



Relocating to Brisbane

We know the relocation process can be quite daunting, especially if you are coming from around the world or bringing a family with you. We've put together this webpage to help you begin planning for your journey.

Support at UQ and Beyond

If you have been offered a relocation allowance as part of your contract of employment, or if the University has indicated that we will provide assistance with visa sponsorship, UQ's wonderful Global Mobility team are your first point of contact. We can then connect you on with our relocation broker and/or external visa lawyers to assist with as much or as little of the relocation process as you would like.

Key Contacts

For all queries relating to your appointment at UQ, please contact the **Talent Acquisition Team** via talent@uq.edu.au

For all queries relating to your visa and/or relocation, please contact the **Global Mobility Team** via globalmobilityteam@uq.edu.au

For all queries relating to Day 1 and beyond, please contact your Supervisor directly.

Additional Resources

In addition to this guide, we also recommend visiting migration.qld.gov.au, which has been put together by the Queensland Government to provide information about Living in Queensland.



Right to Work

If you're relocating from overseas, the first step is obtaining a visa that grants you the right to live and work in Australia.

Support at UQ and Beyond

If the University is assisting you with sponsorship to obtain a work visa, our internal Global Mobility team (partnered with an external visa and immigration agency), will guide you through the paperwork.

To initiate this process, please contact the team via globalmobilityteam@uq.edu.au as soon as you accept your contract.

Type of Visa

It's important to know that every position and every individual brings unique circumstances, including eligibility to apply for various visas. However, broadly speaking, the most common types of visas supported by UQ are:

- [Temporary Activity visa \(subclass 408\) – Research Activities](#)
- [Temporary Skills Shortage visa \(subclass 482\)](#)
- [Employer Nomination Scheme \(subclass 186\) – Permanent Residency](#)

Standard Checks

Health checks: Australia enjoys some of the best health standards in the world. Most visa applicants and their family members may have to complete a health assessment as part of their visa application process. Your assigned visa lawyer will provide specific information about this process according to the visa you are applying for.

Character Requirements: You must meet the character requirement if you are applying for certain visas. For example, you may be asked to provide a police clearance from every country you have lived in, including Australia, for at least 12 months in the past 10 years.



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Bringing a Family?

In addition to the employee being the primary visa applicant, we can also include your spouse and/or dependent children on your visa application.

Each applicant brings an additional fee and, depending on the visa being applied for, each individual will be subject to the same health and police checks noted above. (Police checks only required if dependants are over 17)

Additionally, if you are in a de facto relationship, you will need to supply supporting evidence of your relationship as part of the visa application process (e.g. rental agreements or rates/utilities statements in both of your names).

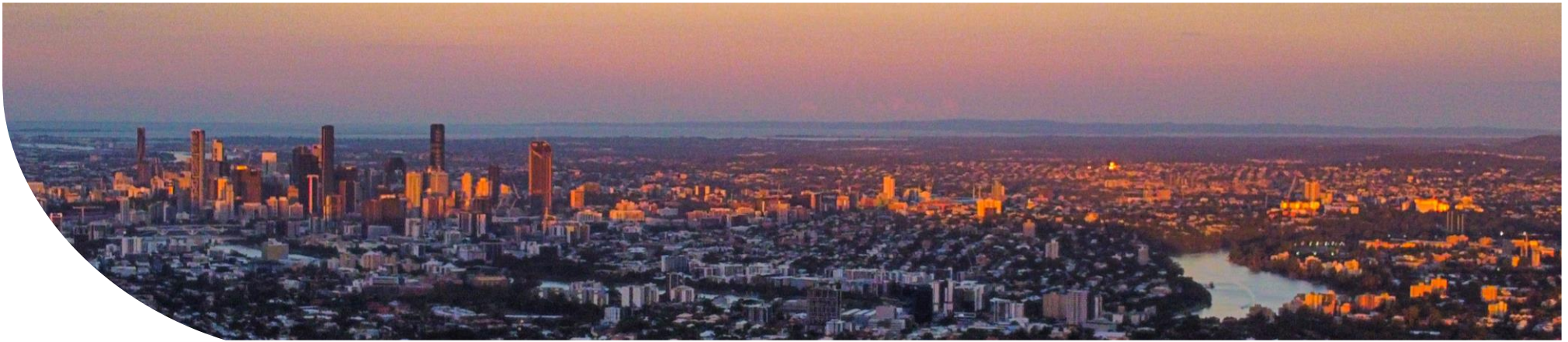
Private Health Insurance

Some [Australian visas](#) require you to provide evidence of adequate arrangements for health insurance while in Australia. Whilst UQ has a corporate partnership with [Bupa](#), which allows you to explore hospital and extra cover packages (e.g. dental, physiotherapy) at a discounted rate, we strongly encourage you do your own research ensure you find a provider that best suits your personal circumstances.

Due to our universal health care program, [Medicare](#), private health insurance is not paid for by your employer in Australia like it can be in other countries. It's also important to note that if you don't take out private health insurance and earn over \$90,000 for singles or \$180,000 for dependents, you may be subject to an additional [Medicare levy surcharge](#) at tax time.

Start Date

Whilst general information on typical visa processing times can be found via the [Department of Home Affairs website](#), every visa application is unique, which means every visa application will have a different turnaround time. We know this means it can be hard to plan for a specific start date, so when your visa is approved, please reach out to [Talent Acquisition](#) to confirm a start date, so that we can finalise your appointment in our payroll system and ensure you are paid when you commence.



Relocation Allowance

If the University has offered you a relocation allowance as part of your contract of employment, there are some restrictions on how this can be spent, so we recommend reviewing the below information to find out more about eligible relocation expenses.

Managing Your Expenses

We know that relocating can be an expensive up-front cost. To minimise out of pocket expenses, our [Global Mobility team](#) can arrange payment directly via UQ's relocation broker, up to the approved limit set out in your contract. The costs associated with engaging a relocation broker can be claimed as part of your relocation allowance.

Alternatively, if you chose not to engage the relocation broker and would prefer to manage the relocation process yourself, you can submit your expenses for reimbursement upon commencement via UQ's [Expense Management System](#). All submitted expenses must be accompanied by documentary evidence, such as a receipt or invoice.

Fringe Benefits Tax (FBT)

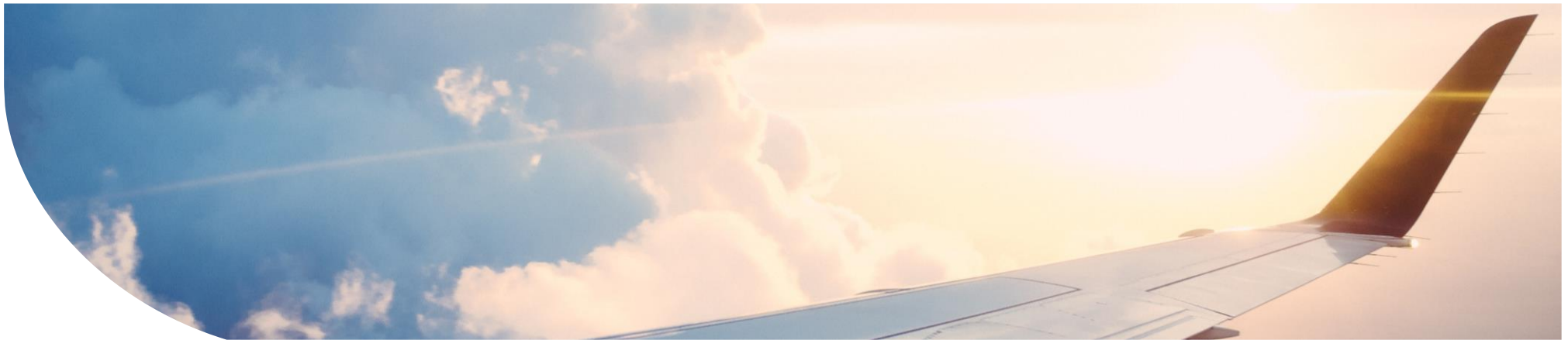
Eligible relocation expenses may incur additional tax where legislative exemptions do not apply. This is referred to as fringe benefits in Australia, and in some cases trigger a reportable fringe benefit amount for you.

If you have any questions regarding the FBT treatment of your proposed relocation expenses and the impact to your available relocation package, please contact your relevant [UQ Finance Professional Services team](#).

Unfortunately, UQ is not permitted to provide personal tax advice. If you have any concerns regarding how you may be affected by a reportable fringe benefit amount, please seek advice from your personal tax advisor, or refer to the guidance available from the Australian Taxation Office:

Additional FBT Information

- [Reportable Fringe Benefits for employees](#)
- [What are the consequences of having a reportable fringe benefit amount?](#)



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Flights

For the purposes of relocating to commence employment with us, you can claim a one-way economy class airfare via the most direct route.

For permanent appointments, or appointments over two years in duration, you can also claim flights for your spouse and/or any dependent children under 21 years of age.

If your appointment is less than two years in duration, please speak with us to confirm if you can claim flight costs for your family on a case by case basis.

Travel by Car

If you relocate to Brisbane by driving your own car, or a leased car, the cost of your travel will be reimbursed on a cents per kilometre basis, in accordance with the rates prescribed by the [Australian Tax Office](#) at the time.

Other Travel Costs

You can also claim taxi (or other transport) expenses, accommodation expenses, and meal expenses incurred from the time of leaving your original place of residence to arriving at your new place of residence (excluding holidays taken en route).

Car hire and public transport once you arrive in the Greater Brisbane area are unfortunately not eligible to be reimbursed.



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Household Belongings

Whether relocating within Australia or from an international location, within the first 12 months of commencing at UQ, you are eligible to claim: freight, removal, storage (in the new or old location), packing, unpacking, port handling fees, quarantine fees, and insurance of household effects (including pets) – as long as these relate primarily for the personal use of you or your family.

If you're not bringing belongings with you, you're able to claim the cost of hiring/leasing white goods, appliances, and furniture – as long as there is no hire-to-purchase agreement in place.

Temporary Accommodation

Once you arrive near in Queensland, you'll be able to claim costs associated with temporary accommodation, as long as that accommodation is within a reasonable distance to where you'll be working. You can commence this occupancy up to 6 nights before, and up to 4 months beyond, your commencement date. Extensions beyond 4 months may be permitted, however there may also be tax implications beyond this date.

Visa Costs

For those relocating internationally, costs associated with your visa application process can be reimbursed, including: visa application fees, medical costs, consular fees, passport and passport photo costs, and police checks expenses.

If you are based within Australia but require further visa sponsorship to take up a role with UQ, there may be tax implications to reimbursement of these expenses, including being subject to FBT and reportable in your annual PAYG Payment Summary.



Finding Accommodation

To search the Queensland property and rental markets yourself, we recommend visiting either [realestate.com.au](https://www.realestate.com.au) or [domain.com.au](https://www.domain.com.au).

Leasing Arrangements

A typical lease term is one year with an option to renew, however six-month leases may be possible to negotiate. Whilst rent is typically quoted weekly, it is usually paid monthly.

There are two types of deposits in Australia: a holding deposit, which is required to secure the property; and a bond, which is a tenancy deposit held with a government body until the end of the tenancy.

The Residential Tenancies Authority (RTA) is the statutory authority that oversees renting in Queensland. The RTA provides comprehensive information and advice about renting, including: [tenancy information and support](#); [your responsibilities during a tenancy](#); [bond management](#); [dispute resolution](#). In addition, the [Queensland Statewide Tenant Advice and Referral Service \(QSTARS\)](#) offers free, independent advice and professional support for renters in Queensland.

Other Considerations

We understand that knowing which part of the Greater Brisbane area is right for you can be difficult, particularly if you haven't visited before. You can learn more about Brisbane's diverse suburbs and find the perfect fit by visiting the [Brisbane Suburb Guide](#).

As areas of greater Brisbane can be subject to occasional flooding, we recommend reviewing Queensland Government's various [flood awareness maps](#) to help plan where you live.



Once You Arrive

If you're relocating to Australia for the first time, we know starting over in a new country can be daunting. We've put together some helpful points to get you started with the basics.

Bank Account

Whilst most banks won't allow you to open an account before arrive in Australia, [CommBank](#) will let you apply for an account up to 2 weeks before you arrive in Australia.

Drivers Licence

Whether you move to Queensland from interstate or overseas, you will have to transfer your drivers licence to a Queensland licence. More information can be found on the [Queensland Government Transport webpage](#)

MyGov

myGov ([my.gov.au](#)) is a simple and secure way to access government services online in one place – including tax, superannuation, and healthcare.

Medicare

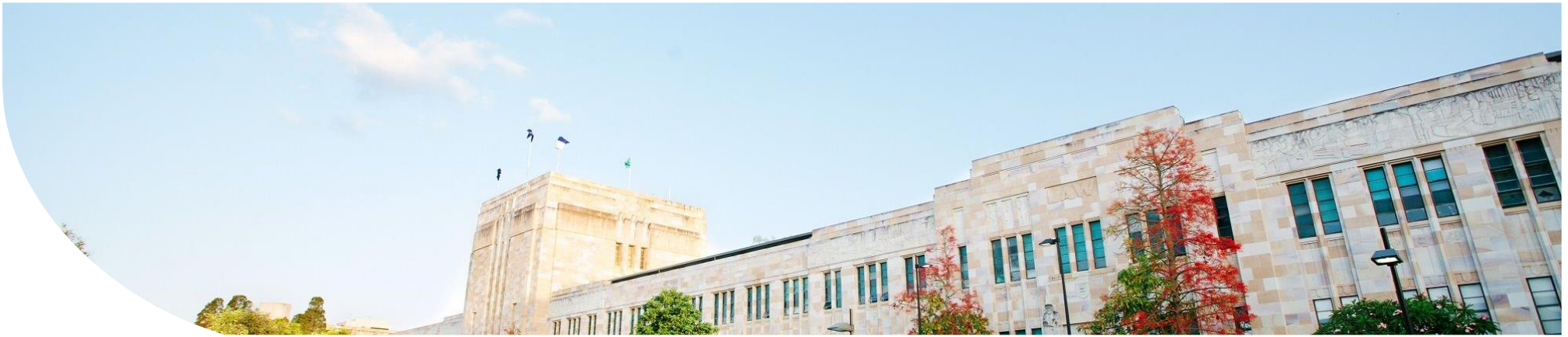
If you obtain permanent residency, you'll be eligible to enrol in Australia's universal health care program, known as [Medicare](#). You'll also be able to access Medicare on a temporary visa if you're a national of a country where we have a [reciprocal health care arrangement](#).

Tax

You will need to apply for a [Tax File Number](#) (TFN) when you arrive, which is a personal reference number unique to your identity for tax and superannuation purposes. You will have 28 days from your first day of work in Australia to provide UQ with your issued TFN.

Superannuation

Superannuation is Australia's compulsory retirement savings scheme. [UniSuper](#) is the University's default super fund, though you do have choice of fund. If you'd like more info, you can [book a virtual appointment](#) directly with UniSuper before you arrive in Australia.



Information For Parents

Childcare

Childcare, kindergarten and after-school-care facilities (all independently operated) are accessible to staff and students on or near most University of Queensland locations.

Click [here](#) to find out more about the child care facilities provided at our St Lucia and Gatton campuses. Staff based at Herston campus may access the [Lady Ramsay Child Care Centre](#). Alternatively, you can search online using the [Child Care Services search facility](#) for a particular child care or early education service, contact details and other relevant information.

We also provide a range of [parenting facilities](#) as well as special [parking arrangements](#) for carers with young children and for staff who are pregnant.

UQ Sport also provides a fun and active care service during school holidays for big and little kids, aged 5 to 14 years. You can find out more on the [UQ Sport website](#).

Schools

The school year generally runs from late January/early February to early/mid-December.

Queensland has a wide range of schools to choose from with almost 1,700 [public schools](#) (State Government-administered) and 540 [private](#) (independent) schools spread across the State. Education at public schools is free for permanent residents, although most schools do have a voluntary annual fee to cover extra activities. You may also have to purchase such items as books and uniforms and pay for excursions, camps, etc. For temporary residents, Queensland charges an annual fee of approx. \$300 for preschool through to Year 6, which then increases to a weekly fee of \$300 - \$400 per week from Years 7 to 12.

More information about education in Australia, as well as potential fees for non-Australian citizens, can be found on the [Department of Education's website](#) or the [Education Queensland International website](#).



Pets

With the exception of cats and dogs coming from [New Zealand](#), Australia has strict quarantine regulations around animals entering Australia.

Proof of microchipping and proof of vaccinations are required – in particular, vaccination against rabies. Between 60 days and 12 months prior to coming to Australia, animals must have a blood sample taken by an official government-approved veterinarian or laboratory for a rabies neutralising antibody titre test (RNATT). Animals that have been vaccinated against rabies for the first time should have at least four weeks pass between the vaccination and the antibody test. The rabies vaccination certificate must be presented to the official government veterinarian when completing the application form for the import permit. To locate appropriate veterinarians and testing laboratories, we recommend contacting the government quarantine, agriculture, and/or food departments in the country you are departing from.

In Australia, all animals (excluding assistance animals protected by the Disability Discrimination Act 1992) travel on airlines as cargo. The [International Pet and Animal Transportation Association \(IPATA\)](#) has links out based on your closest airport.

All animals must undertake a quarantine period in an authorised quarantine shelter for ten days. The Department of Agriculture has just one quarantine facility, known as the [Post Entry Quarantine Facility](#), which is located interstate in Victoria. [JetPets](#) is one service that can help collect your pet and transport them from quarantine on your behalf.