Issue 149. February / March 2019



Warmup

Underfloor heating | Tiled shower solutions

25

armox

tranquillity

Paul Fielding Warmup turns 25

January Hosting

RBA Partner Spark Waitakere Hub host at Browne St.

February Hosting

Omnigraphics

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309 Rosebank Road, Avondale Floor area: 1,300sqm Industrial bayleys.co.nz/1687696



597 Rosebank Road, Avondale Industrial Floor area: 1,583sqm Auction, 11am, 6 March 1687523



429 Great North Road, Henderson	
Floor area: 360sqm	Industrial
Tender, 4pm, 7 March	1502330



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Cover: Warmup NZ Founder and Managing Director Paul Fielding.



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From Our Perspective

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



Mike Gibson, RBA CEO

What's up?

RBA Strategy Planning day.

On Wednesday 20th February, all RBA based board members, Mike Hearn from AMCHAM and RBA staff were held to account by facilitator local MyHR business owner Jason Ennor. This was the third year of its existence and the reason I raise this is because the RBA is no different in size and turnover to many other Rosebank businesses. It illustrates the true value of working together as a team from the top down with clearly defined objectives as follows.

The 2016-2019 Performance Recap around the overall performance covering:

- What did we say we would do?
- Are we on track?
- How have things changed?
- Is the current plan still acceptable?

All key staff presented their own performance achievements around Financial Management, Membership and Business Development, Partners and Sponsors, and how this aligns with the overall strategy.

This was followed by a complete review and setting in place the 2019-2022 Strategic plan. This is a mandatory Auckland Council/Whau Ward Local Board BID requirement and includes aspects such as a current/future Stakeholder analysis, examining what we want to do during this period. A review of all Major projects already on for 2019 and following a break we set the following.

Major Projects and Goals for 2019/2022 and agree on the following targets for:

Financial / Membership / Staffing / Public / Private Good and the role of the RBA Board.

In conclusion participation from all was immense and we have clearly identified those activities that will help the RBA and Whau Ward develop a much **STRONGER TOGETHER** Business community.

For those RBA members who wish to see more comprehensive details please feel welcome to contact me.

Cheers and best wishes, 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

The Australian and New Zealand Banking and Insurance sectors have published major reports that propose to turn the whole financial regulatory system on its head. Both reports stem from the Australian Royal Commission into the Banks and Insurance companies.

I've talked before about the poor culture in these institutions, but in reality, they only operate in the environment they're given. So, who sets the environment? The regulatory bodies do and in Australia its APRA and ASIC and, in New Zealand its FMA and the RBNZ. These institutions say what you can and can't do.

So now the Australian report says it needs a new regulatory authority to watch the current regulators. How crazy is this?

In phase 2 of the RBNZ review there is a proposal to split their functions into two areas, monetary policy and institutional management. Splitting things up in my experience tends to dilute its effectiveness as you cannot get a total view of the issues and, their connectivity to other issues.

So my issue is if it's been so wrong for so long, who's actually reviewing the

Who's watching the regulators?

regulators? My opinion is the recent financial and advisor reforms are regulators looking for a problem that doesn't exist to the extent that they think it exists. That's not to say there aren't a few bad eggs out there, but customers do vote with their feet to solve this.

We then have the NZTA whose lackadaisical attitude to regulating WOF's is treated as a technical glitch. Their poor enforcement of breaches is disappointing. For example, a garage that is in breach just changes their name and puts on a new coat of paint, why aren't they shut down?

We are now getting reforms for the Polytechnic Institutions. It's probably true that they haven't kept pace with the demands from businesses, but when matched with poor financial management we've seen millions wasted.

Another problem with these reforms are that amalgamating everyone into one National Institution brings the average performance down. So good performers only have to meet the lowest standard. Excellence needs to be rewarded, not penalised.

It's a tough gig doing reforms, but the solution is putting sunlight on the people/ institutions rather than just lumping everyone into the same problematic pool.

Always feel free to call me or Mike and the team at the RBA if you need any help.

Regards Bernie.





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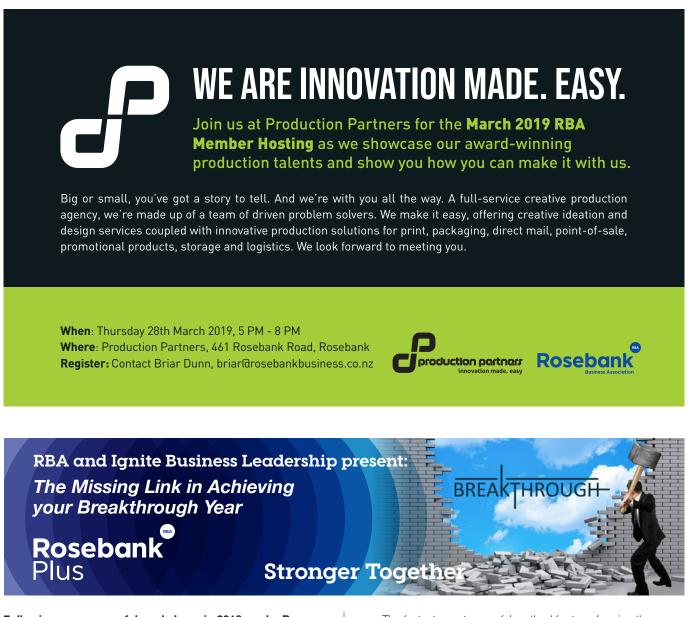
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Rosebank Events

Find out about the latest February RBA Events.



Following our successful workshops in 2018 run by Bruce Ross of Ignite Business Leadership, we bring to you the next workshop in this series, "The Missing Link in Achieving your Breakthrough Year".

This workshop provides the tools to create that invincible mindset, so you can consistently create extraordinary results across your business, finances, relationships, health (and life).

You will gain:

- How to get back 40+ productive hours per month to be more effective at work, as well as being present for your team, and your family.
- How to permanently eliminate the stress, struggle and overwhelm states that prevent you from taking your business to the next level.

• The fastest, most powerful method for transforming the way you think, so you can maintain consistent, positive momentum towards creating the BOLD vision.

This workshop meets the daily demands of **'more from less'** with a scientifically-backed, field-tested process that taps untapped capability. Already impacting organisations on both sides of the Tasman, Bruce's insights and tools have the power to rapidly access **'the best version of you'** - both at work and home.

Date:	Wednesday 13 March 2019
Time:	7.45 am Registration, Start 8.00am, Finish 9.30am
Venue:	West End Rowing Club, 26 Saunders Place
RSVP :	julie@rosebankbusiness.co.nz

Rosebank Advocates

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



Dr Grant Hewison

Auckland Transport Pedestrian improvements

Auckland Transport are proposing to make pedestrian safety improvements along Rosebank Road, including:

• the construction of pram crossings with tactile pavers, side islands, and pedestrian refuge islands outside the addresses of 607, 519, 437, and 391 Rosebank Road.

• the relocation of bus stop 8557 (outside 437 Rosebank Road) and the associated bus shelter slightly southwest along Rosebank Road.

- minor changes to footpaths.
- alterations to lighting, road markings and signage.

• the removal of one tree as indicated in the drawings in order to improve visibility for pedestrians and drivers.

Why the changes are needed?

Auckland Transport say the proposals aim to improve pedestrian safety along Rosebank Road by introducing designated crossing facilities at locations that have been identified as frequent pedestrian crossing points. Changes to lighting, road markings and signage will raise driver awareness and ensure sufficient visibility for pedestrians using the crossing facilities and drivers approaching the crossings.

Proposal outcome

The proposals will proceed with minor changes to the next stage of detailed planning. As a result of feedback received, the side islands originally proposed at the pedestrian refuge outside of 320 Rosebank Road will no longer be installed. Instead, trees creating visibility issues for pedestrians and drivers will be relocated elsewhere, where required.

Feedback received

Auckland Transport say the proposals received positive responses from community members and stakeholders who supported efforts to improve pedestrian safety along Rosebank Road.

Cycling infrastructure

• Requests were made to introduce a formal protected cycle lane along Rosebank Road and dual crossings. At this stage, Auckland Transport say they are unable to consider formal cycle lanes at this location due to funding constraints.

Traffic congestion

• There were concerns from the public that trucks frequently create bottlenecks along Rosebank Road.

Broken Yellow Lines

• There were concerns that vehicles frequently park along Rosebank Road despite the broken yellow lines already in place. As parking over broken yellow lines is prohibited, Auckland Transport suggested contacting their Enforcement Team.

Pedestrian crossings

• There were requests to upgrade the proposed refuges to more formal pedestrian crossings – either signalised or zebra crossings. Auckland Transport say this is not warranted at present but may be re-investigated in the future. However, pedestrian refuge crossing points are being installed. • There were concerns raised about the placement of a crossing on the bend outside of 470 Rosebank Road. Auckland Transport say there is sufficient visibility to cross at this point.

• There were requests for pedestrian crossing facilities on Rosebank Road between Jomac Place and Avondale Road, but Auckland Transport declined to include one here.

• There were concerns that Rosebank is an industrial area. Auckland Transport say that the proposal will significantly improve safety for pedestrians, while having a minimal impact on the roadway. They confirm that large trucks will be able to manoeuvre around the pedestrian refuges.

Driveway Access

• There were concerns that the refuge outside 470 Rosebank Road will interfere with large trucks exiting the shared driveway immediately to the west of the proposed crossing (on the southern side of the road). There were concerns that trucks exiting the shared driveway for 482 Rosebank Road will encounter difficulties turning right due to heavy traffic. Auckland Transport say that large trucks can exit the driveway and turn right with the pedestrian refuge at the proposed location.

Road widening

• Requests were made that crossings and bus improvements be considered in conjunction with road widening. Auckland Transport say that road widening would be likely to encourage higher vehicle speeds, creating unnecessary safety issues for people walking and cycling at this location.

Next steps

Auckland Transport say this work will happen between July 2019 and June 2020, but they will let businesses know if there are further changes or delays. Contractors will send notices to those affected 48-hours prior to construction starting.



Rosebank News

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

Countdown begins to EcoWest Festival 2019

ECOWEST FESTIVAL Saturday 16 March - Sunday 14 April 2019

The West is gearing up once again for Auckland's biggest environmental festival. From 16 March to 14 April 2019, EcoMatters Environment Trust will partner with the Western local boards to host **EcoWest Festival**, an annual festival of more than **120 events** that celebrate our stunning environment and what we can do to care for it.

A diverse range of events in six different categories guarantees experiences, exhibitions and workshops catering for all ages and interests. EcoWest Festival offers the perfect opportunity to pick up new skills at workshops like **DIY Beeswax Wraps**, explore scenic cycling routes with **Bike Henderson's Bike Rides** and to find new tricks for smarter living at events such as **Healthy Homes on a Budget.** Enjoy our natural environment with a Forest Therapy Walk or go bat-hunting at the Glen Eden Bat Walk. Learn about Butterflies, Geckos, Skinks, Lizards and Wetas or venture out on the water on Matuku Link's VIP Kayak Day. You could upskill in conservation and lend a hand in caring for our favourite places out West, such as at a Native Nursery Potting Workshop or a Love Your Streams Day.

Coming up in your neighbourhood during EcoWest Festival:

• ZERO WASTE DEPOT OPEN DAY, Mondays, 10.00am-2.00pm, Unit E, 489 Rosebank Road, Avondale.

ARTS ON CLIMATE CHANGE
EXHIBITION, Saturday 16 March - Sunday
14 April, FEEL GOODS | Whau Arts
Space, 99 Rosebank Road, Avondale

• EVERYBODY EATS AT TE WHAU EATERY, Tuesdays, Wednesdays, Thursdays, 6.30pm, 1790 Great North Road, Avondale. • FOREST THERAPY WALK, Thursday 21 March, 4.00-7.00pm, Oakley Creek, Waterview.

To find out more and see full details of all EcoWest Festival events, visit www. ecowest.org.nz.



Awards for Achievement and Success in Local Business

The RBA is always looking for ways to add more benefits to our RBA members and supporting one of our objectives of building a strong and vibrant business community. In partnership with EMA, who have the best training for businesses in NZ, we are able bring some of their first-class training to Rosebank through to award programs.

Future Proof your Business Award: This award is available for RBA members who want to improve/upskill their business skills to

take their businesses to the next level. Recipients of this award receive a

place on one of EMA training courses.

> We are pleased to present two worthy recipients of this award:

Charles Hohaia from Regal Beloit who was awarded an EMA -Supervision - An introduction course.

Bogdan Lyakhovetskiy from



Advanced Hoist Services who were awarded an EMA - Certificate in Occupational Health & Safety Citification

Pathways to the Future Trust Awards: We are delighted to present to another well-earned recipient of this award to:

Aaron Tucker from Complete Heat Ltd. Aaron was awarded \$1,600 from the trust for tools for his trade.

Nominations are always open for the Pathways to the Future Trust Awards and Future Proof your Business Award. If you have some young go getter in your workplace that has the capability to take that next step and go the extra yard, then nominate them today! To find out more contact Julie Stevens 021 940664 or email julie@ rosebankbusiness.co.nz

osebank

ON OUR GAME FOR SUMMER

BABICH WINES, OFFICIAL WINE OF THE ASB CLASSIC

The Babich family has been making wine in New Zealand since 1916. Babich Wines is the country's most experienced family owned winery, with three generations of innovation, achievement and winemaking excellence. It's our passion, our work, and our way of life.

In 2018/19 we partnered with ASB Tennis Classic to be the official wine of the tournament. The tournament is Auckland's ultimate summer event - it's the cross roads of tennis, food + beverage, entertainment, fashion and summer fun. It's the destination that showcases the best our city has to offer - in a dynamic and uniquely Auckland way. Set over two sunny weeks in early January, the event draws top international tennis players looking for an authentic kiwi experience. The event attracts the who's who of Auckland for an afternoon of tennis.

The partnership meant that Babich was the exclusive provider of still wines during the event with our wines served in all bars at the venue along with corporate and player hospitality offerings. Serving up our finest, we showcased most of our range - quickly selling out of our Marlborough Pinot Noir Rosé in the 30-degree heat. We also enjoyed hosting Caroline Wozniacki and Chung Hyeon - they joined us for a private helicopter flight from Mechanics Bay over the scenic Hauraki Gulf before heading West to the birth place of Babich Wines to taste our world-famous Marlborough Sauvignon Blancs and Marlborough Pinot Noirs with the family.

The partnership was a success for us. It increased sales and allowed

us to drive excitement around the brand and our wines in a premium setting when consumers were at the heart of an exciting event. It helped us build brand awareness, by offering highly visible exposure to thousands of consumers. It allowed us to build deeper relationships with our target audiences in a more relevant and topical way - association with summer,



Caroline Wozniacki

sport, lifestyle and international tennis superstars! It also allowed us to market to a global audience, generating marketing buzz through our partnership with the ASB Tennis Classic and their other partners such as ASB and Jaguar.

We are proud to be the official wine sponsor of the ASB Classic. Bring on next year...

Remember our Cellar is just down the road. So, if you want to try or buy some of our delicious wines, pop into our Cellar Door -15 Babich Road, Henderson Valley or visit our website http://www. babichwines.com/babich-cellar-door/ Use PROMO Code: RBA to receive your 15% discount.

Cellar Door opening hours: Monday to Friday 9am to 5pm, Saturday 10am to 5pm with Sunday, Closed. Ph: +64 (9) 833 7859 carolin@babichwines.co.nz

Trusts' West Auckland at a cost of more than \$680,000.

Trusts CEO Simon Wickham says that while health & safety regulations cover our place of employment, our home remains the most likely place an accident will occur.

"In West Auckland alone, last year there were more than 24,000 ACC claims with over 14,000 of these occurring in a residential dwelling.

"Included in these injuries were upwards of 17,000 soft tissue injuries such as sprains and 4,800 lacerations.

"It is our hope that the offer of a quality first aid kit at no cost will mean thousands of people in the West Auckland region will now be better equipped to deal with an accident if it occurs in their home," he says.

The Trusts have also supplied free smoke alarms to households in their catchment area and have donated millions of dollars to local charities.

West Auckland households will receive a voucher in the mailbox from February 4 with instructions on where they can be redeemed from for a first aid kit.

70,000 First Aid Kits to be Donated to West Auckland Households

A new charitable initiative has been set up to help address the rapidly increasing number of injuries caused by accidents across West Auckland households each year.

Accident claims in Auckland has increased 35% over the past decade, with the cost to treat active claims now approaching \$1 billion annually.

Data from ACC reports that more than 339,000 claims were received for accidents in Auckland homes last year. Homes are the most likely place to have an accident with 46% of injuries occurring there, ahead of sports & recreation areas, public roads and commercial/industrial workplaces. Injuries such as sprains and contusions are the most commonly reported followed by lacerations and fractures or dislocated joints. There have also been more than 8,700 claims for burns and 282 amputations in the past 12 months.

> Injuries to children aged under 15 made up 29% of accident claims in the region with an additional 12% among those aged 65+.

76% of accident claims originate in Auckland City, with Manukau and North Shore cities on 6%, Rodney District on 5%, Waitakere City on 4%, Franklin at 3% and the remaining 1% in Papakura.

West Auckland households will now benefit from a new charitable initiative which will see 70,000 first aid kits provided at no cost to all homes in the region from February.

The comprehensive kits will help treat some of the most common forms of injury and will be donated to the region by 'The The Omnigraphics team

February Hosting with Omnigraphics

Omnigraphics treated us to a wonderful RBA Member hosting which was a unique experience. The amazingly talented Omnigraphics team showcased their jaw-dropping creations in their stunning offices located at 447 Rosebank Rd. We were in total awe of their ideas brought to life in the digital printing format. Thank you for being amazing hosts.

Jana Brendebach and Brooke Mattock, APX Travel

æ

Our Auctioneer, George Walkers Michelle Maitland

eban

Justin Puckree, Omnigraphics, Wade Marriner and Trent Forsyth, Canon

Pathways

Dave Tolhurst, Global Weilding and Craig Bodman, RBA Patron

RB Members enjoying the beautiful work place of Omnigraphics.

Ashwin Doolabh, West Auckland Nissan, Stephen Spear, Omnigraphics and George Yeoman, Bayleys Dennis Lindsay, Direct Mail and Mike Gibson, RBA CEO

January Spark Waitakere Hosting at Browne St.

Our first Members hosting of 2019, proudly cosponsored by Browne St. and Spark Business Hub Waitakere was a SELL OUT with over 100 members registered and attending. Check out some of the action here.

Sparks Mike Hannan, Bernie McCrea RBA Chair, Marcus Ambrose ABA and John Hore, Spark Hub.

Rosebank

Wini Kanangara, ANZ and Shanon Mala, The Trusts

BS

Angela, Wiilson, ASB and Michael Perree, MyHR Sam and Matt, Browne St. with Patrick Quinlan, ANZ

Leizel Macleod, Paramount Services and Corina Paterson, ETEL

ISSUE 149

Shanon Mala and Jenny Mukerji, The Trusts

> Ross McKandry, Fiona Norris and Charles Hohaia, Regal Beloit

Heidi Carter-Crossfit 8

Paul Fielding

Warmu

Underfloor heating Tiled shower solutions

We profile Warmup owner Paul Fielding on his company turning 25 years old.

Standing outside his headquarters at 483A Rosebank Road being photographed for this feature, is Warmup founder and managing director Paul Fielding.

Warmup began in 1994, when Paul immigrated here from South Africa with his Kiwi wife Julie and is celebrating its 25th anniversary in business this year.

"When we started off it was just undercarpet heating," says Paul. "Now it's internal waterproofing, integrated underfloor heating, building tiled shower enclosures, Wi-Fi thermostats, insulation boards, undercarpet and in slab/polished concrete heating.

"Then it was nowhere near as big, now we're global and source our supplies from all over the world." Those sources include China, Denmark, Egypt, France, India, Korea and the United Kingdom.

Paul started off in a small factory in Portage Road, New Lynn. Next came larger premises in Bentinck Street, New Lynn then as the growth of the business demanded, another move to Copsey Place, just off Rosebank Road.

The last location shift was to 483A Rosebank Road two years ago.

Paul: "We have always been a West Auckland-based business and every move we have made out here has been a result dictated by the growth of the company. We find it's relatively central and has a great community spirit. On a practical level, all our resources are available in West Auckland and if you need anything done, you don't have to go far.

The emphasis of our business is that we've been around for 25 years, and in West Auckland for all those 25 years - both things that we are very proud of."

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Rosebank Feature Profile



At 483A Rosebank Road there's a staff of 26 people, (most of them from the area), important components in the smooth running of the business. Yet it's not simply an Auckland company.

The signage for the Warmup HQ also includes two subsidiaries. Marmox New Zealand specialises in high-quality, cost-effective, easyto-use insulation boards, pre-formed shower trays and shower niches.

The other, Tranquillity Bathroom Collection, is a European-inspired premium bathroom ware supplier. The bathroom, "a sanctuary, a place of luxury that provides a quiet moment in a busy world" as the company's website proclaims, is the most complicated part of any house, says Paul.

The company's installers come in after the builder has completed the shell of a new bathroom.

"After the builder has fully lined the bathroom we come in and waterproof the entire floor area and shower enclosure and install all key components. A bathroom has more components in it than any other room in the house, which means it's almost like building a small house within a house.

"We do everything in the bathroom to secure your investment and



we do all of that in one day completed with a code of compliance certificate."

Warmup is a national distributor, not just an Auckland supplier. "Anywhere in the country if you dial 0800-Warmup you will be put in touch with one of our 17 distributors."

The company has installed underfloor heating in more than 150,000 homes through New Zealand and Australia.

"While all the momentum of growth has come from our existing customers, it's not just private homes. We supply residential, but also commercial buildings, such as hotels, private apartments, and age care residences."

All three companies, Warmup, Marmox and Tranquillity, use cuttingedge technology to keep up with customers' requirements, along with guarantees ranging from 10 years to a lifetime.

In fact, Warmup was the first New Zealand company to offer a lifetime warranty for its undertile heating.

To sum it up, Paul says: "We use technology to enhance your comfort and make your home feel better."





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Gems from Jooles

Julie Stevens RBA Membership Manager Phone: 021 940664, julie@rosebankbusiness.co.nz



There has been a lot of new businesses setting up in the area which is exciting and has seen a change in the landscape in Rosebank to service providers.

We are also very privileged to have an amazing family of partners to the RBA which includes Paramount Services who has been in Rosebank for almost a year now. I want to also welcome Leizel Macleod to the RBA and the Rosebank community. Leizel recently joined the Paramount Team as their new Business Development Manager. Leizel has been in the cleaning industry for 10 years and very excited by the opportunity to work for Paramount. If you would like a quote to clean your premises or if you require pest control, carpet cleaning, window cleaning or your fleet of vehicles groomed, please give Leizel a call on 021 346 586.

Paramount Services Ltd would like to congratulate Darren from National Hauora Coalition, Caroline from CADPRO Systems and Warwick from Landmark who were the winners of a Twin pack Babich wine.

Each of the lucky winners made use of the amazing Paramount Mobile Car Wash and Groom cleaning service and went into a competition.

Paramount Services is not just a commercial cleaning company, they specialise in many areas of cleaning and now with Vehicle Grooming as another aspect to their business they are your one-stop commercial cleaning company.

Check them out on www.paraserve.com/ car-clean-groom and see what their new specials are.

We are excited to announce our renewed partnership with **EMA as our Training.** Health and Safety Partner. This will mean more training provided locally for RBA members and continuing with the exciting initiatives supporting continual learning and upskilling for business owners, managers, team leaders etc. We also want to welcome and congratulate Brett O'Riley, who has recently joined the EMA as the new chief executive officer. Many of you will know Brett as chief executive of ATEED where he was known for his advocacy for the City of Auckland and the development of many initiatives in the areas

National

of tourism, major events and innovation. We acknowledge Kim Campbell (retiring CEO) for his many years of faithful service and the ongoing, successful growth of the EMA.

> On my final note - everyone you meet knows something you don't - the power of networking with your local business community at the RBA monthly hosting. A great saying, I heard the other day "When you collaborate, you get noticed".



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ISSUE 149

Member Profiles

We profile New Members of the Rosebank Business Association

West Auckland Nissan 'Just the right amount of Westie'

West Auckland Nissan is your local Nissan dealership operating in Henderson. They are an Award-Winning business that specializes in new and used Nissan vehicles with 'Just the right amount of Westie'. Their Nissan customers range from corporate fleet vehicles to retail customers. Their specialty is a consultative approach on a fleet procurement with a full maintenance package. New and used vehicles are supported by a leasing and finance packages to suit.

AHG (Automotive Holding Group) owns 130 dealerships across NZ and Australia including West Auckland Nissan. They are recognized as the biggest dealership group in Australasia. The passionate West Auckland team of 20 is headed up by Keith Shaw. Keith has been in the automotive industry since 1989, starting out as a mechanic and becoming the Dealer Principal in May 2018. It would be fair to say Keith is well versed in all aspects of the automotive industry.

At West Auckland Nissan an important part of the business is providing after sales support and they have some of the highest trained service and parts people in the Nissan network. You'll find their on-site dedicated Parts Team committed to an exceptional customer experience and with over 100 years of collective Nissan Parts knowledge, expect the right part and the right advice that provide their Nissan owners with the confidence.

What is on the horizon for 2019? The team are very excited to be bringing their range of electric vehicles to the market. Fleet options will also be available, so watch this space.

"Our mantra is greatness comes from our small beginnings. Success for us is happy customers that keep coming back to us for many years." Says, Keith.

If you wish to discuss your vehicle needs, we welcome you to pop in and meet our friendly team!



West Auckland Nissan Corner Lincoln Road and Paramount Drive, 261 Lincoln Road, Henderson Phone: 0800 92 6477, www.westaucklandnissan.co.nz



Caliber Design Talented engineers, when and where you need them

Caliber Design is a mechanical design consultancy that provides project-based design engineering services. Our team of highly skilled and experienced engineers are based in Auckland, Hamilton, and Christchurch. Our engineers work with clients on a project-byproject basis, which means our clients can upsize their team with the exact skills they need, when they need them.

We help our clients reduce their risk and make better products. We support and upskill their existing staff. We assist them meet their deadlines and get their products to market.

We have a great team, with a breadth and depth of engineering experience that is hard to beat. It's a big ask for engineers to move between project and industries. That's why Caliber employs engineers who have great "soft skills" as well as top technical ability. Our team is agile, adaptable, and brings innovative design thinking every project.

Our clients appreciate that we spend the time to scope their specific requirements to ensure we place the engineer with the most relevant experience and skill set onto their project. Clients benefit from having our engineers working on-site as part of their team - close communications, fresh ideas, inclusion in daily interactions. Caliber engineers know our client's business, processes, and systems inside out - so they can deliver results and clients see a return on their investment.

We work with some of New Zealand's most well-known and successful businesses - Stabicraft, Fonterra, Trimble, Shotover Camera Systems, Sanitarium, and Scott Technology, to name a few. We're currently working on innovative projects across multiple industries, including aerospace, materials and food handling, packaging, marine, agriculture, and medical.

We're thrilled to be part of the Rosebank Business Association, having moved into the area at the end of last year, and thank the community for the warm welcome.

Please keep us in mind if you have the need for design engineering resource. We'd love to have a chat about how we can help you.

Caliber Design, 597 Rosebank Road, Avondale Phone: 09 379 7357, E: info@caliberdesign.co.nz www.caliberdesign.co.nz



Soil & Rock Consultants 30 + Years since 1987

They are consulting engineers specialising in the field of geotechnical and environmental engineering and design involving earth retaining structures. They have been in business since 1987 representing many years of geotechnical engineering expertise across New Zealand, delivering a range of services nationwide from large commercial projects through to subdivision developments to boutique assessments and designs. They are committed to providing a quality service, on time and on budget. With highly qualified and experienced staff they can offer the complete solution from scope, investigation, analysis, design and reporting on your project. "We are practical thinkers who are approachable and solution-based." Says General Manager, Leah Brown.

Their business has offices located in Auckland, Whangarei, Wellington and Christchurch and they deliver well-grounded solutions and reliable advice to other professionals in the property and construction industries for commercial or residential developments through to large scale public works. Their core services are provided nationwide and include;

- Geotechnical Investigations and recommendations.
- Design of earth retaining structures, stormwater and wastewater designs.
- Environmental Assessments and recommendations.
- And other services which follow on from these three 'gateway' services.

They have a team of 50+ throughout the country and they are one of NZ's largest geotechnical service providers. Their local projects they have been involved in are the Hobsonville Point subdivision and walkway, Unitec redevelopment, the Whau River substation and Nido Living in Central Park Drive.

"There is no suburb in Auckland that we haven't been involved with in some way for development" says Leah.

> Soil & Rock Consultants Level 1, 131 Lincoln Road, Henderson. Phone 09 835 1740, www.soilandrock.co.nz

The Falls Restaurant An iconic West Auckland Restaurant that has been going for 21 years

The Falls restaurant is in the iconic, restored 1850s Historic Building in Henderson, with big windows and French doors opening out onto a beautiful park and native bush. It is a landmark in Henderson and has been the place to go to from casual daytime dining to intimate functions. When we look at the history of this building it is the only wooden structure (made of Kauri) in NZ going back to 1850 that has the permission to be a restaurant. Sai Kumar is the owner and is very passionate about the history of building. He loves taking customers through the building and showing them the archives of the photos of how it all began.

Sai purchased the Falls Restaurant three years ago and is no stranger to the hospitality industry. He is also the owner of Mikano which is one of Auckland's foremost waterfront destinations and acclaimed fine dining restaurant.

When talking about Sai's vison for the Falls he says, "Simply put, it is about the experience and great food. I see our role as being in the industry of spreading happiness through food".

The Falls have great support from the local west community as well as from the business community. They love to cater corporate events and events for special occasions such as weddings, pre-ball nibbles, graduation dinners, product launches such as winemaker's dinners or dinners for supplier companies to existing customers with a power point presentation performed on their 65-inch smart interactive television.

"I love talking to our customers and personalizing their experience to make their event memorable" says Sai. Their function bookings enable guests to have events at any time, with a fully stocked bar and excellent bar service to complement your dining experience.

Their set and business menus are designed to deliver smart and efficient service without quality compromise.



The Falls Restaurant 22 Alderman Drive, Henderson, Auckland Phone: 09 835 0070, www.thefalls.co.nz



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Government plans to overhaul the employer-assisted work visa.

Immigration Law expert Aaron Martin reviews and explains the changes that the government proposes to the Employer assisted work visa due to be implemented over 2019-2020.

Aaron Martin NZ Immigration Law

Immigration Law At the end of last year, the Government released a consultation paper for changes to the employer-assisted work visa. This is the class of work visa issued when the applicant has an offer of employment and the employer

proves they cannot find a local to do the job.

These changes will make it more complicated for an employer to recruit a skilled migrant if they don't understand the new requirements. Employers in Hospitality, construction and IT services need to prepare themselves now, if they plan to recruit from the skilled migrant pool in the next 24 months.

Changes aim to create an employer-led simplified work visa system. Currently there are six work visa categories: essential skills, approval in principle, talent (accredited employer), work to residence - long term skill shortage list, and Silver Fern visas. The new framework will replace this multitude of application types, rules and processes with a single pathway.

Conceptually the proposal amalgamates and transforms elements of the original six categories such as visa approval in principle, accredited employer processes and labour market testing requirements. Under the new proposals, no labour market testing would be needed for jobs that meet a higher pay threshold. This is like the current system of work-to-residence visas issued on the basis of an applicant having a job with accredited employers.

Labour market tests also would not be required for higher-skilled roles that are on regional skill shortage lists. As part of the proposals, new regional lists will be released in mid 2019. These are intended to be better tailored to the needs of the regions than is currently the case.

The new framework has three key parts:

1. The employer check

Employers who want to recruit staff from overseas will have to gain accreditation with Immigration New Zealand (INZ). The accreditation process pre-clears an employer in terms of satisfying INZ that the employer:

- is compliant with labour laws
- has high-practice HR processes and policies and is financially stable to offer employment
- has a commitment to increasing worker benefits/pay.

Employers will need to present evidence of financial performance, have a commitment to training and upskilling, and show they put upward pressure on wages and conditions.

The type of accreditation will depend on the needs of the employer. The "standard" accreditation will last for 12 months and is intended for employers who wish to hire expatriate workers without offering a pathway to residence. The "premium" accreditation is for those who wish to offer a pathway to residence through employment with the company.

Obtaining accreditation (of whatever type) will be mandatory for all employers. Those who employ six or more expatriate workers within a 12-month period will be made to seek "premium" accreditation. For employers who employ five or fewer expat workers in a



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12-month period, "premium" accreditation will be voluntarily.

2. The job check

This is the labour market test stage of the work visa process. Labour market tests will not be required for jobs above a certain wage threshold or on a regional skill shortage list.

All other roles will undergo labour market testing, where the employer will have to satisfy INZ they have made genuine attempts to recruit locally. However, the proposal to increase the wage for the work-toresidence pathway for "premium" accredited employers to \$78,000 or \$37.50 per hour does seem high.

Given the restrictive nature of the requirements currently in force for the skilled migrant residence visa, the Government will need to ensure it does not create a "hole" whereby valuable workers cannot transition over to residence from work because of pay rate alone.

Employers will need to demonstrate they have training systems to achieve knowledge transfer from migrant workers to local staff and show there are systems in place to avoid their business becoming dependent on migrant workers.

The expectations of bureaucracies can often be at odds with the reality of private-sector business in this area.

3. The migrant check

This is the actual visa application.

There is a suggestion that capability checks (the assessment of whether the visa applicant is suitably qualified to perform the job) should be undertaken by the employer. My intuitive response is that this is unlikely to happen, given concern within INZ about the potential for abuse.

INZ needs to understand that except for situations where there is abuse and collusion to commit a fraud in the border control area, businesses only hire people they believe can do the work and after they have conducted appropriate checks to ensure that is the case. The expectations of bureaucracies can often be at odds with the reality of private-sector business in this area.

Of course, these checks may still result in mistakes being made and an employer hiring someone who has oversold their ability, but the 90-day trial under current employment law and the facilitation of visitor visas to those who are dismissed within that 90 days protects the integrity of the system in these cases.

A warning to Employers to become accredited before it is too late.

If accreditation is mandatory, there will be a significant influx of applications into INZ. Businesses will want their applications processed quickly so they can recruit the talent they need in their organisation.

However, INZ has had a large budgetary shortfall and is unable to process its current applications quickly due to high volumes. It does not have the resources to deal with more work.

This change represents a resource issue that will need to be addressed to make the process workable for employers, especially if the Government wants this process to be "employer-led".

I advise any employer who knows that they will be recruiting skilled migrants to apply to become accredited now under the existing system and avoid the backlog at INZ that will come once the new visa criteria and processes are in place.



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MIGRATION LAW



Adam Cracroft XE.com

How will the slowing property market influence the NZD?

The RBNZ continues to face headwinds in the form of historically low levels of inflation and last quarter, employment numbers failed to impress. With employment figures now forming a key part of interest rate decisions, this number has taken on greater significance.

The RBNZ will release its quarterly monetary policy statement on Wednesday 13th February and it is expected that rates will be kept on hold while GDP and inflation forecasts are cut.

The focus is mainly on inflation, employment, GDP and trade balance data when analysing interest rate decisions, but what is the influence of the property market? This month we look at the residential housing market, the changes made by the Labour government and those mooted by the RBNZ.

1. Foreign Buyer Ban (implemented)

Stats NZ provide data showing foreign buyers make up around 3% of the residential property market but a much larger group are putting upward pressure on prices at successful auctions.

2. Bright-Line test extended from 2 to 5 years (implemented)

Replacing the original two year Bright-Line test, this measure has a strong impact on curbing speculative behaviour and reaches those who have one investment property with no intention for resale.

3. Ring-fencing of property losses (proposed)

The IRD forecast that removing this tax break will cost investors

around \$2000 per property each year. Investors will no longer be able to use losses on investment properties to offset against their other income.

4. Increased capital requirements for local banks (proposed)

The Reserve Bank's consultation paper is proposing an increase of between 20-60% from current levels of capital for the 'big 4' banks, eating into their profits over the coming years. This will increase the cost of borrowing as banks' will look to offset this impact on their profits.

Together these four factors reduce the attractiveness of property investment in NZ and should have the intended impact of relaxing house prices. Investors may have to focus on housing developments, which will help to increase the supply of housing and in turn will limit price increases. However, construction activity is set to peak this year and tail off as a number of developments are finished.

The NZ economy is going through a shift of capital investment as investors look for other avenues to make a return. The impact on the housing market may led to a reversing of the wealth effect limiting inflationary pressures.

What we hope is that this will lead to an increase in investment into local businesses both listed and privately owned. The NZ stock market currently lacks local investment beyond Kiwi Saver funds. Many exporters will benefit from a lower NZD which will in turn benefit terms of trade.

As the NZ economy makes the transition from housing to business investment, the NZD should remain under pressure until we see the long-term benefits of these fundamental changes. Coupled with the increased cost of borrowing, for banks, the RBNZ might feel pressure to reduce interest rates in order to encourage business investment.

The property market changes are leading to a restructure of investment in NZ and historically this has resulted in a lower NZD.

Feel free to get in touch at adam.cracroft@xe.com or phone through on 09 306 3705.

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ISSUE 149



Janine Roberts Accounting Associate at Haven

7 Things you should check on before the end of the tax year

We're not far away from the 2019 financial year coming to an end, and with that, it's time to flag a few important points.

1. Accruals and Expenses

If you have committed to an expense, then it is deductible in the 31 March 2019 accounts. You can accrue it and pay it in April or May 2019 but still take the tax deduction in March 2019. The one exception to this is employee expenses such as bonuses - these must not only be incurred but paid within 63 days of balance date.

2. Bad Debts

In order to take the tax deduction, the bad debt must actually have been written off by 31 March 2019. It isn't acceptable to book the journal in April 2019 as part of the account preparation work. Make sure you also retain evidence that the debt was bad – i.e. debt collection attempts.

3. Trading Stock

There are two options to value stock - the lower of cost, or market selling value. Where the market selling value is lower than the cost, it is beneficial to revalue the stock at balance date to this value. Again, you need evidence of the market value of the stock at 31 March 2019.

4. Donations

If you haven't paid that donation you've been thinking about, including school fees, paying it in March 2019 is a good idea.



The donation rebate form gets filled in and the rebate paid shortly thereafter. If you pay the donation in April 2019, you will need to wait until the end of the March 2020 year to claim the rebate.

5. Shareholder current accounts

If the company is owed money by its shareholders, consider paying shareholder-employee salaries or paying a dividend. Where the shareholder current account is an asset on the company accounts, then there may be fringe benefit tax or deemed dividend issues.

6. Imputation Credit Account (ICA) balance

Time to make sure that the ICA does not have a debit balance on 31 March 2019. If it does, penalties will be incurred. It's an easy fix - make a voluntary tax payment to clear the debit.

7. Assets

Review your fixed asset register - if there are assets there that you no longer have, any that broke, died or you sold them, then you can write them off in the 2019 accounts. If a loss on disposal was made, then a deduction can be taken.

If you want any help with getting things sorted for the end of this tax year, get in touch with the Haven Accounting team - we'd love to help you out! *Phone Haven on 0800 700 699*



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THE HOME THAT ROSEBANK BUILT.

Windows / Doors

- Featuring:
- The Building Co
- MD Aluminium

Introduction.

Rosebank is a thriving area of businesses. There really is everything here. We've been thinking at the Rosebank Business Association... could you build an entire home using businesses along Rosebank? We think we can.

Now into our fifth issue of a twelvemonth feature, we have been walking our way through the entire process of building a home. Speaking with businesses in Rosebank, we have had access to information from many industry leaders.

If you're looking to build or are in the process of building your own home, there will be something of interest to you in this feature. As we learn about new products and hear of tried and true systems, we can point you in the right direction to get your ideas and designs to the final building stage. By using local suppliers, not only will you be supporting local businesses, chances are you'll also find ways to save money, too.

Some companies in our upcoming features are large international companies, some are national, some are small family owned businesses - this is the nature of Rosebank. Whatever the situation, all have excellent reputations and expertise to help the building process be as seamless as possible.

By working with companies that have earned a solid reputation in the industry, the process does not need to be a headache. When you finally get the keys to your new property, you'll be glad you had them by your side.

We'll be featuring many products, suppliers and service providers that stand out as some of the best on offer - period. Not just the best on Rosebank.

So far, we've explored planning, roofing and cladding, flooring and insulation, painting and plumbing.

This month (our fifth feature) we investigate doors and windows for your home. We still have more features to come - in the coming months we will be looking at kitchens, bathrooms and bedrooms, electrical and lighting, utilities and appliances, glass solutions, furniture, and finally landscaping.

Twelve features, twelve months. Let's keep building a solid foundation of knowledge and build a house.

Feature by Alice Cranfield

Got you covered.

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This month we are opening the door on new builds and investigating all things window and door related. With so many options available, we have discovered that the windows and doors you select for your new build have a huge impact on the way you live within the home.

We speak with MD Aluminium Ltd in this feature and as owners, Dave Tonkin and Mark Holland explain, a door is not simply a door. We also speak with The Building Co and hear how their business approaches the installation of windows and doors when building a home.

With double glazing now an essential element of the building code, the windows and doors we select, have a huge impact on the environment we create inside the home.

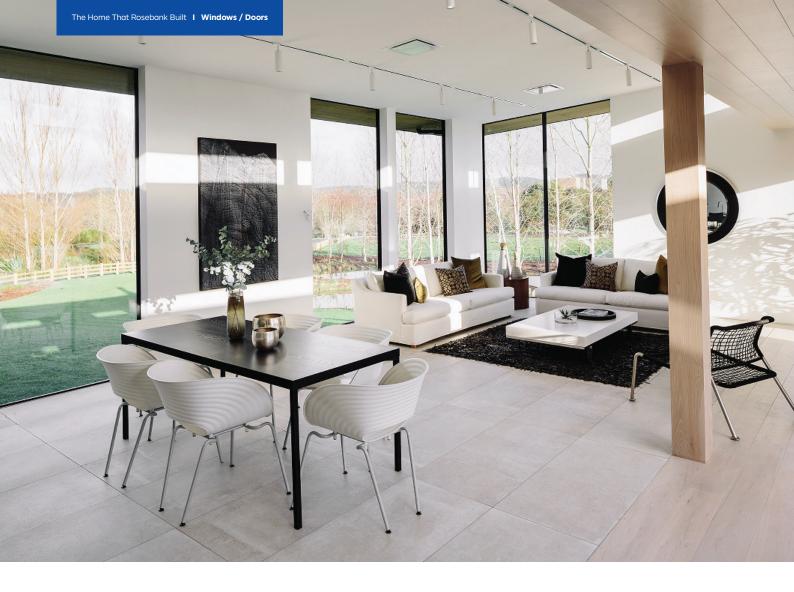


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The Building Co.

The Building Co. have earned a reputation as one of the best building companies around. With a focus on commercial and residential construction, and project management in the Auckland region, the company have over 20 year's experience in the industry. Builders, carpenters, decorators, site foremen and project managers and estimators are all brought together in The Building Co.

Director Kendal Read says his fundamental philosophy is that the Building Co. is an effective cornerstone in the collaboration of clients, designers, sub-contractors and suppliers.

When it comes to the placement of windows and doors, The Building Co. believe this is one of the major elements of design for a home. Sun, wind screening and views can all be hugely impacted by the placement of windows and doors.

With many high-end homes, the detailing around external doors and windows is critical. The Building Co. has a wealth of knowledge and know the importance of builders who understand the fine details of architectural designs.

"Windows and doors can become one of the more complicated parts of a building project," says Kendal. "As windows and doors are generally the more expensive items of a house it's imperative that the work is done with someone who understands all of the pitfalls that can come from getting the initial procurement stage wrong."

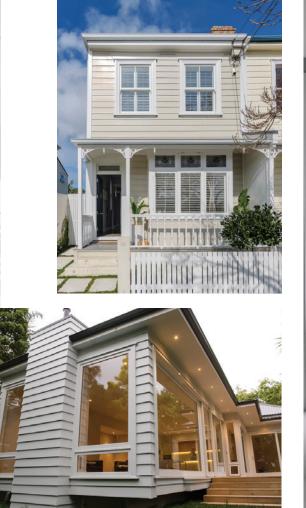
The Building Co. can guarantee attention to detail, ensuring the relationship between windows, cladding and roof lines flow effectively. "There's a big difference between things that are done with finesse with an eye for detail and things that aren't," says Kendal.

As well as new builds, The Building Co. also specialise in full refit work and are available to replace all existing joinery to upgrade to double glazing in the home.



THE BUILDING 으

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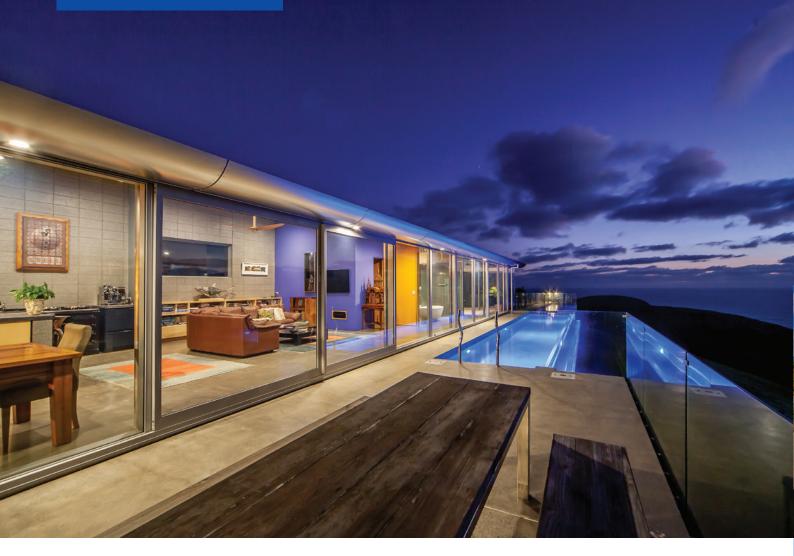


THE BUILDING 으





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MD Aluminium.

When MD Aluminium Ltd first started they were a small company of three people. These days, the company employs over 40 staff and has a manufacturing space of 2000 square metres.

Using computerised cutting technology, joinery at MD Aluminium can be custom made to your homes specific design requirements. By using this precision technology, the results are second to none, ensuring both accuracy and quality.

While owners, Mark Holland and Dave Tonkin, regularly hear comments such as, 'a door is a door,' they beg to differ.

"Windows and doors are a very important part of a new home or renovation," says Dave. "Having the right type of window or door can make all the difference to the way you live in your home."

As well as its own brand, MD Aluminium also manufacture the leading window and door systems brand Fairview. The Fairview brand has been involved in the New Zealand aluminium joinery market for over 50 years.

The advantage of partnering with the Fairview group indicates that MD Aluminium prescribe to the highest design and production standards. It also means they receive ongoing access to leading edge research, development and testing.

Specialising in new homes and renovations, MD Aluminium supply to many of the major national group home building brands across New Zealand. The work MD Aluminium is involved with is regularly awarded and the company has won several group and national WANZ (Window Association of NZ) awards over the years. In 2018, MD Aluminium won a renovation project of the year award, and many homes that have won national home building awards have used MD Aluminium joinery.

With a highly experienced sales team, home owners have access to tailored advice regarding the homes window and door designs, glazing and hardware. Speak with MD Aluminium today.



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