

# Round about.

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Janine & Marcus Barnes

## Pathways

New Chairman Bhavin Sanghavi

## MyHR

Top tips for surviving the Christmas party season

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**Cover:** Janine and Marcus Barnes, Willory Owners

With thanks to our partners ...



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# From Our Perspective

RBA CEO **Mike Gibson** gives his perspective on what's happening in Rosebank



## Timing is the essence

### Mike Gibson, RBA CEO

My word, whoever professed “**Time is your enemy,**” certainly knew a thing or two. However, a lack of time has its upsides, people are more acceptable of change when they have less time to consider their options. International politics of late are littered with examples where too much time has disabled clear thinking on both sides of the English Channel. Macron in Paris has finally realised that time is his enemy and overnight acted accordingly, anarchy driven riots must cease and be replaced with better leadership which is why he was elected originally, exhibit compassion and initiatives comprising care, forgiving, thoughtfulness and a balanced economic budget, that creates incentives to work, save more and doesn't penalise the aged, it takes courage to reduce taxes, lessen the hammer blows of those elements that create the divide between the haves and have nots.

Across the ditch UK P.M. Theresa May would be hoping for much less time for her Great Britain voters to contemplate a second poll of their dreaded departure from the Economic Union. Her government is unable to make any decisions, move forward, backwards, sideways or simply stagnate. Their parliament is caught between the proverbial rock of not having a working majority and the hard place of being unable to persuade any other support party to help get a positive Brexit vote

over the line. This may well end in polling disaster for her, and too much time for her dwindling support base is her enemy. Watch with interest.

Political uncertainty in Europe is our enemy not our friend. Tourism will already be subject to review in Europe given the circumstances of the horrific death of the young lady, Grace Millane last weekend. As an aside not many export or import businesses want to operate in a negative business environment which is what will happen if either way Brexit remains unresolved.

In NZ we have gone from the sublime (desperately needing investment in jobs, housing and infrastructure) to the ridiculous point whereby the greater Kiwi knocking machine is alive and well. Note increasing industrial action aplenty and worse to come on Air NZ's busiest period of the year beginning 21st December. Ah yes! **Timing is everything.**

In closing on behalf of the RBA may I wish you all **safe travels and journeys** where ever you may venture. Don't drink and drive! And if you must travel on congested highways, adopt the **360°** approach of making sure you have clear vision ahead, behind and with clear sideway views on both sides. In other words treat all other drivers politely as “Idiots”.

Best wishes to you all,  
Mike Gibson.



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# From Our Perspective

RBA Chairman **Bernie McCrea** gives his perspective on three things that he has been thinking about

## Bernard McCrea

RBA Chairman

### Challenges

When I look back on last year's Chairman's article, I can see the excitement was there with all the new challenges ahead; new Chair role, new Government to assess, new approved Adviser status pending. The main question was - will it all work, or not? At the end of the year I am happy to say that all the trepidation seems to have gone and thankfully all things have been achieved to some degree.

### Government

The Government seems to have made it through the year, and putting aside confidence surveys, is getting by. Listening to the Hon Phil Twyford at our recent roading forum, if his promised words stand true, then light rail will be a reality within 5-10 years. I've also been to events with the Finance Minister, Hon Grant Robinson and it seems he's got his head around the business of managing the Government's finances. It looks and feels like he understands that they must work with businesses, not against them.

### Finance

I'm sure we all miss the easier, simpler times, but unfortunately, they're not

## What an exciting year it's been!

coming back. These days most things are interconnected and all actions have consequences. While attending a recent finance event the speakers reviewed the Australian Banking Royal Commission Enquiry. It highlighted the abuse of banking management through the mid 2010's and clearly indicates that stricter finance regulations are coming. This will add costs to business and inevitably slow down the speed of obtaining finance. Unfathomable was one of the comments by one of the Australian Banks CEO's of, 'temper your sense of justice'. My opinion, that was reprehensible and his bonuses should be paid back to the Bank.

### Predictions

Things I'm keeping a watching eye on in 2019:

1. Increase in financial regulations
2. Business confidence starts to go up, not down
3. Rugby World Cup success
4. Warriors going deep into the playoff's

### Thanks

Thank you for supporting the RBA events. Thank you to Tracy Mullholland at the

Whau Local Board for her support in our business area. A BIG special thank you to; Briar, Kelli, Phil, Julie and Mike for running the RBA. It's a unique organisation that bats way above its small size. I know their absolute dedication and hard work to making RBA **'Stronger Together'** makes our area a great place to do business.

Have a great Christmas and see you in the New Year.

Regards Bernie.



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# Rosebank Events

Find out about the latest **RBA** Events.

## February 2019 Member Hosting

### *Omni*graphics

**When:** Thursday 21st February 2019  
5 PM - 8 PM

**Where:** Omnigraphics  
447 Rosebank Road, Rosebank

**Register:** Contact Briar Dunn  
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**RBA and MyHR present**  
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**Rosebank Plus** RBA **Stronger Together** **MyHR**

#### **Rosebank Plus and MYHR present "Kick Start the Year and get the best out of your work force" workshop.**

Following on from our successful HR workshops in 2018, we bring to you our next workshop that will focus on helping to take your business to the next level with your biggest asset - Your People!

Join us, where you'll learn how to deliver and use feedback effectively, tips in coaching and how to have those tough conversations (in the right way of course) that will help maximize your people's potential! And subsequently improve productivity.

**Our HR Partner and highly sought-after HR specialist, Jason Ennor from MyHR, will cover:**

- The best process for coaching to get results
- The importance of how to deliver and receive feedback and the power of getting this right
- The importance of having hard conversations (and the fall-out of avoiding them)

- How to best manage tough conversations with your people

#### **Outcomes of the workshop:**

- Learn how to better support your people to be able to reach their potential
- Learn how to handle and prevent performance and behavioral issues in your team
- Ability to create a work environment where communication is constructive and free-flowing

This is a practical and interactive session with likeminded leaders, managers and business owners, where you'll have the opportunity to take your knowledge straight back to the workplace.

**Date:** Thursday, 28 February, 2019

**Time:** 7.45 am Registration, Start 8.00am, Finish 10.00am

**Venue:** Browne St, 50 Rosebank Road, Avondale

**RSVP:** julie@rosebankbusiness.co.nz



# Rosebank Advocates

With **Dr Grant Hewison**, specialising in local government consultancy and legal services.



Dr Grant Hewison

## Rosebank making submissions on Auckland region-wide stormwater network resource consent

Several industrial business associations, including Rosebank, made a presentation to the hearing of the resource consent for the Auckland Council Region-Wide Stormwater Network.

### Background

The importance of good stormwater management was recognised for industrial and commercial sites, as the contaminants present in discharged stormwater from these sites is typically different than for other land-uses.

It was also recognised that industrial and commercial site stormwater management is best dealt with through a combination of on-site management, spill contingency and appropriate treatment methods. Appropriate on-site treatment devices required for business are provided for in the Auckland Unitary Plan. Thoughtful site design and the application of low impact urban design principles also contribute significantly. These designs are being incorporated into more modern industrial and commercial site developments and redevelopments in the Rosebank area.

Currently, an Industry Pollution Prevention Programme, funded by the Whau Local Board, is being rolled out for businesses

along Rosebank Road. The programme is primarily educational and aims to inform businesses about their potential impacts on local waterways. The programme includes a site inspection and discussion about potential issues around pollution. If changes are recommended, a report is sent to the business. The programme ensures that businesses understand the stormwater network connections in relation to local waterways.

The Associations supported the regional network consent replacing the current complex 'patchwork' of consents and other authorisations that is leading to inconsistent stormwater management across Auckland.

The submissions made by the industrial business associations mainly focused on the Conditions as they existed at the time of notification. In their presentation, they again focused on the Conditions and especially made suggestions for further amendments.

### Condition 22 - Technical Working Group

The Associations supported the inclusion of a new Condition 22(d) asking for the Technical Working Group to include a stormwater practitioner nominated by the Chief Executive of the Property Council of New Zealand.

### Condition 25(h) - Triennial Stormwater Network Review and Report

The Associations supported the inclusion of a new Condition 25(h) asking for an assessment of the cost effectiveness of stormwater interventions in delivering environmental outcomes in Auckland over the period of the last review.

### Condition 32 - Stormwater Network Discharge Review Engagement

The Associations supported the inclusion of new Condition 32(f) for engagement

with the Property Council of New Zealand in the six yearly Stormwater Network Discharge Review.

### Schedule 2 - Auckland Stormwater NDC Strategic Objectives, Outcomes and Six Yearly targets

Of significance to the Associations was schedule 2, which sets out the Auckland Stormwater NDC Strategic Objectives, Outcomes and Six Yearly Targets. The Associations wanted to ensure these objectives and outcomes included consideration of potential impacts on business and industrial communities. For example, in terms of Assets, the Associations asked that this aspect of the Schedule:

- Clarify that the risks to Auckland's communities include risks to business communities and that property and infrastructure include that owned or used by industry and business;

The tenor of these submissions were repeated for Growth,

Flooding, Stream Health, Coastal Health, Groundwater, and Effects on the Wastewater System.

### Schedule 3 - Best Practicable Option

Also of significance to the Associations was schedule 3, which sets out the Best Practicable Option. The Associations wanted to ensure these criteria reflected the issues of most concern to businesses and industrial areas. For example, they asked for the Best Practicable Option for Flooding to include engagement with businesses and industrial areas.

### Decisions sought from the Hearing

The Associations sought, in the event the Commissioners decided to grant the resource consent, that the conditions set out in the presentation be imposed to avoid, remedy or mitigate the adverse effects of the application.



# Rosebank News

News, views and any other tidbits from the Rosebank Business Community.



Janine Roberts, David Ryan, Aaron Tucker and David Priestley

## Pathways to the Future Trust Awards for Achievement

We are delighted to present this award to Aaron Tucker of Complete Heat Ltd to another well-deserved recipient. Aaron

was nominated by his employer as he has shown good aptitude and problem-solving skills with his transitioning from a labourer to help support their installation services to an apprentice. As a first-year apprentice, Aaron has performed well at both skills and academically at Manukau Technical College. "We are very impressed with Aaron's problem-solving ability. We test all our apprentices regularly to ascertain knowledge of trade and future placement in leadership roles," explains David Ryan, General Manager.

Aaron was awarded \$1,600 from Pathways Trustees Janine Roberts and David Priestley, for tools for his trade.

Nominations are now open for the Pathways to the Future Trust Awards. If you have some young go getter in your workplace you would like to:

1. Reward for their contribution they have made in your business
2. See them to develop their skills to assist your business,

Please contact **Julie Stevens 021 940664** or **julie@rosebankbusiness.co.nz** today!

## Avondale to Waterview walkway now open

A new shared path that connects Avondale and Waterview has been officially opened.

The walkway provides a connection from Holly St in Avondale to Heron Park in Waterview through a combination of boardwalks and concrete paths as well as a link to Glendon Avenue.

### Greenways vision

Whau Local Board Chair Tracy Mulholland says the opening of the path is a significant milestone for the board.

"This fits with Whau Local Board's Greenways vision and will result in significant benefits for the local and wider community," she says.



"This will particularly benefit school children from Avondale College making their way to and from the school campus, and opens up an area that was previously inaccessible to the public."



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## The Trusts Donate \$2 Million To Support West Auckland's most vulnerable



A premature baby is born every 90 minutes in New Zealand, often needing specialist medical care to survive the first few weeks or months.

Things are about to become easier for the 350 babies born prematurely in West Auckland each year, with a rebuild of the Specialist Care Baby Unit at Waitakere Hospital to look after babies who arrive as early as 23 weeks.

The \$6M fundraising effort by Well Foundation to rebuild the West Auckland unit is off to a great start with \$2 million donated by The Trusts and \$1 million from Jeff Douglas of Douglas Pharmaceuticals. The rebuild will be completed by 2020, doubling the number of cot beds available.

The Trusts are West Auckland community owned and operated - every time you shop at a West Liquor, Village Wine & Spirits, or one of the bars and restaurants run by your Trusts, you're directly supporting profits being given back to local community causes who otherwise could miss out.

"We are so grateful to The Trusts for supporting such an important project that will help many in the community now and for years to come," says Andrew Young, CEO of Well Foundation, the official charity of Waitakere Hospital fundraising for the rebuild.

The Trusts have given back millions of dollars to help community groups, clubs and schools afford vital things like rescue equipment, building upgrades, environmental projects, community vehicles and community support services. It's all made possible when you support the Trusts' outlets, so they can in turn support our community.

If you'd like to know more about The Trusts, how your shopping makes a difference, and how your community groups and clubs get help from The Trusts, visit [www.thetrusts.co.nz](http://www.thetrusts.co.nz).

For more information on how you can support the unit, visit [www.wellfoundation.org.nz/getinvolved](http://www.wellfoundation.org.nz/getinvolved).



Andrew Young  
CEO of Well Foundation



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## National not to be Left out in Battle for Peninsula

An early wake up with Hon. Judith Collins and Alfred Ngaro

The Te Atatu Electoral office for the National Party hosted a breakfast for about 60 of its faithful who came to hear Honourable Judith Collins, who has primary responsibility for Urban Development, Infrastructure, planning and most importantly the RMA. She provided some insights into what she saw as key factors in the next two years for the party and what was pivotal in winning the 2020 election.

Alfred Ngaro the local list M.P. thanked the organisers and welcomed dignitaries and guests. He acknowledged the challenge to continue the vitality and interest in activities when in opposition but said it was growing, and he was being requested to go to an ever- increasing number of electorate - based events.

Mrs. Collins instantly captured the audience's attention by facetiously declaring she knew the recipe to win the next election. First up she would have a baby and secondly, she would swan around international conferences and United Nations speaking lots of lovely warm fuzzies that ostensibly raised our profile on the World stage. This caused much laughter but irony aside, she clearly believes there needs to be 3 key party policies which are sold well, and others dovetail in behind or beside. This is in direct contrast to the 56 policies for the 2017 election. At this point in time she sees the points as:

- RMA Reform - May have been alright 30 years ago but perception is not the reality.
- Law and Order
- Tax policy

However, her slogan of this week is, "Get Stuff Done". As Collins sees it all the myriad of committees sitting at the tax-payer's expense are creating policy platforms for the government for the next election.

However, over the summer recess the RMA act will be gone

through line by line by herself and Andrew Bayly who is the M.P. for Hunua and identify areas where risk averse councils will feel pressure to modify their outdated procedures.

The necessity for the opposition to have actual solutions to problems like our energy crisis when we have no gas exploration, no coal, wind generation has its problems and solar has not been viable or popular.

The abiding tenant of the speech was the National Party must focus on what really matters and make certain the voting public understand how achievable the real solutions are when governments have the mandate to govern, alone if necessary.

There were a variety of questions from the floor which focused on possible coalition partners, future drug legislation and control, Winston Peter's role and it was the opinion of Judith Collin's that he was the experienced steady hand.

Mention was made of mummering being made around the traps to Nationalise the ports and amalgamate with Kiwi Rail, and again to have fewer key policies managed well, rather than a more multi headed approach.



Hon. Judith Collins

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# The biggest Pot suppliers in the West

**Husband and wife team Janine and Marcus Barnes, wholesale suppliers of pots, planters, jars and fountains to the garden industry trading as Willory (more on that name later) are on the move, and in more ways than one.**

Business is booming, so much that by the time you read this they will have moved from 40 Copsey Place to much larger new premises at 372 Rosebank Road which was the old Athena building.

Why? Marcus explains, "Quite simply because we need more space - much more space. We've been at Copsey Place since 2002, 16 years. Coincidentally we were at our previous premises in an old building in Grey Lynn from 1986 to 2002, which I make 16 years. But booming business demands more space for more product, hence the move.

"We will shut the doors here on December 20 and open up over

the road on Monday, January 7. Copsey Place has 1700 square metres and about 1000 square metres space outside. But at 372 we will have 2700sq/m and an additional 2000sq/m outside." Janine adds "Plus plenty of parking."

It will work much better for Willory. Marcus, "it's best for our business to be apart from others. The business park concept doesn't really work for us, with other people sharing the same common area, it's too hard."

Willory was founded in 1985, a small business in St Benedict's Street, in the CBD. Marcus again explains, "It was founded by two blokes named Wilson and Gregory and they joined their names together and it became Willory."

Fast forward to 1994 and Marcus was a senior rep for a company in Palmerston North, he and Janine are both from there, they've been together for more than 30 years, married for 21.

"The Willory rep was visiting and he mentioned there was a job going with them up in Auckland. Well you don't want to live in Palmy all your life, so I flew up on the off chance and they said, "When can you start?"

"I started as a sales rep, Janine joined me 18 months later and now we own the place. I started investing in the company in 1998, became General Manager in 2000 and we bought 100 per cent in 2012."

Now they are the major suppliers for big retail outlets Mega Mitre 10, Kings Plant Barn, as well as Palmers. But that's not all...

Janine: "We supply to a lot of gardening outlets, and then there's a troop of landscapers, interior and exterior designers, hire plant companies, they all want specialised pieces. Architects often specify Willory products on their plans for new buildings, apartment complexes, shopping malls and the hospitality industry."

The couple maintain a close relationship with their suppliers, and there's quite a list. In no particular order - Italy, Turkey, Crete, the Philippines, China, Vietnam and Myanmar.

Janine casually mentions, "We haven't been to Italy yet but it's on the to-visit list. But we regularly visit China and Vietnam and south east Asian countries."

Marcus adds, "We check the factories, the way they work, the way they pack their containers, but we also have a great relationship with them. You don't need a piece of paper to prove you have a basis for doing business, we've developed lifetime relationships with our suppliers."

And there are plenty of laughs along the way.

"The factory owners always like to know who's the boss," says Marcus. "We have chats and they say, 'Who's the boss?' And I say, 'I'm the boss'." Janine chips in, "and I say I'm the boss." Marcus adds: "To avoid an argument then they say "Ok, he can be the boss, you can be bossy!"

Janine, who runs the commercial side of Willory, says the business of garden landscaping is always changing. Big urns and planters are, pardon the term, huge. "The popular colours in glazes are reds, greens and blacks, and for modern décor matt finishes in graphite, charcoal and earthy colours are in. New, lightweight

products are very popular, have been for a while."

They have three children, Stephen aged 31, Monique, 21 and 18 year old Isaac. Monique, who while on her OE played football for a women's side at Barnsley F.C. ("A Barnsey playing for Barnsley", laughs Marcus). All three often help out to supplement the 11-strong permanent staff, and Monique is coming on board full-time in the New Year.

Together, they make quite a team.



Bernard McCrea  
DIP PFP, DipBank, DipBA, SFFIN

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## Name the one person your business couldn't do without

There's more than one?

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Find out how to protect your business today.

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## Nominations now open for the Pathways to the Future Trust Awards

Do you have a young go-getter in your workplace?

An employee you'd like to reward for her or his contribution to the team?

The Trust's objectives are:

- To encourage pride of workmanship in all industries and vocations.
- To provide employers with the opportunity to recognise employees who display the qualities worthy of recognition and the award.
- To encourage favourable employer/employee relationships and a sense of community pride in individual achievements.

# NOMINATION FORM

**To be completed by the nominating business.**

Name of Employee ..... Age .....

What is the employee's role in your business? .....

Briefly describe what the award funds will support? .....

.....

**Examples may include contributions to vocational courses i.e. Sales, Marketing, Accounting, Text books, Tools, Computer Equipment, IT related activities etc.**

Name of Business .....

Type of Business .....

Street Address .....

Postal Address .....

Name of person making nomination .....

Position held .....

Phone .....Mobile .....

Email .....

Please submit a brief statement on a separate sheet explaining why you believe the candidate is worthy of receiving a Pathways to the Future Trust Award. **ADDITIONALLY** please cover the following points in not more than 100 words:

1. Why do you consider your nominee to be a great employee worthy of this award? Please provide examples of how the employee has helped contribute to the success of your business.
2. How could this award be used to further develop the employee's skills and his or her contribution to your business?
3. Is there anything else you or your employee would like to add that could help the selection panel make their decision?



RBA CEO Mike Gibson, Julie Stevens and new Pathways Chairman Bhavin Sanghavi

## Pathways To The Future Trust: New Chairman Bhavin Sanghavi

Established in 2007 as a joint venture of the Rosebank Business Association and the Rotary Club of New Lynn, Pathways to the Future Trust rewards the efforts of young employees who demonstrate talent, leadership and initiative within their employment roles. Recipients are awarded grants towards vocational courses, text books or tools to assist them in advancing their careers. Over the past 10 years Pathways to the Future Trust has contributed over \$200,000 to more than 120 young West Aucklanders.

In 2013 UHY Haines Norton Audit Director Bhavin Sanghavi was the recipient of a Trust grant. "I was honoured to receive the award, not just because it was in recognition of my workplace achievements, but also because it was an acknowledgement of my future potential," says Bhavin. "The grant provided me with the invaluable opportunity to undertake additional training which extended my skills and assisted me in developing my career."

Bhavin believes the award was a major contributing factor to advancing his career, which has progressed from Audit Manager to Audit Partner at UHY Haines Norton. He was also asked to act as a Trustee for Pathways to the Future Trust, providing him with the opportunity to give back and be involved in honouring other young employees. "Just as its name suggests, the grant was instrumental in allow me to follow my career path - as it has done for many other young people working in the West Auckland area."

Bhavin's journey now continues with his election as the new Chairman of Pathways to the Future Trust, with previous Chairman Bob Mackie stepping down as he moves out of Auckland. "I am very honoured to be given this opportunity to continue to support the future of young people and the West Auckland region," said Bhavin. "It's exciting to see the potential

the recipients have and be a part of helping them on their journeys."

Bhavin believes that: 'If your dreams don't scare you, they aren't big enough.'

Bhavin receives his award from Hon. Paula Bennett

RBA CEO Mike Gibson says: "One of my objectives and goals when the Pathways Trust was first set up in 2007 was to hope that the entity would sustain its shelf life long enough to see a Pathways awards recipient be elected, not only to the Pathways Board of Trustees but hopefully to become its third Chairperson. That Bhavin has achieved this accomplishment in five short years is testimony to his hardworking ethic, assisted by his ability to absorb and apply these attributes to his UHY Haines Norton career. As an original Pathways Trustee and co-founder of the RBA, it gives me much joy to commend him on his appointment as the next Chairman of the Pathways to the Future Trust.

"Bhavin's appointment has been driven by the resignation of former Chair Bob Mackie. Bob and Pam Mackie now reside in picturesque Kinloch (close to Lake Taupo), which is less than a good long cast for Bob to enjoy his love of fishing. Both the RBA and Pathways have been blessed by Bob's absolute passion, commitment and loyalty to both causes and I (we) will miss immensely his joviality, political assessments and ability to shoot straight from the hip. My learnings from him have been most valuable not only as a former RBA Board Member and Chair, but also as a key drive for Pathways and I will always hold the utmost respect for him. The Mackie name, however, will not be lost to Rosebank with Bob's son Hamish being elected to the RBA board in October - so we can expect the same level of business intellect to be sustained. Cheers and best wishes to Bob, his wife Pam and their family."

# Gems from Jooles

**Julie Stevens** RBA Membership Manager  
Phone: 021 940664, [julie@rosebankbusiness.co.nz](mailto:julie@rosebankbusiness.co.nz)



was a fun filled night with a group of like-minded business woman who share together. This is thanks to the Founder, Sally Harris. It is with sadness that Sally is now stepping down as our leader. We want to acknowledge and thank Sally Harris for all her hard work, vision, commitment and positivity that brought the BOW network together and created support, fun and a place where we could learn from each other, as well as some lasting friendships which are such a gift.



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What is the plan for 2019 - very simply put, One year = 365 opportunities and great things come to those who go out and take them!

We are committed to fostering strong relationships and collaboration with our members, so we are "Stronger together". On that note, I wish you a Merry Christmas- safe travels and look forward to working together with you to make 2019 a great year!

Well that is the wrap from me for 2018!

## What is happening in the Hood

**November and December** have been busy months as we head into the season of festivities. What I love about being out and about in the Rosebank Community is there is lots happening.

### OHHH What a Night at the Break Out Wednesday (BOW) Christmas Celebration!

This fabulous network of ladies knows how to celebrate the festive season in style. **Jo Pilkington of First Scene**, provided the perfect venue to host this party where all attendees had the opportunity to dress up in costume. It



### We are in Count Down Mode for Christmas and we have local Rosebank Businesses that can help make your events rock!

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# Member Profiles

We profile **New Members** of the Rosebank Business Association



## James Group

James Group is a family owned and operated Real Estate Company, specialising in Sales, Leasing and Management of Commercial & Industrial Property across Auckland.

Established in 2012, Managing Director, Blair James set out to create a culture where energy, enthusiasm and a Kiwi can-do attitude are the key pillars to James Group's success.

James Group are the first commercial property company to reach the Deloitte Fast50 Status being crowned 26th in the 2016 Deloitte Fast50 with a business growth rate of over 311% across the first 3 years. The 2018 National REINZ auctioneer rising star champion, Jordan Palmer is from the James Group team further demonstrating James Group are very much the "David amongst the Goliaths in Real Estate".

James Group has you covered in West Auckland; Max McCarthy and Amir Bashota are your go-to James Group team for all sales and leasing needs along Rosebank Road, Avondale and New Lynn, Glen Eden and Glendene. Aidan Moss covers Henderson, Glen Eden, Glendene, Te Atatu and Hobsonville. Our Property Management team can provide you with assistance on maximising returns from your property investments throughout West Auckland.

With an average age of 27, James Group are an emerging business evolving, with the 4th industrial revolution by merging physical and digital technologies and introducing new avenues on how to sell, lease and manage property. Often referred to as "Young Guns with old school values", James Group are combining the best of the old with the enterprise of the new.

If you wish to discuss your property needs, and experience the "James Group difference", please feel free to give us a call on (09) 253 9330 or pop in for a chat, we're at 169 Manukau Road, Epsom.

Max McCarthy  
027 610 3786

Amir Bashota  
021 075 5954

Aidan Moss  
021 070 8049

Blair James  
027 4662187

## Phoenix CrossFit Eight

West Auckland's' newest premier home of CrossFit

Phoenix CrossFit Eight begins with a belief in fitness and community. It is a story of eight people who joined the gym under the previous ownership and became not only part of a fitness regime but part of the community within the gym. "You would walk through the door and get fired up to train. The members would support and motivate you to push that much harder, and it left me excited to come back the next day. When the existing gym relocated, we didn't want to lose the family of members and the strong community that we had become part of, so eight of us came together to take on the lease and set up our own CrossFit gym with the name Phoenix CrossFit Eight" says one of the business owners Rebecca Melton.

The journey began with the support of their members, "We became a gym that responded to what our members needed, and they were very much part of us setting up. This is a unique approach and saw Phoenix CrossFit forged to become an inclusive fitness gym where our members are as much invested in our success as we are".

Donald Williams or "Duck" Williams as he is referred to, is well known in the CrossFit community and is also one of the owners. Duck is the face of the gym and responsible for the programs. Members come from far and wide for the exceptional programs he designs, to get amazing attention and support.

"We strive to provide the highest-level of instruction, community and camaraderie, and functional fitness to individuals. We continually do what previously we thought impossible" says Rebecca

"We are here today because of our members and for our members. They have created their own following #PhoenixProud #PhoenixFamily and wear this like a badge of honour."



Phoenix CrossFit Eight, 3/391A Rosebank Road, Rosebank  
Phone: 028 255 94164, [www.phoenix.fit](http://www.phoenix.fit)



## VisionWest Community Trust Transforming lives and building healthy communities

VisionWest exists to end homelessness, reduce poverty, support the elderly, and ensure young people have hope for the future. VisionWest Community Trust has been offering community-based services to people in West Auckland since the 1980's. They have grown from a small drop-in centre at the Glen Eden Railway Station, responding to the needs of the community, to be one of New Zealand's largest community services providers, serving over 20,000 people each year through more than 1,500 employees and volunteers throughout New Zealand. The Trust is well known for its innovative and holistic approach, encompassing a wide range of services to the community.

- They offer a range of services including: Homecare services for the elderly and disabled
- Social Housing for the Homeless
- Youth Programmes for At Risk Youth
- Budgeting and Food services for those affected by income related poverty
- And Counselling for vulnerable individuals and children.

VisionWest is part of an Auckland Housing First Collective, focused on ending chronic homelessness in Auckland. They have expanded their services to other areas of NZ, However, they still have a huge heart for West Auckland and most of their services

are based at their one campus in Glen Eden. Their passionate team are proud of their achievements which includes housing 200 West Auckland children in the last year and reducing the debt of 100 families by \$375,000 over that same period.

In the coming year VisionWest will be converting it's foodbank into a free grocery store for struggling Westies. This has been driven by a rising demand of clients facing hunger in their own homes. Over 8000 people received food from VisionWest in the last year and this number continues to grow. The grocery store model will move away from a singular hand-out approach and offer volunteer and educational opportunities to recipients of the service. VisionWest is looking for supplier partners with surplus goods to help with the rising need.

The Trust is led by Lisa Woolley and as the CEO of VisionWest. Lisa is a recognized expert on social issues, especially homelessness and champion for social justice within New Zealand. She has led the organization to unparalleled growth and impact on the local community. Lisa has completed a Masters in Social Practice, writing a ground breaking thesis on Supportive Housing in NZ, and has been recognised for her leadership with awards locally and internationally.

VisionWest Community Trust  
97 Glendale Road, Glen Eden, Auckland  
Pone: 09 818 0700, [www.visionwest.org.nz](http://www.visionwest.org.nz)



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## Deployed

### What does the business do?

Deployed works alongside businesses giving them confidence to use outsourcing to its full advantage. We take care of all of your offshore needs, including HR, recruitment, and payroll. Whether you need to establish one new employee or an entire remote team, we can look after the process, hiring and retaining the most effective candidates for your requirements.

### What are the services provided?

#### End-to-end recruitment management

- we identify and hire the right talent, looking after every step of the

recruitment process.

**Manage all payroll procedures** - we provide facilities that allow you to fully integrate new staff into your business, including payroll setup and management.

**Handle all back-of-house HR and admin duties** - with real people working side by side with you, we guarantee you will receive highly personalised support.

**Provide modern office facility** - we provide a dedicated office space and modern facilities for your team to work from.

**Personalised account managers** - our team are on hand to offer advice to maximise the output of your team and

are there to help should you have any concerns.

**Six-month probation period** - if you feel that your new employee isn't fitting in as well as you'd hoped, we can take care of the exit process and find you a replacement.

### Who are the people behind the business, the history of the business, claims to fame?

Deployed was created out of the frustration we experienced with existing outsourcing companies - once new employees were hired, there was little to no accountability for their performance and no one to get in contact with to resolve this issue so we set out to improve the marketing offering.

#### Geoff Baldwin

Geoff is the founder and managing director of Deployed. He has built and grown businesses in the financial services industry and in digital communications. He now focuses on helping businesses in Australia and New Zealand reach their potential through effective outsourcing solutions.

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# Business Nuts & Bolts

Business to Business advice from **RBA Members**



Adam Cracroft  
HiFX

## Things to Look Out for in 2019

### NZ Dairy Sector

The NZ economy has slowly become less reliant on the dairy sector but there is still a strong correlation between dairy prices and the NZD/USD.

Ongoing production strength globally has kept a lid on prices, feeding concerns about a possible glut in supply.

Keeping an eye on the dairy prices gives you a clue on what to expect from the NZD over the medium term, but it's important to note this isn't an overbearing feature, as seen by a big divergence in 2012 when the US went on a money-printing rampage and majorly devalued their currency.

This is just one of the many factors we take into account at XE when helping develop a foreign currency policy to deal with the risks posed to your business's cash-flows.

### NZ Interest Rates

One of the big drivers of the NZD's movements in 2018 has been interest rate decisions from both the RBNZ and US Federal Reserve.

From the RBNZ's point of view the NZ economy is in a sweet-spot, with low interest rates, a strong fiscal position and growth trending above long-term averages. So why are interest rates still on hold?

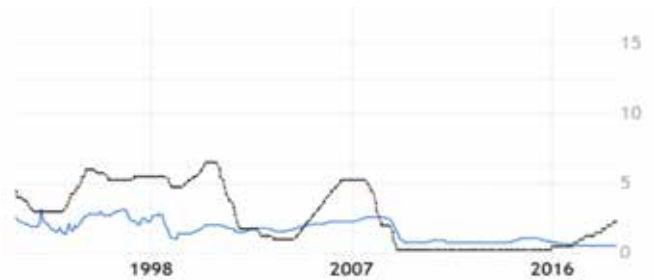
Firstly, inflation has been stubbornly low, even with accommodative monetary policy doing its best to stoke growth. Wages have continued to flounder, but are starting to show signs of moving up, particularly with the government's stated target of lifting minimum wage to \$20/hr by April 2021.

With this in mind you could expect the RBNZ to lift interest rates, but we are still on hold. Their reluctance to make a move up appears to be due to a lack of inflation, still sitting stubbornly low at 1.7% but within their target band of 1-3%. New RBNZ governor Adrian Orr seems happy for the economy to run hot before interest rates follow suit.

On the other side of the equation, we've seen US interest rise rapidly in the past two years from 0.25 to 2.25%. This has increased demand for USD given a stronger yield, pushing the NZD down in the process.

Rhetoric has changed from the Federal Reserve in December, indicating they are close to 'neutral' (neither stimulatory nor restrictive) giving the NZD a late flurry in 2018. The next big

meeting is on 20th December, 2018 and will be closely analysed for future clues around US interest rates.



NZ vs US Interest Rates: **Blue** = NZ, **Brown** = US

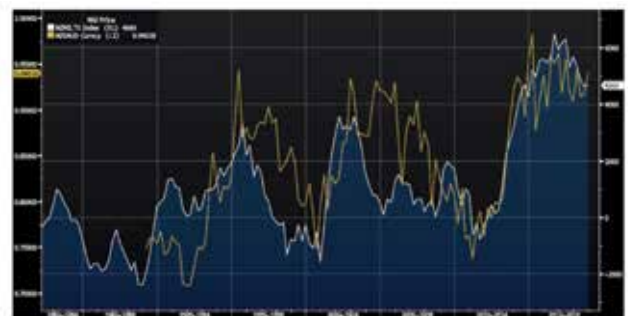
### Immigration

Although immigration might not stand out as a key figure to look at, there is a strong correlation between immigration into NZ and the NZD/AUD currency pairing.

The chart below shows that a drop in NZ immigration numbers has foreshadowed a fall in the NZD/AUD currency pair. Immigration has been severely curtailed by the Labour government, plummeting 28% in 2018 compared to last year, and shows no signs of trending up.

Australia's reliance on China as a trading partner outweighs NZ, with 35% of their exports going into China compared our 22%. The Australian economy appears to have more to lose if US-China trade wars continue, bucking the trend seen below.

This may limit any downside between the NZD/AUD in the short-term with a similar lag being created to the 2004-2005 period.



**Yellow** = NZD/AUD Currency Chart

**White** = Immigration numbers into NZ

### What's next?

2019 looks to promise more of the same, with volatility remaining persistent, creating wild fluctuations in the NZD.

At XE, we help clients create a simple foreign currency plan which is designed to help you protect your profit margins.

It's free and no obligation to have a chat and feel free to get in touch on [adam.cracroft@xe.com](mailto:adam.cracroft@xe.com)



The Deployed Team

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## Why every business owner needs to outsource in 2019

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It's something every business owner knows - as your business starts to grow, so do your operational needs and costs. If you're wondering how you can effectively manage your business growth in the next year, outsourcing with Deployed may be an option for you.

Deployed is an Auckland-based outsourcing company that works with New Zealand businesses to give them the confidence to use outsourcing to its full advantage. We take care of all of your offshore needs, including HR, recruitment, timekeeping, payroll and account management. Whether you need to establish one new employee or an entire remote team, we can look after the process, searching, hiring and retaining the most effective candidates for your requirements.

### Why outsource with Deployed?

#### Reduce large overheads

When you outsource with Deployed, you don't have to invest in expensive office rentals or equipment as your team operate from an existing office in the Philippines. The offices your team are working in are modern, fully-equipped, and come complete with an office manager and dedicated account manager, as well as a point of contact here in New Zealand.

#### Exceed the competition

Many businesses at the top of their game are already using outsourcing as an effective method of competing with the big players in their industry. Having time-consuming tasks such as admin and web development completed to a high standard by their

offshore team frees up key people on the ground to focus on growing the business itself.

#### Find the right staff

Deployed connects businesses with skilled and affordable candidates in the Philippines and removes all of the pain points associated with recruitment. We manage the entire offshore recruitment process for you, meaning that you're getting a seamless transition with maximum return. The candidates we select for your offshore team are all well-educated, skilled and speak fluent English so you can rest assured you're getting professional and handpicked staff for your business.



#### Increase efficiency

Outsourcing offshore means that you'll be able to increase the efficiency of your business and the workflow significantly. If there are time differences present, it means that you can have almost around the clock services for your customers and will allow for tasks to be completed as usual during off-season and holidays. Deployed takes care of managing all of your offshore staff so even if you're out of the office or on vacation, you know your team will be taken care of and continue to be productive in your absence.

If your business is growing and you're looking for ways to ensure your productivity and operations run smoothly in alignment, offshore outsourcing is definitely something to consider. Deployed makes the transition as smooth as possible, managing every aspect of the process and making it easy for you to expand your business effectively and efficiently whilst also reducing your costs. Get in touch with us today to have a chat about whether outsourcing is right for you.

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Jason Ennor  
MyHR

## Top tips for surviving the Christmas party season

For most people, the season of Santa is an exciting time. The year is coming to an end, holidays are near, and summer is here (or almost). Then there's the work Xmas party.

They are a thing of myth and legend. Stories abound of how previously mild-mannered employees and managers availed themselves amply of the company largesse and took the opportunity to let their hair down just a little too far.

These days, most companies recognise that letting the staff cut loose at the Xmas party poses potential risks to health and safety, their reputation, or may even have legal repercussions. So, for many, the work Xmas do is a little more buttoned-down and, in some cases,, doesn't really happen at all. But the fun police don't need to kill all the joy.

Not throwing a Christmas party (or having a simple, dull one) may please the accountant, but you'll miss a valuable opportunity for you and your people to hang out in a relaxed setting. Parties are a chance to celebrate success and show employees how much you appreciate their efforts over the year, which in turn helps keep everyone motivated.

So here are a few important things to keep in mind when you're planning and attending this year's Xmas party.

### Keywords: Moderation and respect

Let's be honest, Christmas parties are not the issue. Alcohol is the issue and the way some people react when they drink too much.

Here's a crazy idea - why not do something without alcohol? There are plenty of activities that don't revolve around drinking: go-cart racing, clay pigeon shooting, white water rafting, master chef cook-offs, or a child-friendly BBQ at a local park with games, music, face painting etc.

You could redirect the alcohol budget to buying your people a small Xmas gift and then host a morning tea or lunch with secret

Santa on your last day of work. Or give people the afternoon off.

If these ideas just sound like a total nerd-out and you cannot possibly fathom the idea of a Christmas party without booze, here are some tips:

1. **Make sure a few of your team remain sober.**
2. **Have plenty of food and structure the event so the food gets eaten.**
3. **Have plenty of non-alcoholic options and make them interesting, such as "mocktails".**
4. **Organise transport - if the company is putting on the drink then you have an obligation to ensure everyone's safety, which includes getting home safely.**
5. **Don't go overboard with the quantities of liquor and remember it's against the law to serve alcohol to drunk people.**
6. **Have a clear finish time, so it doesn't drag into the night... or the next morning.**

Trust that most people (the vast majority, in fact) are mature and restrained enough to know how to have a good time without taking the expression 'the silly season' too literally.

### If in doubt, create a Christmas party policy

Of course, there are some people that can get a little rowdy or find they can't control themselves quite as the company and colleagues would expect.

There may also be small number of people who find the office Christmas party an anxious time. They may have had a bad experience at a previous event, been subjected to inappropriate behaviour, or done something that has cost them dearly.

To ensure things stay respectful and seemly, you may want to issue a Christmas party policy that sets some clear boundaries and specifies the company's expectations.

Rather than making it a stock-standard, dry document, try and have some fun with the wording. Staff will be much more likely to actually read and understand it.

Issue the party policy at a meeting, so you can speak to people like adults about what you expect, and enlist the support of everybody to ensure the event goes well.

Then enjoy! "Tis the season to be jolly", after all.

## Helping Business Succeed

Every day you make decisions based on what's good for your business. Our membership helps you do that.

To inquire about membership or just to have a chat, get in contact with Jacqui now.

M 027 4300377 E Jacqui.dunphy@ema.co.nz [ema.co.nz](http://ema.co.nz)







Aaron Martin - NZ Immigration Law  
09 869 2952, [www.nzil.co.nz](http://www.nzil.co.nz)

## New Implications for Employers of Migrants working on “Work Visas”

On 26 November the Government has increased the wage and salary thresholds for the Essential Skills work visa and the Skilled Migrant Residence visa. This has major implications for employers.

### Implications for migrants:

#### Work Visa

Immigration New Zealand uses pay rates as part of the process of determining the skill level of a job. This determines the length of visa allocated and has flow-on impact for a migrant’s ability to bring family into New Zealand under this category.

Under the new rules:

- For skill level 1-3 occupations an employee will need a pay rate of \$21.25 to get a three-year work visa (up from \$20.65)
- For skill level 4 and 5 occupations an employee will need an hourly rate of \$37.50 to secure a three-year visa (up from \$36.44).

#### Residence

The pay rates needed to have a job classified as skilled for a residence visa was also increased on 26 November. If an employee is not paid at least \$25 for a ANZSCO skill level 1-3

role, the job won’t be considered skilled for residence visa purposes. So, the minimum required salary threshold will be \$52,000.

The skilled remuneration threshold for ANZSCO skill level 4 and 5 occupations was increased to \$37.50 per hour.

Under the new rules, to obtain bonus points for an occupation with “high remuneration” an employee will need an hourly rate of \$50.

The changes made by the Government demonstrate the insanity of pay rate being a proxy for skill.

How do you explain to a person that when they went to bed on 25 November they were regarded as in skilled employment and eligible for residence, but when they woke up on 26 November the job was no longer regarded as skilled employment?

How do you explain to somebody that when they went to bed on 25 November they were eligible for a three-year work visa because their job was regarded as mid-skilled, but when they woke up on 26 November they are only eligible for a one-year work visa because their job is now regarded as low-skilled?

In a free labour market, supply and demand is supposed to determine wage/salary rates. But in the labour market for migrant workers, the Government is directly influencing wages under the guise of pay being a proxy for skill level.

The metric is artificial and arbitrary. It’s designed to make things easier for bureaucrats to manage but has become an overly complex system with unintended and major consequences for migrant employees and employers alike.



Hon. Iain Lees-Galloway  
Immigration Minister

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# Introduction.

**Welcome to the third instalment of The Home that Rosebank Built. This month we look at flooring and insulation and gain expert knowledge from a variety of businesses in Rosebank.**

If you're new to this feature - welcome. Over twelve months we are investigating building an entire home using businesses in Rosebank. We will ask the questions you need to know for each stage of building a new home and find the best suppliers and products available. So far, we've had a lot of fun meeting and speaking with a variety of companies in Rosebank. With many companies being leaders in their fields, we've gained invaluable information thus far. Feature three promises to be no different.

Selecting the right flooring for your home can be a game changer. With so many options available it is

important to know the benefits of each material in different spaces of the home and alternative locations. Of course, without good insulation, your home will not be a cosy, healthy space. Insulation is vital, and it needs to be done right so your home can reap all the benefits. We speak with The Tile Depot, GreenStuf, Peter Fell and Dunlop Flooring this month and find out how to make your flooring and insulation work well for you.

Our first feature looked at the Planning and Design stages of building your home. We spoke with Landmark Homes, The Building Co, 720 Build, Gerard lighting, Peter Fell, Sharp & Page and Warmup - each sharing their expertise and tips for the successful planning of your new home.

Our second feature looked at Roofing and Cladding - one of the vital steps to ensure the interior work of building a house can begin. GreenStuf, Dynex, JP Franklin and The Building Co each gave valuable insight into how their companies work with clients at this stage of a new build.

Next month we look at Painting and Plumbing your home and in the upcoming months we will investigate windows and doors, kitchens,

bathrooms and bedrooms, electrical and lighting, utilities and appliances, glass solutions, furniture and finally landscaping.

We think there is something for everyone here - whether you are building a new house or renovating. Twelve features, twelve months. Let's get a solid foundation of knowledge and build a house. We bring you feature three for the Home that Rosebank Built.

Feature by Alice Cranfield

# Got you covered.

It's time to make sure your home is warm and dry. Not only will this add to the longevity of your materials, it will also make your home cosy and have huge benefits for the health of your family. With products on the market designed to fit every budget and type of building there is no need to be in a badly insulated home these days. There are things you can do to your home regardless of its age or stage of a build to ensure your family is living in a healthy, warm environment.

Many flooring options have an element of insulation to them and understanding how flooring can best suit your home is important. From concrete that is self-insulating to carpet that can be improved with quality underlay - there is much to learn about flooring.

This month we feature four companies who are leaders in the field of flooring and insulation. Let's get down to business.

- 1 Design / Planning**  
Roundabout Issue 145
- 2 Roofing / Cladding**  
Roundabout Issue 146
- 3 Insulation / Flooring**  
Roundabout Issue 147
- 4 Painting / Plumbing**  
Roundabout Issue 148
- 5 Windows / Doors**  
Roundabout Issue 149
- 6 Kitchens**  
Roundabout Issue 150
- 7 Bathrooms / Bedrooms**  
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# GreenStuf.

**You'd be hard pressed to find a more sustainable insulation product on the market. Made locally? Tick! Made from recycled materials? Tick! Fully recyclable at the end of its lifetime? Tick! No chemical binders or fibres that can be breathed into your lungs? Tick!**

Moreover, GreenStuf has proven its place on the market, being appraised by BRANZ to meet all requirements of the building code. It's recognised for its quality worldwide too and is exported to 24 countries globally.

Made from 100% polyester, the range is completely safe to touch and is not affected by moisture, making it ideal for many New Zealand homes that experience problems such as black mould and mildew.

The selection available is huge. From

thermal pads to insulate timber framed buildings, to underfloor solutions, to ceiling insulation; there really is a product for every space.

The GreenStuf range has a variety of insulation available to use in your spaces too, with materials coming in pad, roll and skillion slab forms.

GreenStuf even has a product designed specifically to help with heat retention of older hot water cylinders - GreenStuf's Eco Wrap. With such a range available there are options for new builds, renovations or retrofits, and inter-tenancy situations.

GreenStuf account manager, Jonty Brown says the company is so confident in the products available to insulate your home they back it with a 50-year durability warranty.

"GreenStuf will not settle or reduce

its performance over time and this is reinforced with our warranty." He says. "An insulated home is a drier, healthier home."

Sample boxes can be ordered from Autex online along with a vast range of information to help you make the best choice for your space.



[greenstuf.co.nz](http://greenstuf.co.nz) Ph: 0800 428 839  
702-718 Rosebank Road, Avondale, Auckland





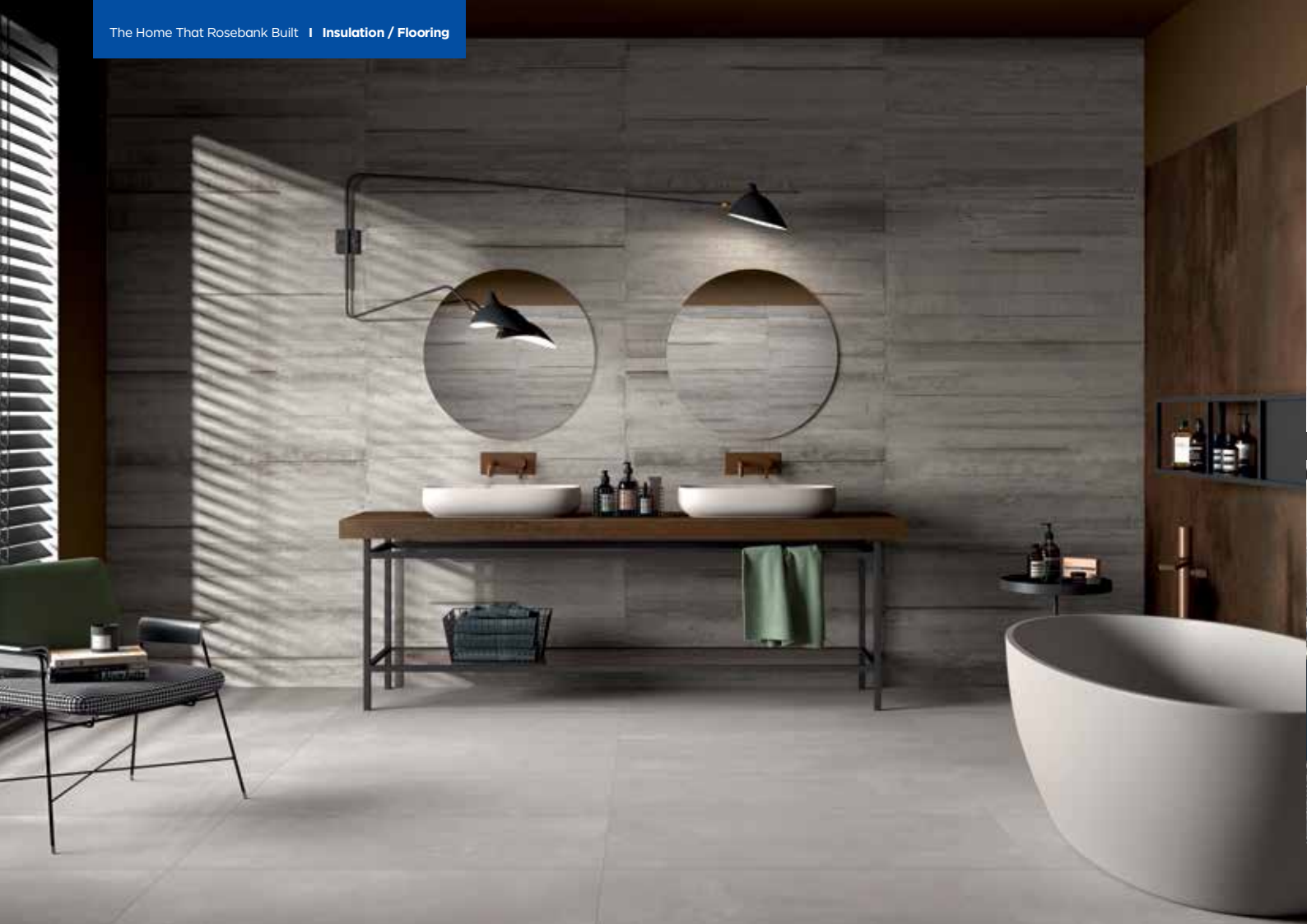
# GreenStuf®

Insulation for Better Built Environments

STRONG  LOCAL  QUALITY  SAFE  GREENSTUF

For more information, visit [www.greenstuf.co.nz](http://www.greenstuf.co.nz)





# The Tile Depot.

**Starting as a single store in 1995, The Tile Depot has grown steadily with 14 locations now found throughout the North Island. With ranges coming directly from suppliers in Europe and China, The Tile Depot boasts an impressive range of both tiles and laminate flooring options for your home.**

With a finish for every surface, The Tile Depot believes in the importance of speaking directly with customers to find the best fit for your space. They've seen it all and say some of the biggest mistakes they have seen generally happen when costs and time are trying to be cut.

General Manager, Mike Sydall, says the best jobs he sees involve plenty of time spent on site preparation, the use of the best tools for the job, and

the right materials for specific spaces.

"The key to the performance of your tile is to select the right tile for individual spaces," says Mike. "Tile selection and ensuring the correct preparation of the substrate happens before tiling commences, are critical to the longevity and appearance of your tiles."

Not just dealing in tiles, The Tile Depot also has a range of laminate flooring that is easy to install and a fantastic, affordable option. With technology advancing so rapidly, Mike says the quality of modern laminate is a far cry from that of ten to 20 years ago.

"The high definition printing technology ensures some incredibly realistic wood grain looks on laminate," he says. "These can be so real that they can almost be

impossible to distinguish by eye from authentic wood flooring."

As flooring is such a visual and tactile material, The Tile Depot encourage people to come to a showroom to see the range for themselves and go from there.

**the tile depot**

[tiledepot.co.nz](http://tiledepot.co.nz) Ph: 09 815 0703  
662 Rosebank Road, Avondale, Auckland





from our family  
to yours

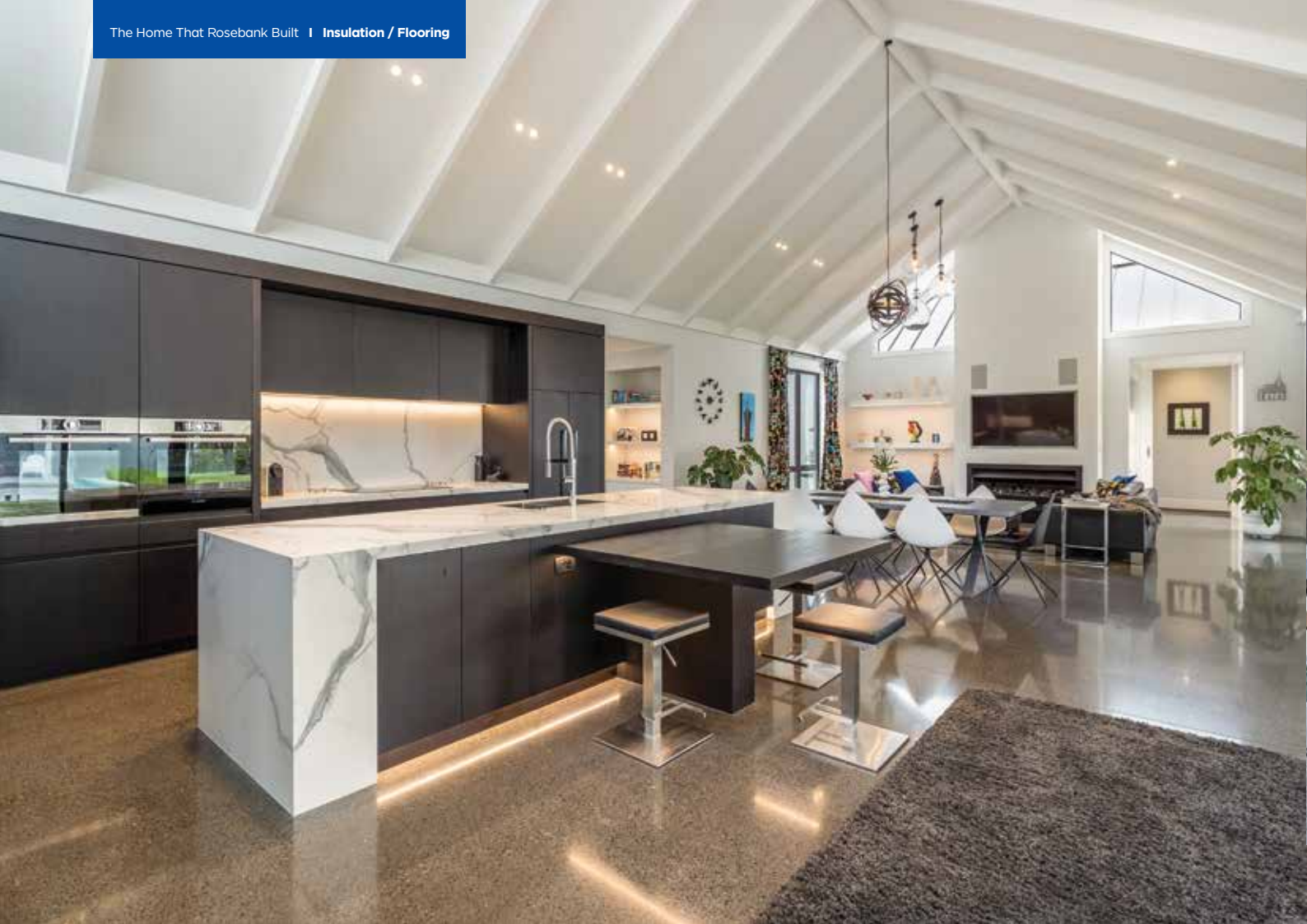


the **tile depot**

662 Rosebank Rd. Open 7 days.







# Peter Fell.

**For those looking for a completely versatile and self-insulating material, Peter Fell believe you don't need to look any further than concrete. After being in the industry for nearly 30 years, Peter Fell fast became a leader in its field when Peter started to experiment with concrete and the addition of iron oxides in his garage.**

Sourcing oxides from Germany, Peter Fell has a colour and finish to suit your build. With over 80 colours to choose from you'll be spoilt for choice. You needn't worry about your floor's colour fading over time as oxide is a permanent colouring. Not limited to internal floors - the range can be used for outdoor spaces such as patios, around the pool and driveways.

Managing director, Brennan Fell, says that beyond aesthetics, concrete is an

amazing material as it retains heat, essentially saving you money.

"A mass of concrete has excellent acoustic and thermal insulation," he says. "Concrete is self-insulating as it absorbs heat when it is warm and then releases the heat as the air cools."

You're also guaranteed to have a unique bespoke floor as each concrete space will dry slightly differently, giving subtleties between different floors.

As concrete is the first thing to go down with a new build, some forward thinking is needed if you intend to use concrete in your space. A tint would need to be added in this initial stage; however, sealing and cutting is done later as the building progresses. This does give you an element of flexibility.

Another point to note is that you don't have to commit to having the whole area in concrete – you may decide to do your living areas in coloured concrete but have carpet in the bedrooms for example.

Contact Peter Fell today to discuss how concrete can work for your space.

**PeterFell**  
SPECIALISTS IN COLOURED CONCRETE

[peterfell.co.nz](http://peterfell.co.nz) PH: 09 820 0722  
81 Patiki Road, Avondale, Auckland







ASK FOR...  **DUNLOP** CARPET CUSHION

# NOT ALL UNDERLAYS ARE CREATED EQUAL!

Choosing your underlay is as important as choosing your carpet, make sure you choose Dunlop Carpet Cushion.

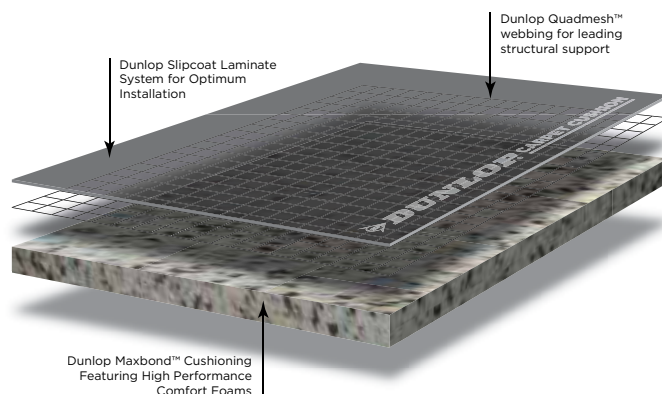


Dunlop Carpet Cushion is the superior choice for luxury and feel, healthy living and performance.

Did you know that a big part of your new carpet's comfy feel comes from the underlay you choose?

Many people have been left disappointed because they were sold an inferior, cheaply made carpet underlay, possibly as part of a "deal", even though it was supposed to be the best product available. Make sure you don't make the same mistake.

Dunlop Carpet Cushion is made right here in New Zealand for New Zealanders using Dunlop Flooring's world-leading Maxbond™ Cushioning System. Using only the best raw materials and processes means our underlay keeps performing for the life of your new carpet.



For more info go to [www.dunlopflooring.co.nz](http://www.dunlopflooring.co.nz)

Available at all quality New Zealand carpet retailers.

 **DUNLOP** CARPET CUSHION

Advanced underfoot comfort™





Delivering... **Advanced underfoot comfort™**

## **DUNLOP** CARPET CUSHION

# Dunlop Flooring.

**Say you've picked your carpet - it's plush, excellent quality and feels amazing to walk on. You then select an underlay but don't put much thought into it - in contrast to your carpet, it's cheap and you haven't done your homework.**

Dunlop Flooring has been operating in the underlay market for over 30 years and they know the difference a great underlay makes to the performance of a carpet. Specialising only in underlays, the company has over 40 highly trained staff all working together to make underlays of the highest quality.

Robert Brouwer, Managing Director,

says that a good quality carpet underlay provides significant improvements to the comfort and life of your carpet.

"There are products that are sold in the market that are inferior, even though some of the spec's appear to be very similar," he says. "Make sure you try the product you have been shown under your carpet of choice to check what that installation would feel like."

Dunlop Flooring is so sure of its New Zealand made products, the underlays come with a guarantee to perform for the life of your new carpet.



[dunlopflooring.co.nz](http://dunlopflooring.co.nz) PH: 09-905 2680  
680 Rosebank Road, Avondale, Auckland

There are a range of underlay options available for every home: price friendly, underlays with antimicrobial protection to fight off mould, mildew, bacteria and dust mites, or underlays with a feel right for you.

Dunlop Flooring is the only company in New Zealand whom has had its product certified to the SAI Global 5 Tick meaning it far exceeds New Zealand's recognised standard for soft underlays. It has also been certified with the Green Label Plus certification, meaning your underlay is certified to have no dangerous VOC's emitting from it.

For those wanting to experience Dunlop Flooring, all retail stockists provide free samples and foot mats to place a carpet sample over. Check out the Dunlop Flooring website to see all the available retail stockists in your area.

[www.dunlopflooring.co.nz](http://www.dunlopflooring.co.nz)

