



New frontiers

Living and working in New Zealand





Quality and cost of living

New Zealand scores highly on quality of living surveys that compare countries and cities based on living costs, leisure and culture, economy, environment, freedom, health, infrastructure, risk and safety, and climate. The 2018 Mercer Global Quality of living survey confirmed Auckland and Wellington as the 3rd & 15th best cities in the world to live.

The cost of living in New Zealand will vary depending on the country and city from which you've come and the New Zealand city/town to which you move. Generally people find food and groceries to be a bit more expensive, but petrol and travel to be cheaper. Below are useful links to help you understand the living costs in New Zealand.

www.newzealandnow.govt.nz/living-in-nz

www.emigratenz.org/cost-of-living-in-new-zealand

We'd love to welcome you to New Zealand

Welcome to New Zealand—a place where the outdoors and community intersect. We are passionate about sport, about the beach and bach, we have beautiful landscapes and interesting urban spaces. We have big cities and small towns, we like to work hard and play hard. We have a relaxed cafe culture and love the outdoors. We'd love you to find out more about what it's like to live in our beautiful country, and to be part of Stantec's New Zealand community.

While we love it here, we know that relocating to another country has its challenges. And New Zealand can feel a long way from home. At Stantec, we believe our people feel more connected, because our global community strives to be better together. Our New Zealand team will welcome you and help you to adapt to our lifestyle, while our wider global team will help you stay in touch with home.

What's it like to live here?

On the whole, New Zealanders ('Kiwis') have a similar way of life and share values common to most western countries but we're also a bit different! We're passionate about sport and have a firm belief in social equality. New Zealanders tend to dislike formality and have a relaxed approach to work and life. People tend to say that Kiwis like to work and play hard; we cherish our leisure time and we also like to lead busy lives.

New Zealand is a safe country with a low crime rate. It's easy to bring up a family here, and many Kiwis who travel overseas return home when they have children. Our clean green reputation is one which we are proud of and continue to work hard to maintain. We support this with our 'Stantec in the Community' days, which focus on helping our local communities through volunteering efforts.

Quick facts on New Zealand

New Zealand is 270,000 square kilometres, about 10% bigger than the UK, with a population of just under five million. The North Island is more densely populated than the South Island with close to a quarter of New Zealanders living in Auckland. Wellington, located towards the bottom of the North Island, is our capital city.

Summer months are from December to February; Autumn is March to May; Winter is June to August; Spring is September to November.

Because we're surrounded by sea, our climate doesn't get uncomfortably hot or unbearably cold in our main areas of population. The further north you go, the warmer the climate.

New Zealand is governed by a mixed-member proportional representation (MMP) system with elections occurring every three years. As a member of the Commonwealth, New Zealand has a Governor General as Head of State and enjoys a close relationship with the United Kingdom and Commonwealth member countries.



Property - living

Renting a home

Many people choose to rent, rather than purchase, a home when they first arrive in New Zealand. This gives them time to decide exactly where they want to live and to understand real estate prices. Prices and quality of rental accommodation vary so it is advisable to visit a property personally before signing a Tenancy Agreement. Most rental properties are unfurnished.

In New Zealand the Residential Tenancies Act 1986 covers the landlord-tenant relationship, giving both legal rights and obligations. Note that rental payments generally exclude the cost of essential services such as power, phone and gas. Most landlords will require a bond of up to 4 week's rent and may request an additional 2 weeks of rent in advance. The bond payment is not held by the landlord but is lodged with a Tenancy Services Centre.

To find a rental property you can search online or contact local real estate agents.

Buying a home

Real estate prices vary considerably with the North Island generally more expensive than the South Island. Similarly, real estate in smaller cities and towns tends to be less expensive. Although most apartments and houses are insulated, many do not have central heating or double-glazed windows. Most have wood burners, gas or electrical heating. Lots of new immigrants find Kiwi homes cold in the winter.

It is important to get financial and legal advice when you are buying a home. We recommend that you involve a lawyer and a bank early on. Most properties are sold through real estate agents who work on behalf of the person selling the property, although some vendors decide to sell their property privately.

You can obtain a mortgage without being a New Zealand citizen. The borrowing restrictions for migrants with only a work visa vary depending on the bank or lender. Once you have been granted Permanent Residency, banks will provide you with identical mortgage facilities to New Zealand citizens.

For more information on renting or buying a property, visit:

www.immigration.govt.nz/migrant/settlementpack/Housing

www.homes.co.nz

www.open2view.com

www.qv.co.nz

www.realestate.co.nz

www.tenancy.govt.nz

www.trademe.co.nz/property

Education

New Zealand has an excellent education system from preschool through to tertiary education. From the ages of six to sixteen, schooling is compulsory. You can choose to have your children educated in public (state funded) or private (independent) schools.

Education at public schools is free, although most have a small annual fee to cover extra activities. Parents may also need to purchase books and uniforms, as well as pay for outings. Most public schools are attended by both boys and girls. If you and your family are on a 30-month Talent Visa or have been granted Permanent Residency then your children aged 19 or under are entitled to free education at a public school.

Private schools have their own fee structure and receive a subsidy from the Government. Many private schools are single sex.

The school year runs from February to December and has four terms. These are broken up by three short holidays and a longer summer holiday over Christmas and New Year.

Typically children in New Zealand attend the school closest to their home. Public schools typically limit the number of students they take from outside the local area, this is called 'zoning'.

The Government meets most, but not all, of the costs of education at Universities, Polytechnics, Teachers Colleges and other tertiary learning and training establishments for New Zealand Residents. Fees vary by provider and the choice of courses or papers.

Some useful links:

www.ero.govt.nz

www.education.govt.nz

www.minedu.govt.nz



Other Information

Qualifications from overseas

The New Zealand Qualifications Authority (NZQA) has legislated responsibility for the assessment of international qualifications held by people seeking residence, employment, professional registration or opportunities for further study within New Zealand. The Qualification Recognition Services (QRS), within NZQA, provides this service.

This is a user-pays service in which you deal directly with NZQA. The focus is on the qualification and not the competence of an individual.

NZQA also checks that the qualification has been awarded by a recognised overseas institution and that documents submitted are not fraudulent.

The standard assessment process within NZQA will take around 30 working days from the date NZQA receives all required information, documentation and fees. This excludes any verification delays caused by an overseas institution.

To find out more, visit www.nzqa.govt.nz

Healthcare

You will enjoy a good standard of health care in New Zealand.

To be eligible for the same access to publicly-funded health care as New Zealand citizens, you need to be a permanent resident or hold a work permit for a minimum of two years at time of issue.

If you meet the criteria, your partner and children aged 19 years or under will also be eligible for publicly funded healthcare.

While New Zealanders do pay for routine visits to the doctor or dentist, the government funded public health system provides for more expensive services such as specialist visits and hospital treatments.

If you have children aged 13 years or under, we offer private health insurance, which gives access to private hospitals and medical specialists for the immediate treatment of non-urgent conditions.

To qualify for health insurance, you need to be a permanent resident or hold a work permit for a minimum of two years at time of issue.

Useful links include:

www.acc.co.nz

www.newzealandnow.govt.nz/living-in-nz/healthcare

www.moh.govt.nz

www.southerncross.co.nz

Driving in New Zealand

Travel by private car remains the most popular form of transport however most cities also offer public transport options as well as cycleways.

New Zealanders drive on the left side of the road and are required by law to always carry their driver's licence with them while driving.

If you have a driver's licence in your home country and an international driving permit, you can drive in New Zealand for up to one year.

After that you'll need to apply for a New Zealand driver's licence and pass both a theory and practical driving test. If your licence comes from Australia, Canada, Norway, a member state of the European Union, South Africa, Switzerland or the USA, is current and has been held for more than two years, then you may not have to sit the practical test.

Useful links include:

www.ltsa.govt.nz

www.aa.co.nz



Financial information

Retirement savings

Many New Zealanders manage their own savings and financial investments in preparation for retirement, sometimes with the support of a Financial Advisor. At present, individuals aged over 65 years of age can retire and receive a government funded benefit (New Zealand Superannuation) so long as they currently live in New Zealand, are a Permanent Resident and have lived in New Zealand for the past ten years.

In 2007 the Government introduced a voluntary, work-based savings initiative, coined KiwiSaver. The scheme is designed to make it easier for New Zealanders to save for their future. Money is put into a savings fund from your regular pay. You'll be able to access your savings when you are eligible for New Zealand Superannuation or after five years' membership, whichever is later. Employers are required to make contributions to their employees' KiwiSaver accounts.

To find out more, visit www.kiwisaver.govt.nz

Taxation

Tax is deducted from your salary and all employees must have an IRD (Inland Revenue Department) number. If you are a New Zealand resident, you must pay income tax in New Zealand based on your worldwide income. Non New Zealand residents must pay tax in New Zealand on any income that has a source in New Zealand.

For more information on income tax, go to www.ird.govt.nz/income-tax-individual

Goods and Service Tax (GST) is payable on most goods and services. The current rate is 15%. Pricing is usually outlined inclusive of GST.

It is not customary in New Zealand to tip for services.

For more information, visit www.ird.govt.nz/gst

Banking

All major banks are open from 9.00am to 4.00pm Monday to Friday. Automatic Teller Machines (ATMs) are located throughout New Zealand cities and towns. Currency exchange is available at most banks.

The major banks in New Zealand are:

- Kiwi Bank
- Bank of New Zealand (BNZ)
- Australia and New Zealand Bank (ANZ)
- Westpac
- ASB
- TSB

If you are planning to move to New Zealand in the near future, you can typically apply for a bank account before you leave your home country. After your account is opened, you can transfer money into it ready for your arrival. Once you arrive, you can usually activate your account by visiting your local bank branch. We recommend that you research each of the banks carefully, and set up your new account through the Migrant Banking division of the bank that you select.

Relocation support

We're ready to support you and your family in the move. With a quarter of all our new employees joining us from overseas, we're well experienced and can introduce you to others who have made the move.

As an accredited New Zealand Immigration Service Employer, we can help you and your family to gain entry into New Zealand quickly. For details visit the Immigration Service website.

www.immigration.govt.nz

The cost of an international move can quickly escalate with airfares, furniture removal, medical checks, visa/residency application fees etc. We contribute to your relocation costs with a generous allowance reimbursed against receipted expenditure. We also offer varying levels of financial support to reflect the differences in costs encountered by families, couples and individuals. As the relocation allowance is unlikely to cover all your expenses, it is important to research the costs and adequately budget for your move.

The relocation allowance is covered by Stantec provided that you stay with us for a minimum of two years.



GAVIN O'CONNOR
General Manager
Transportation NZ
 Wellington

I started my career in the UK, working in local government developing transport strategies and policies to support development and growth. After moving to New Zealand in 2010, I joined Stantec as an Engineer. I've been given the chance to grow both technically and as a business leader. With the benefit of Stantec's formal development plans I now lead a high performing team with the opportunity to work both nationally and internationally. It's been the best career decision I have made.



SARAH DAVIES
National Framework
Manager, NZ Water
 Auckland

I've been in New Zealand now for four years since leaving a similar role managing the needs of large water clients in the UK. For me the move to New Zealand has meant a vast change in lifestyle and the opportunity to enjoy a culture which is similar to but different enough from the UK. Here I can walk to work, travel on the weekends, enjoy the outdoors and be involved with significant, challenging work. It's been a thoroughly great move for me.



MÁIRE LENIHAN
Business Development/PM
Team Lead, Water
 Queenstown

I came to New Zealand in 2013 from Ireland, initially to Auckland. I've travelled and worked in many different countries but I've just loved my move here. Now that I've transferred to Queenstown I am enjoying exploring the mountains and the South Island. The decision to come to NZ has been great for me on both work and personal fronts, I love the Kiwi "BBQ culture" and I am involved in interesting projects that have provided technical challenges and enabled me to develop and progress in my career.



COBUS DE KOCK
Transportation Engineer
 Wellington

Moving to New Zealand from South Africa was a big step for me but it's been a great one. I've had so many opportunities to travel, while being involved with interesting work with friendly, professional people. Being based in Wellington means I can explore both the North and South Islands as well as easily travel to Australia.



Whether you love the urban sprawl or an outdoors lifestyle, we have locations to match with 17 offices throughout New Zealand.





Working together

Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of belonging. That's why at Stantec, we always *design with community in mind.*

We care about the communities we serve—because they're our communities too. We're designers, engineers, scientists, and project managers, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance the quality of life in communities across the globe.

New Zealand offices:

Alexandra, Auckland, Balclutha, Christchurch, Dunedin, Gisborne, Greymouth, Hamilton, Hastings, Invercargill, Napier, Nelson, Palmerston North, Queenstown, Tauranga, Wellington, Whangārei

New Zealand: + 64 9 580 4500

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