always be within easy reach of natural beauty, whether that's our stunning beaches or our scenic mountain and country regions. Did you know that Australia has more than 10,000 beaches, many of them outstandingly beautiful, such as Bells Beach in Victoria, Bondi Beach in Sydney and Glenelg Beach in Adelaide? Australia is brimming with stunning natural landscapes, unique flora and fauna, and incredible human-made icons.

ALLIED HEALTH CAREERS *in Australia*

In Australia, allied health professionals are highly qualified, university-trained health practitioners who make up about a quarter of our health workforce.

They're well-respected professionals who are recognised in the community for their crucial role in the Australian healthcare system.

They are also in high demand for the specialised expertise and high-quality care they provide across the aged care, mental health, disability and health sectors.

While the number of allied health workers has risen steadily over the past decade, Australia needs more to meet the demand, especially in occupational therapy, physiotherapy, psychology and speech pathology.

There are a huge range of benefits in our allied health sector for South Africans who want to broaden their professional horizons in one of the world's best healthcare systems. These include:

YOUR QUALIFICATIONS ARE LIKELY TO BE RECOGNISED HERE

International health workers play an important role in Australia's health service delivery. Provided you have a tertiary-level degree, issued by a recognised educational institution, have a minimum of two years' experience in professional practice, and you've registered with the relevant regulatory body in your field, you're on track to be legally entitled to work as an allied health professional in Australia.

Australia offers allied health professionals excellent job and earning prospects and an attractive work environment

FINANCIAL SECURITY

In Australia, the average wage is 30 per cent above the world average, and weekly earnings for an allied health professional, are significantly higher again, so you can expect a comfortable salary that provides you with financial stability.

For example, an experienced Occupational Therapist can expect to earn anywhere from an average of \$81,588 per annum as a non-manager, to over \$100,000 if you have experience or work in regional locations outside of our cities.

These salary figures demonstrate that your earnings potential in Australia as an Occupational Therapist is about three times higher than what you would expect to earn in South Africa.

Your skillset and problem-solving abilities are in high demand, and the need for professionals in your field is only going to grow in the future, so you can look forward to job security.

As a MedHealth employee, your salary package would comprise:

- **Guaranteed base salary**
- **Superannuation** Paid for by us as a percentage of your salary (9.5%) into a super fund account for you to access as an income stream on your retirement
- **Car allowance** A vehicle is required for many of our roles, and you would need to convert to an Australian licence on arrival. You'll have access to a novated lease which means MedHealth can take money direct from your pay, some before tax, to make car and running cost payments

While the cost of living in some areas, such as housing, may be high in Australia, our generous wages more than make up for this, leaving you with far greater purchasing power overall.

For instance, in Sydney the average net salary after tax is R71768.09 per month, while in Johannesburg the average net salary after tax is R20522 per month. This means that local purchasing power in Sydney is 45.25 per cent higher than in Johannesburg.

WELL-REGULATED PROFESSIONS

Allied health is a well-regulated profession in Australia. Each allied health profession has a system in place to make sure practitioners are appropriately qualified, undertake ongoing professional development, and adhere to professional standards.

For instance, Occupational Therapy Australia is the leading occupational therapy organisation representing more than 6,000 members.

Not only that but allied health professionals must meet the Australian Health Practitioners Regulation Authority's registration standards to deliver services under different schemes, including worker's compensation, and the National Disability Insurance Scheme.

PATHWAY TO PERMANENT RESIDENCY

Qualified healthcare professionals are in high demand in the Australian healthcare sector, so if you're an allied health professional such as an OT or a physiotherapist, we offer excellent job and earning prospects, and a dynamic, collaborative, purpose-driven work environment.

Whether you want to immigrate permanently to Australia or just want to work in Australia temporarily with a work visa, qualified professionals have very good prospects for obtaining an Australian visa.

Making the move WITH MEDHEALTH

With so many reasons to live and work in Australia, it's time to take the plunge! You can start or continue your allied health career in Australia with MedHealth.

ABOUT MEDHEALTH

We are an industry-leading collection of health, medical and employment brands, supporting people all over Australia to build better lives through health and work. Our programs provide support to injured or ill workers, people with disability, people with mental health conditions, people injured in car accidents, and many others. We help others realise their potential, backed by the expertise of more than 1700 health, employment and support professionals.

Our people have career and secondment opportunities across 19 health, wellbeing and employment businesses. These include:



ABILITY ACTION AUSTRALIA

A national provider of occupational therapy, exercise physiology and physiotherapy services to participants of the National Disability Insurance Scheme (NDIS), Ability Action Australia supports people of all ages living with disability to reach their health, wellbeing, development and independence goals.



BE ACTIVE HEALTH SOLUTIONS

Be Active is a team of dedicated and experienced exercise physiologists who tailor exercise rehabilitation programs for every client. These programs provide clients with the tools to self-manage their condition, improve their quality of health and unlock their potential in life through the power of exercise.



ATWORK AUSTRALIA

atWork Australia improves participation in society for people living with disability or disadvantage. They help people to identify their goals, build their job-readiness and find meaningful employment. They also support NDIS participants with therapy, counselling and positive behaviour support.



IPAR

IPAR is a national provider of health, wellbeing and return to work solutions. Its team of allied health professionals support people to be safe and productive at work, and in the instance of injury or illness, they support people to make a timely and sustainable return to work. From late 2021, IPAR will provide independent assessment services to people seeking to access the NDIS.



WORKFOCUS AUSTRALIA

A workplace rehabilitation provider with a strong focus on good health, life and work, WorkFocus Australia's team of allied health professionals guide people through the recovery process to return to health and productivity. WorkFocus Australia also delivers an Australian Government contract – JobAccess – which is a national hub for information on employing people living with disability.



KAIRROS

The team at Kairros works to minimise the social and financial impact of workplace injury and illness. Everything they do is focused on boosting the health, safety and productivity of people. Kairros also offers tailored programs for clients who speak English as a second language, as well as a service especially designed for workers on night shift.



STRATEGIC INDUSTRY SOLUTIONS

SIS Rehab is a workplace rehabilitation provider servicing New South Wales. The boutique team commenced in 2004 to provide best practice rehabilitation support to workers recovering from injury or illness and to employers seeking injury prevention, injury management and return to work support.

PACKED FULL *of benefits*



Our people are passionate about what they do. So we make sure you are rewarded with all the expected benefits, as well as some little extras that acknowledge there is so much more to life than working hard. Your work is appreciated and recognised.



INDUCTION PROGRAM

Get off to a great start with a thorough induction program delivered by the business you are working with. A nominated buddy or mentor also provides extra support and guidance.



PAID PARENTAL LEAVE

Parental leave allows you to take time away from work for the birth or adoption of a child. It encompasses entitlements such as MedHealth funded maternity and paternity leave, recognition of same sex de facto relationships, Government funded parental leave pay, unpaid parental leave, paid and unpaid adoption leave and a return to work guarantee.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP enables you to access free, confidential and professional counselling. The program is provided by an independent organisation Connect Psych, and is available to all team members to promote health and wellbeing in relation to issues at home and work.



MEDHEALTH ACADEMY

Our professional development (PD) and learning program, MedHealth Academy focuses on collaborative PD activities, highlighting work-based learning. People can accrue continuing professional developments (CDP) points, learning valuable skills which improve techniques, knowledge and experience.

PURCHASED LEAVE

Purchase additional leave by setting aside a portion of your salary to facilitate payment during the time the additional leave is taken. Aligned to a calendar year, you can request to take a reduced salary over 12 months in order to receive between 1 to 4 weeks of additional leave.

HEALTH AND WELLNESS

Support for the wellbeing of your body and mind is available via the Health and Wellness Program. Tap into a huge range of initiatives such as group sports events and exercise classes, yoga, meditation, cooking classes, mindfulness activities and much more.



TRAVEL CLUB

Love to travel? Join the club! Via MedHealth's travel club you get access to exclusive travel deals, a range of member benefits and book now, pay later interest free holidays.



SALARY PACKAGING

Salary packaging is an Australian Taxation Office approved way of paying for a range of everyday items using your pre-tax income. For example, you can purchase a new or used car and pay for finance, fuel, registration, insurance and servicing expenses from a combination of your pre- and post-tax income (called a Novated Lease). You can also salary package portable electronic devices primarily used for work purposes, the cost of professional development memberships and subscriptions, and self-education with tertiary and accredited institutions.

A *supported* MOVE

If you are keen to live and work in Australia, we can support you with what you need for a successful transition

MedHealth is growing across a number of allied health markets and needs to employ more allied health professionals to support our growing services.

To do this, we are employing qualified university graduates and people with experience from across Australia and internationally, including from places such as South Africa where quality candidates can be found.

If you're keen to live and work in Australia, we can support your move in the following ways:



DEDICATED SUPPORT via our International Talent Acquisition Team, including migration assistance, to support your international transfer



WORKING WITH YOU to explore opportunities across all our brands, in both rehabilitation and clinical services and in many locations across Australia, so that we can find the right fit for you



DISCIPLINE-SPECIFIC SUPERVISION to meet Australian requirements



COMPREHENSIVE ONBOARDING and induction package



Continuing **PROFESSIONAL DEVELOPMENT** program



BUDDY SUPPORT so you can familiarise yourself with your new surrounds and Australian culture



COMPETITIVE REMUNERATION package



TAILORED FINANCIAL SUPPORT to help you with relocation expenses, including COVID-19 hotel quarantine



Pathway to **PERMANENT RESIDENCY**

HEATHER'S

story



Heather and her family emigrated from South Africa in 2011, in search of a better life amid concerns about their personal safety and economic security. The reality of immigrating to Perth, Australia ended up being so much better than she had anticipated.

“Living in Australia matched and in fact exceeded my expectations. Being able to go to the park and shops freely - the lifestyle was so much better than I could have imagined,” she says.

Heather’s career in Australia commenced in occupational rehabilitation with WorkFocus Australia.

EARLY EXPERIENCES

There were many differences in the two country’s systems, with limited government funding for Occupational Therapy (OT) services in South Africa, and limited funding for people with an acquired disability. If you could afford it, you could access it.

Heather was “blown away” by the scope of work for OTs in Australia, including the assistive technologies available. She was also surprised by how supportive her workplace was for women, with a number of job share arrangements in place and the opportunity to work part time.

For her, the feeling of safety in Australia was phenomenal.

“My kids can walk to school and catch the bus, and I’m able to drive with my handbag in the front seat!”

She and her family revelled in the relaxed lifestyle and warm climate, and enjoyed the sense of community.

Heather also noticed that Australians are mostly egalitarian and tend to shun the class system that still pervades South Africa.

“The difference between the haves and have nots in South Africa is huge. Australians are just really nice

people and are positive about everything. There are so many opportunities – if you work hard you can do anything,” Heather says.

CHALLENGES

While there were many positives, including the fact that Heather’s sister was already in Perth, the move was not without its trials.

She initially found it hard to build friendship networks, and underestimated the benefit of having people in your life who know your history.

Work was also more challenging in some respects, because in South Africa she had a full-time nanny.

“This was a shock. The lack of available facilities in Australia for working mums and managing half days at school. I felt like it took me about five years to catch up to the level of where I wanted to be, and I think this was related to childcare access,” she explains.

WORKING FOR MEDHEALTH

Her background had been working with people who had suffered catastrophic injury and supporting their return to work, so initially she found Occupational Rehabilitation a challenge.

After that, Heather spent eight years with the JobAccess team, doing her Master of Business Administration along the way, which led to a move into business management and her current role as a project manager.

Overall, Heather has loved working for MedHealth, and seeing the company grow.

“MedHealth look after their staff really well, and there’s lots of opportunity within the group. To other South Africans thinking about coming to Australia, I would say I wish I had done it 10 years earlier!” she says.

JO'S

story



Jo emigrated from New Zealand in 2007. She came for career opportunities and improved wage and employment conditions, and to make an impact by working for larger organisations.

In Australia, Jo, an Occupational Therapist, took a break from occupational rehab to work as an Injury Management Advisor in an insurance role. She was fortunate to have some great leaders who encouraged her to take the next step.

In 2016, she took on a role with IPAR as its National Customer Experience Manager, then in 2019 she was promoted to her current role as the company’s Executive General Manager.

“The wonderful thing about working in Australia is that if you are prepared to put the work in, have confidence and seize opportunities, you can go so far,” Jo says.

A STRAIGHTFORWARD TRANSITION

Jo has found Australia an easy place to live, with great infrastructure and wonderful weather. She’s also close enough to home to regularly visit family.

As she’s moved around to different locations, she’s found it easy to make great friendships and establish new networks, with lots of fellow Kiwis and even a Kiwi section in the supermarket.

“The wonderful thing about working in Australia is that if you are prepared to put the work in, have confidence and seize opportunities, you can go so far.”

Jo appreciates the way large organisations provide opportunities for career development, and have support structures and benefits for their team members, like discounted health insurance.

“I don’t think I would have advanced so quickly in my career if I had stayed at home,” she says.

WHAT WAS DIFFERENT

Initially, Jo had to get a handle on how Medicare works and a new tax system, as well as getting used to Australian vocabulary, and vice versa. Plus, rugby union was quite foreign in AFL-centric Melbourne!

Coming across as an allied health professional and working in occupational rehabilitation, the work has been similar, but there are different schemes and legislation, which means plenty of variety and opportunities.

WHAT'S IT LIKE WORKING FOR IPAR?

Jo says it’s been “really satisfying” working for IPAR, with so much variety in her job across customers and clients. She also feels really lucky working with such a great team who make work so much fun.

“There’s so much flexibility regarding how and where I work. We get to help some of the most vulnerable people in Australia and help them improve their lives. It’s extremely rewarding to be responsible for a business that does this,” she explains.

WHAT WOULD YOU SAY TO OTHERS THINKING OF COMING TO AUSTRALIA?

Jo says as a health professional, there are so many career opportunities in Australia for you.

“Just do it! My family has always encouraged me to stay here, particularly my Dad. One of his biggest regrets was not taking up a job offer on an oil rig in Australia. So here I am today making the most of my career and having a great time while doing it!”

TAKE THE NEXT STEP

Enjoy a supported move with a company that loves promoting from within, and supports our people to achieve their career development and personal goals.

If you like the sound of working with MedHealth and one of our many brands across Australia, these are the steps involved in getting here.

We hope that you're successful and we can't wait to see you thrive in your new role.

1

TALK TO MEDHEALTH about your career options in Australia.

Speak to one of our Global Recruitment Specialists, who can help with all you need to know about:

- The Australian visa process
- Career opportunities within MedHealth
- Our brands
- Where to live in Australia
- Making the move using our handy relocation checklist

2

Before making a decision, **CONNECT WITH US** and to someone who's been there.

We arrange a one-on-one Zoom call with our Global Recruitment Specialist, to discuss the career opportunity and international move in more details.

We also hold regular information sessions with of our team members who also made the move from overseas, so you can get a good idea about including the things they found easy and those they found more challenging, to help with your decision.

3

APPLY FOR A VISA

Our expert recruitment team has strong experience in helping health workers resettle across the states and territories of Australia.

As an employer, if you meet our criteria and have the skills and qualifications we need, MedHealth support you with your visa application.

First we nominate you for a particular position in one of our businesses, and after checking that you meet the visa eligibility criteria we work with you and our migration agent to help complete the visa application.

4

PREPARE TO MOVE

After securing your visa, our Global Arrivals Host will help you arrange a Zoom meeting with your new manager, and coordinate your travel arrangements to Australia.

This will involve helping you to arrange accommodation and other key requirements, such as COVID-19 hotel quarantine.

Our handy relocation checklist includes lots of practical advice for settling into your new community and will also help you organise your move.

5

ARRIVE AND SETTLE IN

MedHealth can assist successful candidates to settle into their new working environment. We will meet you at the airport, help you transfer to your new home, and support you with the practicalities of living in a new country, like opening bank accounts, getting a tax file number, and arranging insurances such as private health cover.



For a confidential discussion on how to apply for a position in Australia with MedHealth, please reach out to our International Talent Acquisition Team today via welcome@medhealth.com.au. We look forward to talking to you.