



IRRATIONAL GAMES



SWAT[®]4

TRIBES[®]
VENGEANCE



system shock[®] 2



IRRATIONAL GAMES

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LIVING AND WORKING IN AUSTRALIA

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IRRATIONAL GAMES AUSTRALIA'S RELOCATION PACKAGE

At IGA we will do everything we can to help make your relocation to Australia as easy and stress free as possible.

For any successful applicant, IGA will offer a relocation package that will comprise of up to AUD \$5,000 upon receipt of expenses for items such as international airfares and relocation of personal possessions via a transport organisation. This may be increased for applicants with larger families.

Once you arrive in Australia you and your family will be provided with up to one (1) months stay in good quality and conveniently located accommodation so that you have time to find more permanent accommodation.

The IGA staff will also make sure that you're clued in on all the local 'know how' and will show you around the city you're based in.

Also, should you be so swept away by our easy going lifestyle here in Oz that you may be interested in seeking a permanent residency visa, the company will pay all reasonable legal costs and administrative expenses incurred by you (and your partner/children) to help gain a permanent residency visa.



ABOUT IRRATIONAL GAMES AUSTRALIA PTY LTD

Founded in 1997 by Jonathan Chey and Ken Levine, Irrational Games is the multi award winning developer of titles such as *Bioshock*, *System Shock II*, *Swat 4* and *Freedom Force*. We're dedicated to producing games that set the bar in immersive environments, player choice, deep gameplay and narrative. Although we're specialists in first-person shooters, we also haven't been afraid to branch out into other genres like tactical RPGs.

Irrational Games has studios in Boston, MA and Canberra, Australia. Since 2005 we've been part of the Take 2 family and are rapidly expanding to get ready for some genre defining titles on both the new console platforms and the PC.

We believe in empowering our employees to contribute creatively and, by doing so, moving the start of the art with each game we produce. We think making games should be fun as well as financially and creatively rewarding.



INTRODUCTION

IGA hopes that this introduction to Australia will provide you with sufficient information to get an idea of what it would be like to work and live here. A lot of useful hints about the costs of living, accommodation and various other factors for moving from overseas to Australia are included in this info pack. The website links will also help you obtain more knowledge about our precious country and the day-to-day procedures of living here.

HISTORY OF AUSTRALIA

Australia is an English-speaking, multicultural country with a diversity and richness developed from migrant people from across the world and the Aboriginal people who were the original inhabitants of Australia prior to European settlement in the 1780's. While early settlement in Australia was British and ties are kept with England, since the 1950's there has been a large intake of migrants with an increasing migration from South-East Asia.

Australia is nearly equal in size to China or the United States of America. However, the population of Australia is relatively small with approximately 20+ million people living mostly around the coastal fringe of the country. Australia is very urbanised with Sydney and Melbourne comprising of nearly half of the nation's total population.

Australia's Population

The approximate Australian population is 20,732,839.

To view a map of Australia visit Geo Science Australia

http://www.ga.gov.au/image_cache/GA4073.jpg



AUSTRALIA'S TIME ZONES

There are three time zones in Australia. IGA is on Australian Eastern Standard Time (AEST).

Australian Eastern Standard Time (AEST) is equal to Greenwich Mean Time plus 10 hours (GMT +10).

DAYLIGHT SAVING

Daylight saving time is observed by New South Wales, Victoria, South Australia, Tasmania and the **Australian Capital Territory** from early to late October to the end of March. Queensland, Western Australia and the Northern Territory do not observe daylight savings.

Where daylight saving is being observed:

AEST becomes Australian Eastern Daylight Time (AEDT), and clocks are advanced to GMT +11.

PUBLIC HOLIDAYS

On top of the standard four weeks annual leave you will be entitled to the following public holidays. Public holidays are also designated on a state and territory basis with the exception of national public holidays.

Public Holidays for the ACT

New Year's Day	1 January
Australia Day	26 January
Canberra Day	19 March
Good Friday	6 April
Easter Monday	9 April
Anzac Day	25 April
Queen's Birthday	11 June
Labour Day	1 October
Christmas Day	25 December
Boxing Day	26 December

AUSTRALIA'S CLIMATE

Like most countries, we enjoy 4 seasons throughout the year – Spring (Sept to Nov), Summer (Dec to Feb), Autumn (Mar to May) and Winter (Jun to Aug).

EMPLOYMENT SITES

If your partner and/or children are looking for work, check out the following employment information sites that list 1000's of jobs in Canberra and around Australia by private advertisers and recruitment firms.

www.seek.com.au

www.mycareer.com.au

www.jobsearch.gov.au



MONEY MATTERS

Before your move to Australia, check that you complete all the financial, taxation and legal matters that affect you and your family. You may need to set up bank accounts that operate from both your old and new country.

If you move to Australia from an overseas country, it is advisable for you to contact one of the larger banks to discuss the documentation and other requirements necessary to open a bank account in Australia.

Some suggestions include:

- Australia and New Zealand Bank (ANZ) www.anz.com.au
- St George Bank www.stgeorge.com.au
- Westpac Bank www.westpac.com.au
- National Australia Bank (NAB) www.national.com.au
- Commonwealth Bank of Australia (CBA) www.commbank.com.au

Australia uses the Australian dollar (AUD), which is divided into 100 cents. The Australian currency is convertible into other major currencies. Like all other floating currencies, the exchange rate varies constantly. Therefore, before converting you should verify the Australian dollar's against your country's at the time of exchange. As a general guide the exchange rate as of January 2007 was AUD\$1.00 to US\$0.77.

Currency calculator

<http://www.xe.com/ucc/>

The most extensively used credit cards in Australia are Visa, MasterCard and Bank Card. American Express and Diners and other international credit cards are accepted by the larger businesses. The majority of businesses in Australia accept payment by credit cards. These businesses also accept debit cards, which are issued by your bank and are used to pay for purchases with money in your bank account, as opposed to on credit. This transaction is known as EFTPOS (Electronic Funds Transfer at Point of Sale). Throughout Australia there are numerous ATM's (Automatic Teller Machines) located at banks and shopping centres. These can be used to withdraw cash 24 hours a day, without having to enter a bank.

A Goods and Service Tax (GST) was introduced in Australia on July 1, 2000. it is a broad-based tax of 10 percent on most goods and services. There are some GST Free items – for example, basic food such as meat, fresh fruit and vegetables. Some pre prepared or luxury foods and beverages include GST. Take-away food, restaurant meals and alcohol, for example, are subject to GST.

To find out more about the Australia Taxation System visit www.ato.gov.au.

COST OF LIVING IN AUSTRALIA

Australia's cost of living is lower than that of Japan, Hong Kong, Singapore, Taiwan, some parts of the United States and the United Kingdom. The average weekly expenditure per household (not individual persons) on food and non-alcoholic beverages in Canberra is AUD\$153.00. The average weekly expenditure per household (not individual persons) on transport in Canberra is AUD\$139.00.

Exchange rates used in the table of cost comparisons below:

1 GBP = 1.75 USD

1 GBP = 1.46 EUR

Cost of living comparisons in £s – 2006 Selected cities worldwide (NB purchases at medium priced establishments)

	Rent of a luxury two bedroom unfurnished apartment (per month)	Bus or Subway Ride	Music CD	1 issue of international daily newspaper	1 cup of coffee, including service	Fast food hamburger meal
London	1700	2.00	11.99	1.10	1.90	4.50
Dublin	824	1.03	14.06	1.37	2.06	4.05
Paris	1303	0.96	11.65	1.37	1.51	4.12
Rome	926	0.69	14.58	1.37	1.51	3.91
Amsterdam	926	1.10	15.08	1.78	1.71	4.46
Berlin	720	1.44	12.34	1.44	1.71	3.26
Athens	721	0.55	13.03	1.23	2.88	4.97
Brussels	652	1.03	13.70	1.37	1.51	3.77
Madrid	892	0.75	13.72	1.71	1.58	4.18
Prague	754	0.41	14.44	1.20	2.17	2.89
Warsaw	754	0.43	13.52	1.80	1.98	2.79
Zagreb	754	NA	13.60	NA	2.35	2.58
Tokyo	2352	1.32	12.25	0.74	1.47	2.99
Beijing	1528	NA	12.08	2.49	2.42	1.46
Canberra	723	1.06	11.03	1.63	1.49	2.74
New York	1998	1.14	10.77	0.93	2.26	3.43
Buenos Aires	571	0.15	6.88	2.60	0.84	1.58
Johannesburg	553	NA	17.01	2.21	1.29	1.84
Vancouver	804	1.13	10.61	1.88	1.63	2.79

You can also use the cost of living calculator on the Australia migration web page to calculate the cost of living in Australia compared with your home country.

http://www.australia-migration.com./page/Cost_of_Living_calculator/95.

INCOME TAX - WHAT YOU PAY IN AUSTRALIA

Tax is a highly complex issue and needs to be worked out on an individual basis. Income tax can be structured in various ways for employees in Australia. While it is possible to 'pay as you go' with tax, you still have to submit a tax return at the end of each financial year, which falls on 30 June. It is advisable to use the services of an accountant to do this.

For basic information on tax rates, fringe benefits tax – which affects employment benefits like company cars and business expenses – superannuation and family tax benefits visit the Australian Taxation Office website www.ato.gov.au. If you will be paid a salary you can work out your fortnightly tax deductions in the online tax calculator on the website. Payroll tax is levied on employers and is based on wages paid or payable to employees.

The amount of tax you pay also depends on your visa status. If you are a non-resident the following tax table will be relevant.

Australian Tax Rates 2006-07

Taxable income	Tax on this income
\$0 - \$25,000	29c for each \$1
\$25,001 - \$75,000	\$7,250 plus 30c for each \$1 over \$25,000
\$75,001 - \$150,000	\$22,250 plus 40c for each \$1 over \$75,000
Over \$150,000	\$52,250 plus 45c for each \$1 over \$150,000

Non-residents are not required to pay the Medicare levy.

Information for people new to the Australian Tax System can be viewed online at http://www.ato.gov.au/individuals/pathway.asp?pc=001/002/031&mfp=001/002&mnu=1180#001_002_031

A simple tax calculator is also available to calculate the tax on your taxable income <http://calculators.ato.gov.au/scripts/asp/simpletaxcalc/main.asp>



SUPERANNUATION

Superannuation is a way of saving for your retirement. The superannuation guarantee is a compulsory requirement that employers withhold 9% on top of employees salary and deposit this into a complying superannuation fund. This is the responsibility of employers, not employees. The aim of the superannuation guarantee is to ensure as many Australians as possible enjoy the benefits of superannuation income in their retirement.

Your employer should generally make superannuation guarantee contributions for you to a complying superannuation fund or retirement savings account if:

- You are aged between 18 and 70, and
- You are paid AUD\$450 or more in a calendar month.

This applies for full-time, part-time and casual employees, including those who work under a contract principally for the labour of the person.

For the 2002-03 financial year and beyond, if you are an eligible employee, your employer should contribute a minimum of 9% of your earnings base to a complying superannuation fund or a retirement savings account. They should do this monthly. This amount will usually be clearly set out in your employment contract.

All employees are eligible to choose the superannuation fund of their choice. Irrational Games Australia Pty Ltd superannuation fund is AustralianSuper www.australiansuper.com.au.

To find out more about choice of superannuation fund visit www.superchoice.gov.au.

Accessing Your Superannuation

Generally, most of your superannuation must be held in a complying superannuation fund or retirement savings account until your earliest retirement age, which is currently at least 55 years old. This money is often called your preserved benefit. Some people may have unpreserved benefits which can be paid out before their earliest age.

If you are a temporary resident you can claim any superannuation benefit you accumulated while working in Australia, as long as you visited on an eligible temporary resident visa (which has expired or been cancelled) and have permanently departed Australia.

As an eligible temporary resident, you can apply for your departing Australia superannuation payment (DASP). You can apply at no cost, 24 hours a day, seven days a week.

HEALTH

Australia has a wide range of high quality health care services and facilities including: emergency services, public and private hospitals, doctors (including general practitioners and specialists) surgeons, community health centres, dentists, serviced for people from non – English speaking backgrounds, therapeutic services and alternative medicine.

The Australian health system is widely regarded as being world class, in terms of both its effectiveness and efficiency. The system is a mixture of public and private sector health service providers and a range of funding and regulatory mechanisms.

Medicare benefits in Australia are only available to Australian citizens. For all temporary residents, private health insurance should be acquired. **Here at IGA we will pay for your private health insurance for you and your family with HBA** www.hba.com.au.

OTHER USEFUL INFORMATION

Australian Customs

For more information on Australian Customs Service and regulations visit www.customs.gov.au

Australian Visas

For information on Australian visas visit www.dimia.gov.au

Australian Electricity

The Australian domestic standard voltage is AC 240 volts, 50 cycle. The standard plug is a three prong type.

Once you have found suitable housing in Canberra please call ActewAGL www.actewagl.com.au to connect your electricity and gas (if required).



Telephones

Area codes differ in each State. Canberra's area code is 02 if calling from within Australia or +61 2 from overseas.

The cost of a local call from a public phone is 50 cents. 1800 numbers are free when dialled from anywhere within Australia. 1300 numbers are costed at the local call rate when dialled from anywhere within Australia.

The major fixed line carriers are:

- Transact www.transact.com.au
- Optus www.optus.com.au
- Telstra www.telstra.com

All these carriers will charge you a monthly line rental and a connection fee.

Mobile Phones

The major phone networks are:

- Optus www.optus.com.au
- Vodafone www.vodafone.com.au
- Three www.three.com.au
- Virgin www.virginmobile.com.au
- Telstra www.telstra.com



All these carriers offer pre-paid and monthly plan options.

Tipping In Australia

While appreciated, it is not expected in Australia. If you have received excellent service, particularly in a restaurant, a tip is always welcome.

CANBERRA

A Quick Overview

Home to some 320,000 people, Canberra is one of the world's few planned cities, a city in a park, with golden autumn leaves and glorious spring blooms. Surrounded by native bushland, Canberra is perfect for getting back to nature.

But hidden beneath the leafy surrounds is a thriving modern city with stylish restaurants, hip bars, boutique shopping, fun for the kids and a busy calendar of events and festivals.

The surrounding region offers more than 30 wineries, historic townships, beautiful coastlines and the famous Snowy Mountains.

Location

Canberra is located in the Australian Capital Territory, which is surrounded by New South Wales. The city is 150 kilometres inland and 571 metres above the Pacific Ocean, 281 kilometres from Sydney and 660 kilometres from Melbourne.

History

Located on the ancient lands of the Indigenous Ngunnawal people, Canberra's name is thought to mean 'meeting place', derived from the Aboriginal word Kamberra. European settlers first came in the 1830s, and the area was chosen for the federal capital in 1908. Canberra's special contrast of nature and urban living was planned in 1912 by master designer, Walter Burley Griffin, a Chicago architect who won an international design competition. The provisional Parliament House was opened in 1927 in what was then a treeless paddock. For more information on Canberra's history, visit www.nationalcapital.gov.au.

Entertainment

Canberra boasts a diverse array of dining and entertainment options. Your run of the mill take-away to first class fine dining. At various pubs and clubs around the city you will find a number of live acts and bands playing on any given night. Visit www.outincanberra.com.au for more information.



CANBERRA'S SURROUNDS

Snow Mountains

Base yourself in Canberra to explore the nearby high country. A two-hour scenic drive from Canberra takes you to the Snowy Mountains, where you can find beautiful alpine flowers, top ski resorts, wild brumbies, fishing, trekking, horseriding and much more.

Travel to the top of Mount Kosciuszko National Park for spectacular views, or take a bushwalk and see the famous Snowy Mountains brumbies (wild horses). At the Yarrangobilly Caves, you can view stunning frozen waterfalls, limestone caves and underground pools.

Lake Jindabyne, Lake Eucumbene and Blowering Reserve attract thousands of anglers each year, while Perisher Blue, Thredbo and Selwyn Snowfields offer lots of fun in the snow, from skiing and snowboarding to snow shoeing and tubing.

For more information, www.snowymountains.com.au

The South Coast

Canberra is the perfect base for exploring the unspoilt coastlines of the South Coast. Just two hours' drive away, try whale watching or kayaking, learn to surf or laze away a day on a beautiful beach.

Take a dolphin watch cruise or a kayak excursion and see the pristine beauty of Jervis Bay, or charter a fishing boat or go whale watching on the beautiful Sapphire Coast. Not far away, the Kangaroo Valley offers 80 kilometres of river perfect for all types of canoeing, and is also great for a guided bushwalks or bicycle tours.

At the Old Mogo Town Pioneer Village, you can experience the 1850s Gold Rush and learn about Australia's 'bloodiest' bushrangers, the Clarke Gang. Not far away, Mogo Zoo offers everything from an African lion, a snow leopard or a Bengal tiger to giraffes, alligators, iguanas and pythons.

For more information, www.visitnsw.gov.au



Wine Region

The Canberra region is home to an array of award winning wineries.

<http://www.wineaustralia.com/Australia/Default.aspx?tabid=704>

Renting in Canberra

There is a wide variety of affordable housing options in Canberra. To view a comprehensive range of rental properties (through agents and private lessors) in Canberra, visit the All Homes website:

www.allhomes.com.au

Canberra's Retail Shopping Hours

Monday to Thursday – 9:00am to 5:30pm

Friday – 9:00am to 9:00pm (late night shopping)

Saturday – 9:00am to 5:00pm

Sunday – 10:00am to 4:00pm

Hours vary at smaller shopping centres and large department stores.

Canberra's Banking Hours

Monday to Thursday – 9:30am to 4:00pm

Friday – 9:00am to 4:00pm

These hours will vary with different banks. Almost all branches have 24 hour automatic teller machines.

Transport

Getting around Canberra is extremely easy. We have public transport in the form of Action Buses www.action.act.gov.au that run frequent services to and from almost all suburbs to the major city centres. Taxis are also available (phone: 132227 to book).

Go to www.roads.act.gov.au for important and useful information about licensing, traffic and road rules in the ACT.



EDUCATION

The Australian school year runs from January to December, with four school terms. Most educational institutions close for at least six weeks over the Christmas holidays, which is the longest holiday period over the year. There are three other two week school holidays during the year, in April, July and October.

According to UNESCO figures, Australia has one of the highest ratios of enrolment in primary and secondary education in the world; on par with the United Kingdom.

Australia and the UK have among the highest primary and secondary school enrolments in the world and education in Australia is cheaper than in the UK, US and Japan.

Education in ACT can start at a kindergarten or pre-school – the majority of pre-schools are privately run. Children from two to five years can attend these schools. By law, children have to start kindergarten by their 6th Birthday. Students can legally leave school at age 15, however students remain at school if they want to take their Year 10 Certificate or Year 12 Certificate.

Most suburbs will have a long day care centre where babies and under fives can stay from around 7am to 6pm, catering for working parents. Day care centres and pre-schools must be council approved and local councils can provide a list of those in your area.

The school system in Australia is divided into two sectors. There is the government run or “free” education system, and the independent or “free paying” education system. The public system is generally of a high standard and children are guaranteed a place at the local school in the area they live in. In comparison to the government run schools, independent schools may have superior resources, such as larger grounds and an emphasis on sports, religion or other extracurricular activities. Many of the independent schools are church affiliated, though they accept children of all faiths. Catholic, Christian and non-denominational schools are the three types of independent schools.

Most students attending Public Schools who hold temporary visas are required to pay the Temporary Visa Holders Education Fee. Individual exemptions of fees are considered on a case by case basis.

Universities and Colleges

For information on the entry requirements for universities and colleges visit the Universities Admissions Centre (NSW & ACT) website www.uac.edu.au.

A full list of Australia’s universities and colleges is available from The Good Guides website www.thegoodguides.com.au. The site lists courses and campuses and rates their facilities. It also has sections on courses for international students and corporate executives.

School terms in Australia are designated on a state and territory basis. The tables below show school terms for 2007. Term dates for tertiary schools vary depending on the institution.

Canberra 2007 School Terms

Term 1	Friday 2 February	to	Friday 13 April
Term 2	Monday 30 April	to	Friday 6 July
Term 3	Monday 23 July	to	Friday 28 September
Term 4	Monday 15 October	to	Friday 21 December

The first day of Terms 1 and 3 is a school development day.

Sending Your Child to School in The ACT (Canberra)

Canberra's education system and institutions produce the most highly educated population and workforce in the country, and they attract increasing numbers of students from around the world. Schooling in the ACT is available through the public or private school systems and Canberra has the best public school system in Australia. It begins with a kindergarten (K) year, at the age of five, and then continues for a further 12 years of schooling. Primary school consists of K to 6, and secondary school is from years 7 to 10. Years 11 and 12 are accredited by the ACT Board of Senior Secondary Studies. The Board also ensures that courses leading to tertiary entrance qualifications will meet the requirements of tertiary institutions throughout Australia.

No subjects are compulsory in secondary colleges. However, students are encouraged to choose courses from all areas of the curriculum to develop a comprehensive range of knowledge and skills.

Visit the ACT Department of Education and Training for a list of Government and Private Schools www.decs.gov.au/schools/schools.htm

The current Temporary Visa Holders Education Fees for Public Canberra Schools are:

Years K-6 AUD\$9,000
 Years 7-10 AUD\$12,000
 Years 11-12 AUD\$13,500
 Secondary Introductory English Centre AUD\$13,500
 Primary Introductory English Centre AUD\$9,500

However the ACT Department of Education and Training has provision to exempt the children of "specialist" employees. These employees are identified using advice provided by BusinessACT and the Australian Department of Immigration and Multicultural Affairs. Currently specialist IT workers are included in the exempt category. IGA will assist you with applying for an exemption.

