Queensland Police Service

MAKING QUEENSLAND HOME



DELIVERING FOR QUEENSLAND

Queensland Government

26-066

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Front cover image: Mount Isa

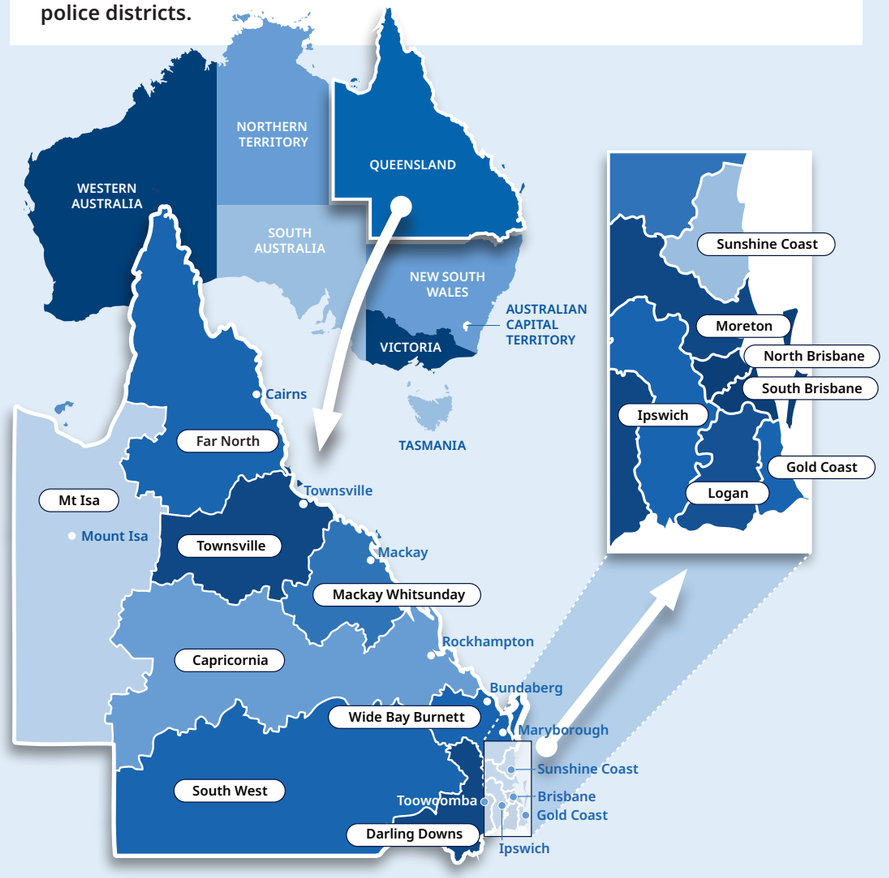


Mount Isa

INTRODUCTION

Queensland offers a relaxed, outdoor focused lifestyle shaped by its warm climate, diverse landscapes, and vibrant mix of cultures. Known as the 'Sunshine State', it blends lively urban centres like Brisbane with laidback coastal communities and expansive outback regions. Its cultural identity is enriched by First Nations heritage, reflected through art, storytelling, and cultural experiences across the state. Queenslanders enjoy an active lifestyle centred around beaches, national parks, and outdoor events, complemented by a growing food scene that highlights fresh local produce and a multicultural influence. Festivals, arts, and community events add to the state's dynamic atmosphere, making Queensland a place where natural beauty, cultural diversity, and easy-going living come together.

Queensland is Australia's second-largest state and spans a vast geographical area, from the state's south-east corner to the tropical Far North and remote western communities. The map below outlines the Queensland Police Service police districts.





Sunshine Coast

POLICING IN QUEENSLAND

Policing in Queensland provides a challenging and rewarding career with vast opportunities — from fast-paced city operations to working in our rural and remote communities. Foreign nationals with policing experience can apply to the Queensland Police Service (QPS) without prior requirement to be an Australian citizen or permanent resident. If your calling is to serve your community and you are looking for a change, there is no better place for a career in policing than Queensland.

For more information on eligibility and application processes, please visit:
www.policerecruit.qld.gov.au/international-police-recruitment

WEATHER IN QUEENSLAND

Queensland is known as the 'Sunshine State' for good reason — it enjoys a warm and sunny climate for much of the year, making it a fantastic place to live and explore. The state's size and diverse geography means the weather can vary significantly depending on where you are, but there's something for everyone to enjoy.

While Queensland's weather is generally mild and enjoyable, it's always a good idea to be prepared. During the warmer months, staying hydrated, wearing sunscreen, and seeking shade during the hottest parts of the day will help you make the most of the sunshine. If you're living in or visiting northern Queensland during the wet season, it's worth familiarising yourself with cyclone safety tips and keeping an eye on weather updates.

No matter where you are in Queensland, the climate offers plenty of opportunities to enjoy the outdoors, whether you're relaxing on a beach, exploring the Great Barrier Reef, or hiking through the lush rainforests and scenic hinterlands.

For more information on preparing for adverse weather, visit: www.getready.qld.gov.au



Airlie Beach

TAXATION AND SUPERANNUATION

Taxation

In Australia, income tax works on a pay-as-you-go (PAYG) system, where tax is withheld from your wages by your employer before you receive your pay. The amount taken out depends on how much you earn, whether you've provided a Tax File Number (TFN), and your personal circumstances, using tax rates set by the Australian Taxation Office (ATO). Your employer sends this tax to the ATO on your behalf throughout the year. At the end of the financial year (1 July to 30 June), you lodge a tax return to confirm how much tax you should have paid - if too much tax was withheld, you receive a refund; if too little was paid, you make up the difference.

The Australian Taxation Office (ATO) collects these taxes for the Australian Government to provide services, including:

- healthcare
- education
- defence
- roads and railways
- payments for welfare, disaster relief and pensions.

Tax File Number

An Australian Tax File Number (TFN) is a unique personal reference number issued by the Australian Taxation Office (ATO) to identify you for tax and superannuation purposes. You need a TFN to work, lodge tax returns, receive government payments, and avoid paying higher amounts of tax on your income and savings.

As a permanent migrant, having a TFN ensures your income is taxed correctly and allows your superannuation contributions to be properly recorded.

You can apply for a TFN for free through the ATO once you arrive in Australia by completing an online application on the ATO website, using your passport and visa details; the TFN is then sent to you by mail, usually within a few weeks.

For further information, visit:
www.ato.gov.au/individuals-and-families/tax-file-number/apply-for-a-tfn/foreign-passport-holders-permanent-migrants-and-temporary-visitors-tfn-application

Superannuation

Often called super, superannuation is a longterm savings system designed to support you in retirement. Most employers are required to pay a compulsory percentage of your ordinary earnings — currently set by law — into a superannuation fund of your choice. These contributions are paid by your employer in addition to your annual salary and do not form part of your base salary.

This money is invested on your behalf and generally cannot be accessed until you reach retirement age or meet specific conditions. Super is taxed at a lower rate than regular income, which helps your savings grow over time, making it an important part of Australia's retirement system.

For more information, visit:
www.ato.gov.au/individuals-and-families/super-for-individuals-and-families/super

HEALTH AND INSURANCE INFORMATION

Australia's healthcare system has two main components: Medicare, which provides free or subsidised essential medical and public hospital services, and private health insurance, which offers added benefits like choice of doctor, shorter wait times and coverage for services Medicare doesn't typically include.

Medicare

Medicare is Australia's universal, publicly funded health insurance scheme. It ensures that all Australian citizens, permanent residents and some eligible visitors can access essential health and hospital services at low or no cost.

What Medicare does:

- Subsidises or fully covers a wide range of health services, including GP visits, specialist care, hospital treatment as a public patient, diagnostic tests, imaging and some allied health services.
- Provides access to subsidised medicines through the Pharmaceutical Benefits Scheme (PBS).
- Allows for bulk billing, where a practitioner accepts the Medicare benefit as full payment, so the patient pays nothing out-of-pocket.
- Is funded by the Australian Government, primarily through general taxation and the Medicare levy.

Overall, Medicare's core purpose is to guarantee equitable access to healthcare, regardless of a person's location, income or ability to pay.

For more information including how to enrol in Medicare, visit:
www.servicesaustralia.gov.au/medicare

Private Health Insurance

Private health insurance is optional insurance that people can purchase to help cover certain healthcare costs and to provide greater choice in how and where they receive care. It can help pay for treatment as a private patient in hospital and may also cover health services that are not fully covered by Medicare, depending on the policy.

To take out private health insurance, you'll need to:

- choose a policy from a registered health fund, and
- pay ongoing premiums to maintain your cover.

For more information, visit:
www.health.gov.au/topics/private-health-insurance





HOUSING

Relocating to Australia can be an exciting journey, and finding the right accommodation is an important part of settling in. Whether you're looking for a short-term stay, a rental property, or planning to buy a home, there are plenty of options to suit your needs. Below is a guide to help you navigate the process.

Short Stay

When you first arrive in Australia, you may choose short-term accommodation while you explore your new city and decide where you'd like to settle. Options include hostels, share houses, and Airbnbs, each catering to different preferences and budgets.

Hostels are a budget-friendly choice, offering shared or private rooms and opportunities to meet other travellers. If you prefer a more community-oriented experience, a share house might be a good option, allowing you to rent a private room while sharing communal spaces like the kitchen and bathroom with others. This can also be a great way to connect with locals and learn about the area.

Alternatively, short-term accommodation options range from private rooms to self-contained apartments, which may suit families or those seeking more privacy. Online accommodation platforms and community groups can help you find suitable short-term housing. To ensure a safe and secure experience, it is recommended to use reputable services and exercise caution when sharing personal information or making payments.

Renting

To secure a long-term rental property, you'll need to provide certain documents, including proof of identity, financial eligibility (e.g. bank statements, payslips, or employment contracts), and rental history. If you're renting in Australia for the first time and don't have a rental history, a cover letter can help. This should include details about your background, employment, rental experience, and why you'd make a reliable tenant.

Be prepared to provide references, such as from your employer or previous landlords, and let your referees know they may be contacted. Keep in mind that the rental market in major cities can be competitive, so it's a good idea to have all your documents ready and submit applications promptly after inspections.

For more information on preparing to rent a property, visit the Residencial Tenancy Authority website: www.rta.qld.gov.au/starting-a-tenancy

Buying

If you are buying property in Queensland, property prices vary across the state, with Brisbane, the Gold Coast, and the Sunshine Coast generally being more expensive than regional areas. The purchase process typically involves researching the local market, comparing suburbs, and considering factors such as proximity to schools, transport, and amenities.

In addition to the purchase price, buyers are required to cover additional costs including stamp duty, legal fees for conveyancing/solicitor services and building and pest inspections. Ongoing costs also apply such as council rates, utilities and maintenance, and, for apartments or townhouses, body corporate fees.

Queensland property purchases include a five-business-day cooling-off period for residential properties, during which buyers can withdraw from the contract. A penalty, based on a percentage of the purchase price may apply if the buyer chooses to terminate the contract during this period. It is standard to include a building and pest inspection clause in contracts, allowing the property's condition to be assessed before finalising the purchase.

The process of securing finance typically involves determining borrowing capacity and obtaining pre-approval for a home loan. When signing a contract, buyers are generally required to pay a deposit, which is usually 5–10% of the purchase price.

The settlement process in Queensland generally takes 30–60 days from the date the contract is signed. During this time, a conveyancer or solicitor manages the legal aspects of the purchase, including reviewing contracts, conducting title searches, and ensuring the transfer of ownership is completed.

www.qld.gov.au/housing/buying-owning-home

QPS Housing Policy

The QPS provides housing to eligible officers to support their operational duties, particularly in locations where private accommodation may be limited. Housing options include QPS-owned or leased properties and rental assistance for private accommodation. Officers occupying QPS housing are considered tenants under Queensland's Residential Tenancies and Rooming Accommodation Act 2008, with tenancy agreements ensuring compliance with state laws. The policy also covers housing maintenance, inspections, and additional support for officers in remote or challenging locations. For more information, officers can contact the QPS State Housing Committee or the Housing Asset Management team.



EDUCATION, SCHOOLING AND CHILDCARE

The Queensland School System

Queensland schools provide quality education in a safe and supportive environment — providing the skills, values and knowledge students need for lifelong learning, employment and to participate in society.

Schooling in Queensland starts with Kindy followed by 13 years of primary and secondary school. A child is considered to be of compulsory school age from 6 years and 6 months until they turn 16, or they complete Year 10 (whichever comes first).

Kindy:

Kindergarten is an optional program aimed to prepare children for the Prep year. Kindergarten is generally offered by kindergarten and long day care services. Children must be at least 4 by 30 June in the year they attend the program.

The Queensland Government provides a Free Kindy program for 15 hours a week, 40 weeks a year in the year before Prep.

For more information visit:
www.qld.gov.au/family/family-and-parents/babies/childcare/rebates

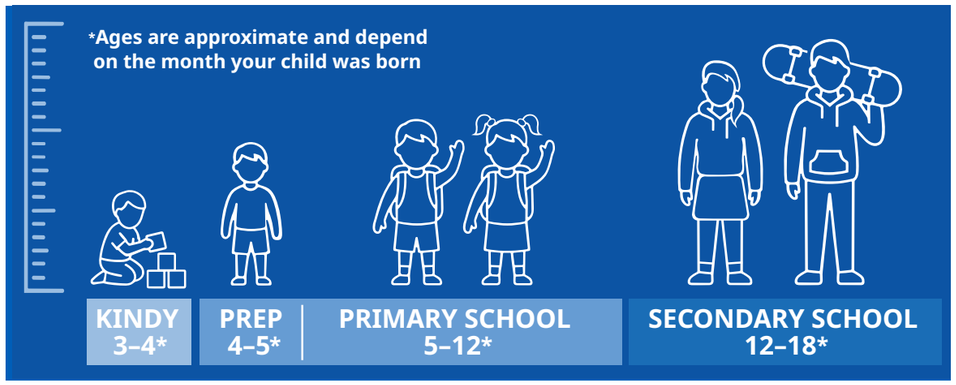
Primary school:

Prep is the first year of schooling and children must be 5 by 30 June in the year they enrol. It is compulsory for all Queensland children to undertake Prep prior to commencing Year 1.

Primary school runs from Prep to Year 6.

Secondary school:

Students move to secondary school in Year 7, and complete Years 7 to 12 (approximately ages 12–17). After Grade 10, students can undertake senior secondary pathways that may lead to Queensland Certificate of Education (QCE) or vocational qualifications.



For more information, please visit:
www.qld.gov.au/education/international/qualifications/school/system

Enrolling your child

Enrolment forms and details of school enrolment processes are generally published on school websites. Usually, a child can be enrolled a year ahead.

To enrol at a Queensland state school:

- check to see if the school has a School Enrolment Management Plan or an Enrolment Eligibility Plan—eligibility to enrol could depend on the school catchment area or other specific criteria
- contact the school and check the school website for any specific enrolment information and procedures
- complete the school's application for student enrolment form from the school website
- ensure you have the documents required for an enrolment interview.

Schools may require:

- to see the child's birth certificate or passport
- information about the child's medical conditions, medication (if applicable) and doctor
- details of the child's previous education and care providers.

Uniforms

Uniform requirements may vary between schools, reflecting the unique needs, circumstances and priorities of each school community. Uniforms can be purchased from the school's uniform shop.

Hours of operation

Queensland state schools are operational 5 days per week. Generally, state schools hold approximately 5 hours of classes between 8.30am and 3.30pm from Monday to Friday on school days during school term and this is considered as standard school hours.

To view the school term dates and holidays visit:
education.qld.gov.au/about-us/calendar/term-dates

Outside school hours care (OSHC)

Many schools offer outside school hours care, before and after school, as well as school holiday programs. All children who are eligible to attend the school, including those enrolled in Prep year, are eligible to be enrolled in OSHC subject to available places. These services are organised and operated by either parents and citizens' associations, non-profit community groups or commercial providers. Parents should contact their local school to determine if a service is available at their school.

For further resources please visit:
education.qld.gov.au/parents-and-carers

Daycare

Daycares operate as part of the broader childhood education and care system, providing safe, supervised environments that support children's early learning, wellbeing and development from infancy through to school age. Daycare services typically operate at least 10 hours a day, Monday to Friday, for at least 48 weeks a year.

These services are designed to support working families while promoting children's social, emotional and cognitive development through playbased learning and age appropriate activities.

For more information on finding a day care service, quality standards and enrolment requirements, visit: www.qld.gov.au/family/family-and-parents/babies/childcare

Child Care Subsidy (CCS)

Families can access the CCS in Australia when they use an approved childcare service and meet eligibility requirements relating to care of a child, residency, immunisation and assessment through Services Australia. Families can apply for CCS via myGov before or after their child starts care, but it is best to apply early so the subsidy can reduce fees from the start of care. The amount of subsidy received depends on factors such as family income and activity levels (for example, work, study or training), with all eligible families entitled to at least three subsidised days of care per week under current settings.

For more information, visit:
www.servicesaustralia.gov.au/child-care-subsidy

DRIVER LICENCE AND TRANSPORT

If you hold an overseas driver licence and want to transfer it to a Queensland licence, the requirements depend on the country or jurisdiction where your licence was issued. Some licences may allow exemptions from testing, while others require you to complete road rules and practical driving tests. Below is an overview of what you need to know and the documents you must provide.

Overseas Licence Transfer Requirements

Requirements vary based on where your licence is from:

- New Zealand
- Recognised countries/jurisdictions (e.g. Canada, UK, Singapore)
- Non-recognised countries (e.g. China, India, Mexico)

You must:

- Bring your overseas licence
- Provide a NAATI-certified English translation (if not in English)
- Bring original identity documents (including proof of Queensland residency)
- Declare medical fitness (medical certificate may be required)
- Pass and pay for road rules and practical tests (unless exempt)
- Pay the licence fee (based on licence duration)

For more detailed information please visit:
www.qld.gov.au/transport/licensing/driver-licensing/overseas/transfer



BANKING AND FINANCIAL SERVICES

Banking and financial services in Australia operate within a highly regulated system designed to protect consumers and ensure stability across the economy.

In Queensland, having a bank account is essential for everyday life — it allows you to receive wages or government payments, pay bills, and keep your money secure. To apply for an account, you generally need to provide identification that meets Australia's 100point ID check. You can then apply online or in person at your chosen bank and complete the account setup process.

The 100-point ID check includes the follow documents:

- passport
- birth certificate
- citizenship papers
- driver licence
- Medicare card

For more information, please visit:
www.legalaid.qld.gov.au/Find-legal-information/Work-and-money/Money-and-debt/Banking

QBank

QBank is a member-owned financial institution that supports Queensland's police, emergency services, and public sector employees. It provides a range of financial services, including home loans, personal loans, savings accounts, and insurance, designed to meet the needs of its members. With a focus on serving those who work in essential services, QBank offers tailored financial solutions and support. Please note, it is not mandatory for QPS employees to bank with QBank.

For more information, please visit: www.qbank.com.au

LIFESTYLE

Gyms

Gyms in Queensland operate as fitness centres where individuals can access a range of exercise equipment, group fitness classes, and personal training services to support their health and wellness goals. Most gyms offer flexible membership options, including casual visits, monthly plans, or annual subscriptions, often with additional perks like 24/7 access, fitness assessments, and tailored workout programs. Many gyms also provide specialised classes such as yoga, Pilates, spin, or high-intensity interval training (HIIT). Some gyms also offer additional facilities like swimming pools, saunas, and childcare services, making them a convenient option for people of all fitness levels and lifestyles.

PCYC

The Police-Citizens Youth Club (PCYC) Queensland is a not-for-profit organisation that partners with the QPS and local communities to empower young people and foster safer, healthier communities. PCYCs are based across Queensland and the majority have a gym and fitness facility. These facilities offer 24/7 access along with group training options. QPS members have access to a $30/year membership to PCYC gyms.

Sporting Clubs

Sporting clubs in Queensland are community hubs where people of all ages and skill levels can participate in a wide range of sports and recreational activities. These clubs often cater to popular sports like rugby, cricket, netball, soccer, and AFL, as well as niche activities such as rowing, athletics, and martial arts. They provide opportunities for both competitive and social participation, with many offering training sessions, competitions, and events throughout the year. Memberships are typically required and may include access to facilities, coaching, and equipment. Sporting clubs also play a vital role in fostering community spirit, promoting physical activity, and providing a platform for social interaction and skill development. Many clubs welcome players of all abilities, making them a great way to stay active and connected.

Surf Life Saving Queensland

Surf Life Saving Queensland (SLSQ) is a community-focused organisation dedicated to protecting lives on Queensland's beaches. With a proud history dating back to 1930, SLSQ brings people together through volunteerism, fostering strong local connections while providing vital lifesaving services. If you're posted to a coastal Queensland town, joining a SLSQ club is a fantastic way to connect with your community while embracing the incredible Queensland lifestyle.

To find out more, visit: lifesaving.com.au/





Riverfire on Brisbane River

Events

Queensland hosts a diverse range of events throughout the year, showcasing its vibrant culture, natural beauty, and community spirit. These include world-class sporting events like the Brisbane International tennis tournament and the Gold Coast Marathon, as well as cultural festivals such as the Brisbane Festival, Woodford Folk Festival, and Cairns Indigenous Art Fair. The state also celebrates its unique heritage with events like the Mount Isa Rodeo and regional agricultural shows. Food and wine festivals, music concerts, art exhibitions, and outdoor adventure events are also popular, along with family-friendly activities and community markets. With its stunning landscapes and lively cities, Queensland offers something for everyone, from adrenaline-pumping sports to laid-back cultural experiences.

For more information Queensland events and destinations, visit: www.queensland.com

MAKING QUEENSLAND HOME

Relocating to a new country is a significant undertaking.

We hope this guide has provided practical information to support your decision-making and preparation. Queensland offers diverse communities, varied career opportunities, and a high standard of living, supported by quality healthcare, education, transport, and community services.

As you consider a career with the Queensland Police Service, we encourage you to explore the resources referenced throughout this handbook and begin planning for your transition. We look forward to supporting you throughout the recruitment process and your move to Queensland.



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