



2023

Settlement support pack for migrant workers

We are excited to have you join our team at Hawke's Bay Regional Council. We hope this Settlement Support Pack will be a useful kit for you and your whānau when you arrive to Hawke's Bay.



Working with us

Working for HBRC means you get to work for the good of the environment in the company of a diverse range of highly skilled specialists who achieve tremendous satisfaction from their work.

At Hawke's Bay Regional Council there are more benefits to work than just a salary.

There aren't many employers who offer career and lifestyle in a single package, but we're proudly one of them. We offer a wide variety of job opportunities, with lifestyle benefits, and a values-driven culture.

We are committed to helping our people to truly be their best. We work hard to develop and nurture our people and ensure everyone has the opportunity to be successful.

Our people do some extraordinary things in their day-to-day work. You'll be developing your career with other professionals who are passionate about making a difference in our community, and all working towards the same vision for a healthy environment and a resilient and prosperous community – we invite you to join us to be part of this vision.

Whoever you are, whatever your skills, if you share in our values of partnership and collaboration, accountability, transparency, and excellence then there may be an opportunity for you!

We work with our community to protect and manage the region's precious taonga of rivers, lakes, soils, air, coast, and biodiversity in response to climate change and for health, wellbeing and community.





What's in it for you?

We pride ourselves on paying competitive rates to our staff.

We want to retain those we are lucky enough to have and entice those who can help us be even better.

We also want you to feel welcome and valued. That's why we've developed a comprehensive range of benefits focused on our employee's lifestyle, health, safety and wellbeing.

Financial benefits

- Salary rates that are benchmarked annually
- KiwiSaver paid as an addition to normal salary, increasing to 4% employer contribution after three years continuous service
- Additional week of annual leave after three years continuous service
- Long service leave after 15 years continuous service
- Ten days sick leave from the first day of employment
- Manaakitanga leave - additional paid leave on top of standard parental leave entitlements for both primary caregivers and partners
- Accident, injury, disability, and life insurance cover
- Income protection insurance
- Subsidised bus travel.
- Paid leave for community service/ volunteering days

Non-financial benefits and support

- Flexible working in most parts of the business to enable work-life balance
- Engagement surveys which check in with staff regularly to find out how we're doing, leading to action plans to support our organisation to be its best
- Social club with regular events
- Staff support group
- Sport sponsorships.
- Strong health, safety and well-being focus

Learning and development

- Technical development
- Leadership development programme for Managers
- Quarterly Leaders' Forums
- Various in-house courses
- Summer student placement recruitment programme
- Comprehensive staff induction programme for all new starters
- Study leave.

Wellness

- Contributions towards skin checks, general health checks, eye exams, and lenses
- Free annual flu vaccines for those who would like them
- Employee assistance programme to help people deal with stress or pressures from any source of their lives
- Workplace immunisations (job specific).



Welcome to Hawke's Bay

Our region is famous for its warm temperate weather, gorgeous beaches, and thousands of acres of farmland, orchards, and vineyards.

Hawke's Bay is a region of New Zealand located on the east of the North Island on the Pacific Ocean coast.

Hawke's Bay has a mild Mediterranean climate. Summer can be sunnier and hotter than the average for New Zealand with long dry periods and droughts occurring regularly. Winters are mild, although frosts and occasional snow do happen.

The region's total land area is around 14,200 square kilometres (1.42 million hectares). It includes mountain ranges to the north and west, 350km of diverse coastline (cliffs, estuaries, sand beaches, gravel beaches), and productive plains and hill country. Te Urewera (formerly a national park, now iwi managed) has Lake Waikaremoana on our northwest border, while other natural reserves include White Pine Bush and Ruahine Forest Park. Cape Kidnappers is the iconic image of the central region.

Regions are determined by river catchments and Hawke's Bay has seven major rivers - (from the north) Wairoa, Mohaka, Esk, Ngaruroro, Tūtaekurī, Tukituki, Waipawa.

Lifestyle

Award-winning food and wine, outstanding architecture, and warm balmy days surrounded by magnificent landscapes, all combine to give Hawke's Bay an attractive, almost Mediterranean lifestyle.

Getting outdoors in Hawke's Bay - whether it be a walk-up Te Mata Peak, an adrenaline-filled rafting trip down the Mohaka River, cycling some of the 200km of cycling trails, or perhaps a lazy day at the beach - means you'll never run out of things to do.

Sport and culture are well catered for with facilities including a recently remodelled Opera House, museums, art galleries, and sports arenas. The region is also home to some of the country's leading secondary schools.

Scenic attractions include the world's largest onshore gannet colony (Cape Kidnappers), there are many excellent golf courses, and the region hosts several classic road cycle races.

Notable events attracting many outsiders include the region's annual Art Deco Weekend, Horse of the Year, winery concerts at Mission Estate and Church Road, the annual HB Food and Wine Festival and the Hawke's Bay Marathon.

Our environment

Hawke's Bay's environment has been highly modified through generations of forestry, farming, and development. We want to protect and enhance what remains. Fortunately, there is a public eagerness to restore native bush, improve water quality, and grow crops in keeping with our climate and soil.

People can get involved by joining organisations doing habitat protection and enhancement work. Locals can help out with planting days during winter. Or, do what they can to reduce, reuse, recycle around their homes.

Our economy

Hawke's Bay is renowned for its primary sector industries.

Cherries and apples, the original staples of the local economy are important: so are those classic New Zealand pastoral activities of sheep and beef farming. Grapes grow well throughout the region, and most famous are the wines developed in the Gimblett Gravels area. The Cabernets and Merlots produced there consistently outperform French competitors in blind taste tests. Our chardonnays are also outstanding.

The region also produces table vegetables, including organic crop. Food and beverage processing, forestry and manufacturing are significant industries.

Tourism is increasingly important in the region. Built around the region's climate, iconic buildings, and wineries, Hawke's Bay hosts many concerts, conferences, sporting events, and farmers' markets.

Did you know?

In Hawke's Bay 17% of migrants are employed in professional occupations (e.g. doctors, lawyers, engineers) compared with 8% of the general population.



Our people

Approximately 182,700 people live in Hawke's Bay (2022).

The main cities are located close to each other - Napier on the coast, and Hastings 17km inland. Smaller towns are Wairoa, Waipawa and Waipukurau and other small settlements are found throughout the region.

Reaching out to others and feeling welcomed in return is an important part of settling into a new country.

Meeting people

While meeting people can be interesting and fun for its own sake, in New Zealand it can be the key to much more - like finding somewhere to live, a job, a great tradesperson, the best shopping deals, or the best place to have a holiday. That is because we are a country where a lot of business is done with people we know.

[Check out: Ways to Meet People in New Zealand | Live and work New Zealand \(newzealandnow.govt.nz\)](#)

Welcoming Communities is a programme led by Immigration NZ that works towards healthier, happier, and more productive communities by welcoming newcomers into the local community.

Living abroad can be a lonely and exhausting experience, particularly if you are making the move alone. Please click in this website to read about tips how to make new connections:

[Tips for settling in and meeting people](#)

In this link you can find a list of groups and clubs in Hawke's Bay Region.



Family and community

A good way to start meeting people is by exploring your family and community connections.

There are a number of websites you can use to find organisations in your local area for your ethnic or cultural group.

The Office of Ethnic Communities has a community directory with links to ethnic groups, organisations for arts and culture, education, sport, youth, women, business, faith groups, and refugees - **[Our Communities | Ministry for Ethnic Communities](#)**

Local projects, where you work for a common benefit and shared goal, are great at bringing people together and creating bonds. There is always a lot to be done in the community and the projects that community groups and school committees work on are usually very social.

Volunteering is a way you can combine meeting people with learning new skills and getting work experience in New Zealand, while helping your community.

Another great way to get involved with your community is to get to know your neighbours. Having friendly faces around you can really help settle you into life in New Zealand.





Workplace community

Workplaces in New Zealand are fairly social. People will often chat about things that are happening in their personal lives. This is an easy place to make contacts, but while work relationships may be friendly, they may not extend past the workplace.

Look for opportunities to get involved with social occasions. Some workplaces have sporting teams or might do social team-building exercises.

HBRC has a Social Club that we encourage you to join for social drinks, family events, and friendly competitions are just some of the ways you can get involved with the HBRC workplace community, through our Social Club – you will be able to sign up for this as part of the acceptance of your role with us.



Accommodation

When it comes to finding somewhere to live there are many options – you can rent, buy, build or even house-sit in New Zealand.

Renting a house

Hawke's Bay rentals

How to obtain an IRD number?

An IRD number keeps track of the tax you pay and is unique to you. You are required to have an IRD number to open a bank account or earn income in New Zealand.

IRD application

Healthcare services

There is a wide range of community health services available in Hawke's Bay. The main public health facility is Hawke's Bay Hospital, located in Hastings.

Useful link for healthcare services in Hawke's Bay [here](#).

ACC

The Accident Compensation Corporation (ACC) provides insurance cover for personal injury for everyone in New Zealand, whether you are a citizen, resident, or visitor. This means if you are injured by an accident, **ACC** may pay some of your medical and rehabilitation costs.

Healthcare in Hawke's Bay

Use Healthpoint to search for a doctor near you. Or phone Healthline on 0800 611 116. It costs less to visit a doctor if you're enrolled as a patient with them. They'll also be familiar with your medical history and will have your records handy.

If you are looking for a family doctor, have a look at the list and find one near you. You can also search our database by location.

Find a family doctor here

The Emergency Department (ED) is open 24 hours a day, seven days a week.

If you need urgent care in Napier, go to **City Medical Centre**. No appointment needed.

Citizens Advice Bureau

Access to help and support

When you move to a new country there are a million questions to answer, and sometimes you won't even know who to ask. Citizens Advice Bureau is here to help for you.

Hawke's Bay education

With plenty of primary, intermediate, and secondary schools, including state-funded public schools and private boarding schools, Hawke's Bay is well-served for educational facilities. The main provider of tertiary education is the Eastern Institute of Technology (EIT) which offers a comprehensive range of courses including eight full-time and three partial degree programmes.

Your child can attend primary and secondary schools as a domestic student if they are:

- A New Zealand resident or permanent resident
- A New Zealand citizen (includes Tokelauans, Cook Islanders, and Niueans), or
- A student visa holder based on your temporary work visa.

Students who are not eligible to enrol as domestic students may be able to enrol as international students.

Early childhood education

There are more than 200 options for early childhood education (ECE) in Hawke's Bay.

There are many different types of early childhood services, including teacher-led and parent-led services.

The Ministry of Education has a guide for parents explaining the differences between the various ECE styles.

Early childhood education providers are listed on the Education Counts website [here](#).

Find a school

There are more than 120 primary and secondary schools in Hawke's Bay. Most children start school after their fifth birthday.

Children usually attend a school in the area where they live, this is called a 'zone'. Many schools in New Zealand limit enrolments to students who live in their zone. However, some school don't have zones.

You can find information about the schools in the region, a link to their Education Review Office report, and their zone on the Education Counts website.

You can also search for specific requirements, including if a school is single sex or co-educational, or has boarding facilities for students.

Find a school in the Hawke's Bay Region

Cost of living

If you have just arrived in New Zealand you may find the cost of living is different than you expected. Use this [calculator](#) to find out what your income and expenses may be.

Cost of Hawke's Bay.

Transport Options

Most Kiwis find driving easier and more convenient for getting around, but we do have buses in Hawke's Bay and encourage people to use public transport if they can. Please visit this [link](#) to find out more about buses in Hawke's Bay.

You can convert your valid overseas driver licence to a New Zealand driver licence too, just check out what is require [here](#).

Hawke's Bay bike trails

Our region is set up for cyclists of all abilities.

We have nearly 200 km of scenic trails with views of the Pacific Ocean, winding rivers, and orchards.

