

# Your complete guide to working in Australia







WELCOME

# A Journey to Professional Growth and Adventure with Day Webster Group

Welcome to an exciting new chapter in your healthcare career! This guide is your first step towards exploring remarkable opportunities in one of the world’s most dynamic and rewarding healthcare landscapes – Australia.

At Day Webster Group, we specialise in connecting talented healthcare professionals like you with exceptional job opportunities across Australia. Whether you’re dreaming of working in a bustling city hospital, a serene coastal clinic, or a vibrant rural healthcare center, our comprehensive guide is designed to navigate you through the wealth of opportunities awaiting in the Land Down Under.

Why Australia? Why Now?

Australia’s healthcare sector is renowned for its innovation, excellence, and a deep commitment to patient care. By choosing to work in Australia, you’re not just changing your location; you’re elevating your career to a global standard, experiencing a unique work culture, and embracing a lifestyle that balances professional satisfaction with an unparalleled quality of life.

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## Job packages

Day Webster Group is proud to connect you with exceptional job packages across Australia. Our collaboration with various esteemed healthcare organisations opens doors to diverse and rewarding career paths. Embark on this exciting journey with us and discover how your skills and passion can make a difference in healthcare down under.

### About our job packages

At Day Webster Group, we don't just offer a job; we offer a career journey. From integration assistance to ongoing professional development, our support extends beyond your initial placement. Hear from our professionals about their enriching experiences and growth opportunities within our network.

**Strong Network with Leading Healthcare Providers:** Our established relationships with Australia's premier healthcare organisations mean we can offer you positions in some of the most sought-after facilities across the country. From bustling city hospitals to tranquil rural clinics, our network spans a diverse range of settings, ensuring a perfect match for your skills and preferences.

**Tailored Job Packages:** Understanding that each professional has unique needs, we offer customised job packages. These packages are designed considering various factors like location, specialisation, and career aspirations. Whether you seek a position in Queensland's coastal towns or the vibrant urban centers of New South Wales, we have you covered.

**Comprehensive Support Services:** We offer an end-to-end service, ensuring a smooth transition into your new role. This includes assistance with visa applications, relocation support, and settling into your new community. Our dedicated team is committed to making your move to Australia as seamless and stress-free as possible.

### Want to discuss what is on offer?

Contact the team at  
[Australia@daywebster.com](mailto:Australia@daywebster.com)

Example of our job packages  
on the next page



# What could a job package look like?



Alongside the perks of working in Australia, the below is a quick example of a job package we are currently recruiting for, highlighting some of the great benefits we could potentially secure for you.

## Healthcare Role based in Queensland

- Relocation bonus
- Negotiable salary
- Accommodation paid for 6 months with a 12-month lease in a fully furnished house
- Assistance in your relocation
- Designated consultant to help you through the whole process
- Ongoing support in your new role whilst you get settled in to your new adventure

## Explore diverse career opportunities across Australian States



### Queensland (QLD):

Embrace a vibrant lifestyle in Queensland, where you have the chance to work in both bustling coastal towns and serene rural settings. Our facilities are diverse, ranging from intimate healthcare centers to larger institutions, all conveniently located near major cities such as Brisbane and the Sunshine Coast. Queensland is renowned for its stunning beaches, tropical climate, and friendly communities, offering an ideal balance of work and leisure.

### New South Wales (NSW):

Experience the rich cultural tapestry of New South Wales. From the scenic shores of Jervis Bay to the historic charm of Orange, and the tranquil lakeside of Bonnell's Bay, NSW offers a variety of settings for healthcare professionals. The state is known for its diverse landscapes, ranging from pristine coastal areas to picturesque rural towns, providing a plethora of opportunities for both professional growth and personal exploration.



### Australian Capital Territory (ACT):

In the heart of Australia lies Canberra in the Australian Capital Territory, a place of political significance and cultural diversity. Working in ACT, especially in areas like Deakin, offers a unique blend of urban sophistication and access to some of Australia's most important cultural institutions. It's an ideal location for those who enjoy a vibrant city life coupled with the ease of a smaller community feel.







## Visa options available

# Temporary Skills Shortage (482 Visa)

Ideal for healthcare professionals seeking employment opportunities in Australia, the 482 Visa is popular among those looking to gain international work experience without a long-term commitment. It requires sponsorship from an Australian employer and is a great fit for individuals with specific skills that are in high demand in Australia's healthcare sector. This visa offers the flexibility to live and work in Australia for up to four years, with the possibility of renewal.

### Costs associated to this Visa:

**AUD \$3,035.00**

Base Application Charge

**AUD \$3,035.00**

Additional Applicant (18 & Over)

**AUD \$760.00**

Addition Applicant (Under 18)

**AUD \$700.00**

Subsequent Temporary Application Charge



## Pro's & Con's of the Temporary Skills Shortage (482 Visa)



**Employer-Backed Journey:** The 482 visa facilitates sponsorship by healthcare employers, with the potential for them to cover associated costs, making the process financially accessible.



**Swift Entry:** Healthcare professionals can quickly join the Australian workforce, thanks to the 482 visa's faster processing times, allowing for a prompt start to their careers.



**Path to Permanency:** While initially temporary, the 482 visa serves as a stepping stone to permanent residency through the Temporary Residence Transition stream or the Employer Nomination Scheme. It is common for employers to also offer fast tracked pathways to Permanent Residency.



**Temporary Nature:** Professionals should be aware that the 482 visa is temporary, requiring renewal or transition to another visa for extended stays beyond the initial period of up to four years.



## Visa options available

# Employer Nomination Scheme (186 Visa)

The 186 Visa is designed for healthcare professionals who are offered a permanent position by an Australian employer. It's particularly suitable for those looking to settle in Australia long-term and offers a pathway to permanent residency. This visa is popular among individuals who have already established their careers and seek stability and a permanent role in the Australian healthcare system.

### Costs associated to this Visa:

**AUD \$4,640.00**

Base Application Charge

**AUD \$2,320.00**

Additional Applicant (18 & Over)

**AUD \$1,160.00**

Addition Applicant (Under 18)

## Pro's & Con's of the Employer Nomination Scheme (186 Visa)



**Permanent Residency:** The 186 visa offers permanent residency, providing healthcare professionals with stability and a permanent place in the Australian healthcare system



**Extended Processing Time:** Healthcare professionals considering the 186 visa should anticipate a longer processing time, requiring thorough planning for a permanent move to Australia. In 2023 the average processing time is around 6 months from submission.



**Personal Financial Commitment:** Unlike the 482 visa where employers often cover costs, healthcare professionals may need to personally bear the expenses associated with the 186 visa application

## Visa options available

# Skilled Independent (189 Visa)

This visa is best suited for highly skilled healthcare professionals who do not require sponsorship from an employer or family member. The 189 Visa is a points-tested visa, making it popular among those who have strong qualifications and work experience but lack employer connections in Australia. It offers the flexibility of independent job search and is a direct route to permanent residency, appealing to those seeking long-term career development in Australia.

### Costs associated to this Visa:

**AUD \$4,640.00**

Base Application Charge

**AUD \$2,320.00**

Additional Applicant (18 & Over)

**AUD \$1,160.00**

Addition Applicant (Under 18)



Ideal for those wanting independence in choosing their location and employer.



Permanent residency is granted without the need for employer sponsorship.



Requires meeting points-based criteria, including a skills assessment.

## Visa options available

# Skilled Nominated (190 Visa)

The 190 Visa is tailored for skilled workers who are nominated by an Australian state or territory. It's a perfect match for healthcare professionals who wish to live and work in a specific region of Australia and have the skills that align with that region's specific needs. This visa is popular for its potential for faster processing times and for offering a pathway to permanent residency for those committed to contributing to the local healthcare sector.



Allows healthcare professionals nominated by an Australian state or territory to obtain permanent residency.



Requires a nomination from a state or territory government.

### Costs associated to this Visa:

**AUD \$4,640.00**

Base Application Charge

**AUD \$2,320.00**

Additional Applicant (18 & Over)

**AUD \$1,160.00**

Addition Applicant (Under 18)



# Choosing Your Professional Path in Australia

When considering a move to Australia, we encourage everyone to weigh the pros and cons of different visas. While the 482 and 186 visas are prominent choices, exploring alternatives such as the Skilled Independent (189) or Skilled Nominated (190) visas may align better with individual preferences.



## Market Insights

From the 100s of applications we receive monthly there are clear preferences for 186 visas due to receiving permanent residency upon arrival. However, there is a misconception that these visas are readily available across the country due to the volume of 186 visas offered during the COVID pandemic to prevent and resolve staff shortages across the country.

Now that Australia has recovered from the pandemic, 186 visas are becoming increasingly difficult to source, with them mainly being available in rural or sometimes regional locations. And it is also common for employers to expect the candidate to shoulder the costs involved with 186 visas, whereas 482 visas are often included within relocation packages.

We insist that every applicant explores each avenue available to them, as permanent residency is very obtainable in Australia when earned. In fact, most applicants can receive permanent residency within a 2 year window (or less when fast tracked), which is at least 3 years less than the UK offers.

## Did you know...

Around 60% of our applications favor the 186 Visa for its immediate permanent residency in Australia. Post-pandemic, these visas are less available, mostly in rural areas, and often come with costs for the applicant. Conversely, the 482 Visa, usually covered in relocation packages, is gaining popularity. We advise exploring all visa types, as Australia often provides a path to residency within two years, faster than the UK's five-year average.





# Frequently Asked Questions

## Why should I travel to Australia for work?

Australia is renowned for its unspoiled natural beauty, including diverse ecosystems like golden sandy beaches, tropical rainforests, arid deserts, and snowy mountains, with over 500 national parks and 14 world heritage areas. As a multicultural society, 43% of Australians are either born overseas or have a parent who was, celebrating this diversity annually on Harmony Day (21 March). With the lowest population density of any continent, only 6.4 people per square mile, Australia offers a temperate climate with plenty of sunshine. Its healthcare system is among the world's most efficient, with Medicare providing basic health cover alongside a private healthcare system. The strong economy and low unemployment rate (around 5%) reflect the country's excellent job opportunities and commitment to a work-life balance. Australians are known for their laid-back, friendly lifestyle in cities with comparatively low crime rates.

## What are the charges for Day Webster's assistance?

Our services are complimentary for you. Our fees are obtained from our healthcare clients (hospitals and healthcare organisations) upon your arrival in Australia.

## How do sponsorships work, personally and for my family?

482 Visa's (See page 9) are often covered for you & your family by the employers.

186 Visas (See page 10) You will be required to cover the costs of at 186 visa for you and your family in most circumstances.

482 to 186. The employer will cover the costs for a 482 for you & your family. The when transitioning to a 186 visa they will cover your cost and you will be required to pay for the supplement cost for your family members.

## What is AHPRA?

To begin your journey into a healthcare career in Australia you will need to obtain registration with the Australian Health Professional Regulation Authority (AHPRA). This is a crucial requirement to practice nursing in Australia. For detailed information on the registration process and necessary criteria, visit the AHPRA website. Should you have any queries, our International Recruitment Consultants are readily available to assist you.



## Can I move with colleagues?

Yes! Many of our clients offer numerous contracts at the same site. In fact, moving together, especially to a regional or rural area makes the transition easier for you; and reassures the clients that you will be with them for a longer term.

## What are the age limits for visa applications?

Working Holiday Visa: Up to 31 years old  
Permanent Residency (PR): Up to 45 years old

## Will I need to work 12 hour shifts still when i move to Aus?

Only if that is what you are looking to do. We will always discuss your ideal working patterns with the client and be transparent about the organisations needs before your commitment to interview. There are AM, PM & night shifts available, as well as weekend work.

## Is English spoken in the Hospitals?

English is the predominant language in Australia, spoken universally, yet the country's linguistic and cultural landscape is richly diverse, with over 160 languages influencing it. Australian English is distinct in its accent and vocabulary. Altogether, Australians speak more than 200 languages. According to the 2011 census, 76.8% of Australians used English in their homes. The most widely spoken language in Australia, other than English, is Mandarin.



## Where should I live in Australia?

Where to Live? The Choice is Yours! Our branches span across Australia, offering varied experiences to match your lifestyle preferences. Whether you desire city life or a quieter setting, our flexible options allow you to work across different locations. Discuss your lifestyle aspirations with your Recruitment Consultant for tailored recommendations.

**Have a question that we have not covered?**

Get in touch with a member of the team at [Australia@daywebster.com](mailto:Australia@daywebster.com) with your questions and we will respond within 12 hours.





