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**Cover:** Glidepath wins the Westpac Supreme Business Excellence Award

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

Determining the content of this issue's contribution has been far and away the most difficult of my 149 previous editions. There is so much remorse and feeling of helplessness, as our nation commences the unravelling of last Friday's tragedy in my home town of Christchurch.

With that clearly in my mind I am sharing with you a wonderful contribution from Martin Luther King that says far more in words than I could ever say.

Darkness cannot drive out darkness;
only light can do that.

Hate cannot drive out hate;
only love can do that.

Martin Luther King Jnr



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 Rosebank Business Association recently updated their 3-year strategic plan. It was a valuable exercise to see what we had achieved in the past 3 years, then re-adjust and set some new plans for the next 3 years (2019-2022).

That's not to say that 3 years gives you a long-term strategic plan per se, but backing up from the last 3 year plan you're getting 6 years consistent planning coming through.

Part of the review process was to obtain feedback from members on how we are performing. It was pleasing to see that from the 40 members that were surveyed, no negative feedback was received. That's not to say that we'll just sit back and rest on any laurels, as it only tells us we're on the right track and our team will continue to keep up the good work.

As a board our aim is to keep thinking about how we can continue to help you as your needs continue to change. Sometimes it's hard to look at how things change over the duration of 3 years, but change can sometimes be monumental. For example, prior to our last 2016-2019 strategic plan, Donald Trump hadn't won

# What's up for the next 3 years?

the Republican Party nomination, let alone winning the presidency, Great Britain hadn't voted on Brexit and the "#Me-too" movement hadn't started.

Moving forward to the 'now', the thing we spend most of our time planning is transport. Strategically the things we're always thinking about and making submissions on are; getting interconnected public transport, managing peak flows of traffic, clearing roundabouts, which are all traditional transport issues, but there are the new transport issues of electric vehicles and alternatives like rail and where they fit in.

One thing that is annoying though in this transport planning is not gaining any traction with Auckland Transport.

For example, we have been discussing the *Patiki dual carriageway* for over 2 years and the last update we received was over 18 months ago!

It's just not good enough and the sheer bureaucracy gives rise to a feeling that they, *Auckland Transport*, do not care enough about the West, particularly Rosebank. It won't however stop us and we will continue to work on seeking better transport resolutions for you.

Keep up the good work out there.

Cheers Bernie

\*The RBA Strategic Plan is a freely available document and if you want a copy please contact me.





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## Rosebank Events

Find out about the latest April RBA Events.



One of the key and future challenges facing our businesses today is transforming leadership to embrace change and grow in the modern business environment.

Looking ahead, change is the only constant. It's even more important that we take heed of the new trends, developments and insights that are impacting on what it means to be a leader today, i.e:

- Competing in a globalized market with increasing pressures to lead agile and high performing businesses.
- Thriving in the age of acceleration
- Becoming a change leader

RBA, ATEED and EMA are proud to bring successful and inspiring business leaders together who are kicking up a storm in the local and global markets and are willing to

"undress" their leadership journey to reveal insights and lessons they have learnt along the way. Facilitating the panel discussion will be Simon Wickham, Chief Executive of the Trusts, himself an inspirational leader, he will bring huge value to our discussions with the panel.

Please join us and hear from these incredible innovators and trail blazers for a morning of topical business insights, good conversation and hospitality.

**Please note:** This event is limited so don't delay - register to attend now!

Date: Wednesday 9th April 2019

Time: 6.45 am Registration, Finish 9.15am

Venue: RSA New Lynn, 2 Veronica St, New Lynn

RSVP: julie@rosebankbusiness.co.nz



Date: 3rd April 2019

Time: 7.45 am Registration, Finish 10.00am

Venue: Browne St. Cafe, 50 Rosebank Road

RSVP: julie@rosebankbusiness.co.nz

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## Rosebank Advocates

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



Dr Grant Hewison

# Speed limit changes around Auckland

To make Auckland's roads safer, Auckland Transport (AT) wants to introduce a new bylaw to set new speed limits, including lower speed limits for approximately 10% of Auckland's roads.

Auckland has a serious problem with people being killed and being seriously injured on our roads. In 2017, 64 people were killed on the region's roads (44% of which were speed related deaths) and 749 people seriously injured. This represents a 78%

increase in road deaths

since 2014.

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Perhaps this mirrors the pattern in the UK where the number of people killed on the roads was falling steadily until 2010, at which point the decline suddently ended. Why? "Because, while fewer drivers and passengers are dying, the number of pedestrians killed has risen by 11%. In the US, it's even worse: a 51% rise in the annual death rate of pedestrians since 2009. Guardian journalist George Monbiot says there seem to be two reasons: drivers

distracted by their mobile phones, and a switch from ordinary cars to sports-utility vehicles. As SUVs are higher and heavier, they are more likely to kill the people they hit. "Driving an SUV in an urban area is an antisocial act."

One of the most effective ways of minimising road trauma involves reducing vehicle speeds. That's because speed determines both the likelihood of a crash occurring and the severity of the outcome.

Therefore, Auckland plans to reduce the speed limits of more than 700km of road in areas which pose the greatest safety risk to people.

Under the new Speed Limits Bylaw 2019, Auckland Transport plans to reduce the speed limits of some high-risk rural, urban and residential roads, as well as various town centres and the city centre.

> The roads have been selected based on a number of criteria, namely their risk of death or serious injury as well as those with large numbers of vulnerable road users like pedestrians. 90% of the roads Auckland Transport plan to

reduce speeds of are rural roads.

Residential and urban roads have been selected where they have: large numbers of vulnerable road users (people walking and cycling); they're often near schools, kindergartens and other community facilities; AT research into speeds and risk factors; and concerns raised by the community.

Town centre and Auckland city centre areas have been selected because: this is where the highest number of vulnerable

road users are - that being people walking and cycling; population increases mean more people are walking and cycling in these areas; and reducing speeds here has the greatest potential to reduce the chance of serious injuries and deaths occurring.

Some 'self-explaining' roads, or sections of roads, have been included. These are areas where the road conditions already cause drivers to travel at a lower speed – such as traffic-calmed urban areas. These proposed speed limit changes form part of a wider road safety programme. The nominated roads have been prioritised based on a number of criteria. In the future, Auckland Transport may consider speed reductions for other roads around

Although no changes in speed limits are planned for Rosebank or New Lynn, a number of roads in West Auckland are proposed for changes in their speed limits.

Consultation is open at present on the proposals.

https://at.govt.nz/projects-roadworks/safespeeds-programme/speed-limit-changesaround-auckland/

In addition to reviewing speed limits, Auckland Transport are implementing a comprehensive road safety programme that will complement lower speeds across Auckland, which includes:

- Residential road safety improvements, including engineering measures like speed tables or humps, kerb buildouts and raised intersections.
- Town centre safety improvements, including a combination of speed limit reductions, signage, speed tables or humps, and raised intersections.
- Setting new urban traffic boundaries, with more appropriate speeds for newly developed residential areas.
- Implementing a 30km/h speed limit in Auckland's City Centre.

Some of these aspects of road safety programme are being implemented in Rosebank.

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## Rosebank News

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



# Local Rosebank Business wins Supreme Business Excellence Award

Glidepath won the Supreme Business Excellence Award at March's Westpac Auckland Business Awards - Best of the Best.

Sir Ken Stevens, founder of the West Auckland business that designs and builds baggage/parcel handling systems for airports and logistics businesses around the world, says the company is already a substantial exporter and will still get better.

"This is great for our people and our morale. We're pitching against the big guys around the world and we often win. In fact we more than often win - that's why

we have to live and breathe innovation."

Glidepath also won the Excellence in Innovation category at the awards following on from their regional success last year at Westpac Auckland Business Awards - North West.

Auckland Business Chamber CEO Michael Barnett congratulates the businesses on the success they have achieved.

"The winners - and all of the entrants - are businesses that are not only brave enough to discover what they are doing well through the process of entering the awards, but also in allowing others to judge them and learn from them. They are to be celebrated."

Auckland Council's economic growth agency - Auckland Tourism, Events and Economic Development (ATEED)

- partners with the Auckland Business Chamber to present the awards.

ATEED Chief Executive Nick Hill says small and medium-sized businesses are essential to Auckland's economic growth and praised the winners' achievements.

Westpac Regional Commercial Manager Jeff Driscoll, congratulated Glidepath and acknowledged their true kiwi innovation that has led to their success.

"As businesses go, Glidepath and our other winners tonight each demonstrate why they are class acts and collectively will go a long way to helping grow the Auckland and New Zealand economy."

Congratulations to Glidepath and the winners of the Supreme Business Excellence Award for the Westpac Auckland Business Awards - Best of the Rest



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#### **Pathways to the Future Trust Awards for Achievement**



The Trustees of the Pathways Janine Roberts from Haven was delighted to present awards to well-earnt recipients of this award:

Ben Storer - Mastip Technologies. Ben was nominated by his employer as he was recognised by his them as someone who could be developed into an outstanding leader.

Mathew Dewes - Bon Accord Products. Mathew has displayed dedication, honesty and reliability in his role. He has been nominated by his employer to become the specialist in lean manufacturing, to support the business with their continual implementation of improvements.

Brenda Wooldridge - Amplifier Design. Brenda was recognised by her employer for her initiative in learning new skills in all forms of digital marketing and carving a niche in the business to grow a future source of revenue.

A total of \$5,500 was awarded to these recipients for their development and career advancement.

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

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

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 take the extra step for their career, Then nominate them today!

To find out more contact Julie Stevens 021 940664 or email julie@rosebankbusiness.co.nz

#### **Location for \$21 million Avondale** community centre revealed

Plans to reinvigorate the centre of Avondale have taken an important step closer following a decision on the preferred location for a new \$21 million multipurpose community facility. The preferred location incorporates the row of shops at 1971-1987 Great North Road and part of Avondale Central Reserve.

#### **Careful consideration**

Whau Local Board carefully considered a large number of options and the preferred location was approved as it offers the best long-term outcomes for Avondale, including the ability for the new facility to be integrated with upgraded public space.

#### **Funding secured**

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The row of shops at 1971-1987 Funding for the facility was agreed in 2018 through the council's 10-year Budget and aligns with the programme of work called Unlock Avondale, which will see improvements in public spaces and connections as well as combining working with developers to build high quality commercial and residential neighbourhoods.

Tracy Mulholland, Chair of Whau Local Board, says that this is a significant moment for the community.

"For such a long time our community has been demanding better quality council services and spaces and these changes herald the beginning of that coming to Avondale. We as a board advocated to get the funding for this new community facility, as we know it is integral to making the town centre a vibrant, thriving place. This

facility will complement the existing work that Panuku is doing as part of the unlock Avondale programme. "

The decision on the location was made after a great deal of thought and discussion. This location was the best choice of all options because of its prominent and highly

> visible location, street frontage, connection with the town square and open space, capacity for flexibility and future expansion, and its ability to become a hub for the community.

We are delighted to have finally reached this point and be able to move forward with this facility which will bring so much to the community. We are absolutely determined to make it a place that is well loved, so we are going to work with the people of Avondale

and the surrounding areas to ensure they have a role to play in the planning of the new facility."



Whau ward councillor Ross Clow welcomed the announcement and the unified approach with the

board that helped to secure the funding from the governing body.

"Facilities like these are in demand all over Auckland but with a limited amount of money tough decisions need to be made on which areas are prioritised, and I am delighted the Whau ward was chosen to be the first cab off the rank. "Without doubt this is one of the most significant developments in decades for the area. We know from our experience that a multi-purpose facility will bring the community together and provide a hub that will have an incredibly positive impact on the surrounding area."

With this and the Unlock Avondale programme, the future for the area is looking extremely bright.

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Great North Road.



"Because dad was a person who did up things that had broken, we used to move around quite often."

Since getting a company back on the rails took a while, on average the family moved once every three years or so. "So we were used to moving around. Christchurch, Samoa, Wellington, Auckland, you name it.

"And it got to the stage where, quite frankly, I used to hate it. On the other hand, the big benefit, the big advantage for me, was that I had to quickly adapt to new changes, different areas."

After high school in Auckland, Hamish went to Massey University, Albany, for his Bachelor of Business Studies, and then went to work for Lion Nathan's Liquor retail brand.

After various management postings, he joined Foodstuffs, starting for them when three big changes to the Liquor retail market arrived under Jenny Shipley's Government - Sunday trading, 18-year-olds could purchase booze, and supermarkets became legal providers of beer.

"In 2014, when dad was still chairman, he asked if I'd be interested in the business. Now we have a team of nine, including myself."

It's a bit of a United Nations, staffwise. "We've got, Fijian Indian, Indian, Samoan, Tongan, Maori, Asian and European, and they range in age from mid-20s to 60-plus. This gives our business the diversity that enables us to better serve our clients."

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"Business", says Hamish, "is good and the company's always getting inquiries from people wanting to sell their products." And they can get do's and don't from Hamish and his staff.

"A lot of people want to expand to China, but China is huge. And then there are people who say 'I want to do business in the USA.'

"OK. where? 'Everywhere.'

"So, we tell them, no, just think - one state. Say it's California. Try that. There's a market of 40 million people there, more people than in Australia and New Zealand combined."

And when he's not helping people with

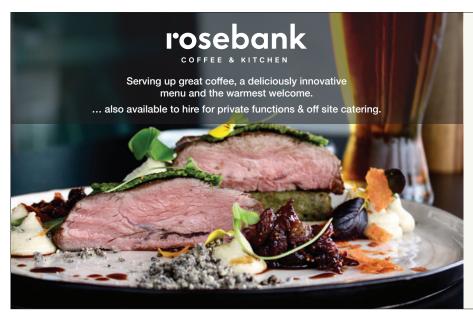
business advice, Hamish is a board member of the Rosebank Road Business Association. His father joined RBA when it was founded and is a past chairman.

"I became a board member this year and the RBA is great, especially for small to medium-sized businesses. You may think you're on your own but the RBA can help, especially in training. If you ask, there will be someone who can help you.

"And through the RBA we can have our voices be heard in the greater Auckland level."

And the major issue? "Traffic. There are so many trucks and people coming into and out of the area on a daily basis - it's really difficult."





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# **Smith and Partners**

We profile RBA law Partner, Smith and Partners Lawyers

SMITH and Partners are West Auckland's leading law firm, having grown to 35 employees in recent weeks to meet the needs of continued growth. Identifying closely with the area's business and community is a key aspect of their continued success.

The firm has been helping develop those businesses and community since 1988 when it was founded by Peter Smith, and located in Henderson town centre, moving to its distinctive premises at 293 Lincoln Rd in 1989. It later expanded to have offices in Helensville and Kumeu before recentralising at the Lincoln Road office in 2007. From there, Smith and Partners' team provides legal advice in plain English on property and business law, commercial property and family law, estates, elder law, disputes,

employment law and on and on – but it does not do criminal-related work.

Says partner Wade Hansen, a long-time Westie: "My first law job after graduating from the University of Auckland was here at Smith and Partners, and I became a partner in 2002. I've lived locally all my life, my kids go to school out here

"And in that time, it has been interesting to watch how the West has changed, the way it has developed, the way it has grown.

"Along with the other partners Carolyn (Ranson) and founding partner Peter (Smith) we have taken a lot of the traditional law firm models and turned them on its head. "To do that we've had to develop a practice that focuses on really high- level speciality skills and provide practical advice based

around what West Auckland businesses are, how they think, how they work with people. In the West there is a way of approaching things, there are cultural tendencies that are special to the area, and we realised that to get on with people who come to us for help we have to talk to them in the language that they understand.

We see the key to thriving in these changing times as being relationship driven - our relationship to our staff, our relationship to our clients, and our relationship to the wider community. Technology can help all of us work smarter, but it's through real personal relationships that you have the understanding to know, what is the right advice for the individual - whether in their private capacity or in their business. "We aim to make them feel empowered within

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the legal issues and decisions they have to make about their concerns."

Its association with the Rosebank Business Association is part of that support. Says Partner, Carolyn Ranson, "We've been working with RBA for about eight years and for the past four we've been platinum sponsors. While we aren't based in Rosebank, a lot of our clients are. RBA's work advocating for local businesses is key to helping make the wider West Auckland region a great place to live and work".

And it is also a community that is aging - which is one of the areas where Partner Carolyn Ranson comes in. She joined Smith and Partners in 2011 and became a Partner last year.

Carolyn, who studied law at the City, University of London, while on her big OE, was in-house legal counsel for one of New Zealand's biggest retirement village operators in Auckland, so she brings a wealth of experience in that area to Smith and Partners. "As people are living longer the importance of elder law and its applications is changing and growing."

She provides speciality advice for people planning for retirement and beyond - everything from downsizing and/or moving into retirement

villages, asset planning, wills and powers or attorney through to advising on later life relationships, and complicated inter-

> generational family situations. Carolyn also negotiates and documents solutions to family and estate

> > disputes. "There are particular considerations that need to be factored in when planning and making decisions at this stage of life. Specialist advice helps ensure that people's wishes are properly catered for and their legacy is protected as much as possible."

saying goes "Life begins at 40" but, says Carolyn, "it doesn't end at 80".

Carolyn also refers to ethos of the firm "I think our clients also value the respect that we show them. Their time is just as valuable as our time. They are the experts of their businesses

and their personal situations. The right advice for you might not be the right advice for someone else. By focusing on taking the time to really understand the individual circumstances, we can provide practical advice tailored to achieve the best outcome for that particular person or business"

"It's our culture at Smith and Partners, it's a totally non-negotiable issue - there are no egos here."

Very much the Westie way.

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# Gems from Jooles

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



Events and workshops are happening which deliver new connections and build a better more vibrant Rosebank Business Community. We kicked off with our

first Rosebank Plus workshops for the year. "Kick Start the year and get the best out of your workforce," in partnership with MyHR and "The Missing Link in Achieving your Breakthrough Year,"

in partnership with Ignite Business Leadership.

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These workshops have been well attended by our community and provide great support around the challenges that businesses face in the constantly changing environment. Make sure you don't miss the next workshop Update "on Wednesday 3 April 2019. What time

One of the unique programs that the RBA supports is the **Pathways to the Future Trust Awards.** I have been recently appointed as the manager for this trust.

It is an absolute privilege to be involved in such a worthy initiative that has been running for 10 years and it has awarded over \$200,000 to young employees, helping them in developing their skills to grow them in their future careers. Part of what makes this program successful is the partnerships with businesses such as EMA that provide training courses for us to award to local businesses such as Willory Pots, Browne St Café, Babich Wines, Living Goodness, Mikano Restaurant, Spark Business Waitakere and Best Blooms Florist who donate goods to auction for fundraising.

If you can help with our fundraising for the trust, please contact

me. The success of our

auctions wouldn't be possible without our amazing Auctioneer extraordinaire

Michelle
Maitland from
George Walkers
- Office Furniture
Megastore.

It is wonderful to hear the stories from past award recipients of Pathways Awards and how it has benefited them and the business they work for.

I thought I would share a story from a recent recipient **Brenda Woolridge** from **Amplifier Design**.

"Marketing on digital platforms is not a new thing, but the tools, techniques and thought processes involved with creating the content is ever changing.
As these platforms are constantly evolving it's imperative as a digital designer we are kept up to date with how they are changing and what effect it has on content by the way it's viewed and used.

I was awarded funding to attend two digital marketing courses. These courses were invaluable to Amplifier as they enabled me to apply my learning to ensure the content that we create for our clients, is in a forward thinking and best practice capacity.

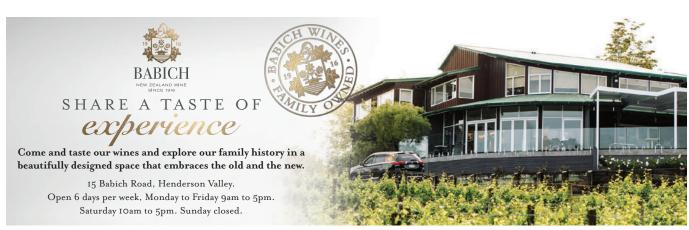
As Amplifier manages several recognisable brands social media ad accounts, I was able to apply what I had learned to these accounts immediately.

The Pathways program has been extremely helpful with supporting the ongoing up - skilling in way of financial assistance to which we are very grateful.

Thank you, "Pathways to the Future Trust"

A final note: You cannot evolve unless you are willing to change. You will never improve if you always cling to what was, so, challenge yourself to go beyond what is comfortable.

"Be More, Create More and Experience More."



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## **Member Profiles**

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

#### **FenceMaster Industries**

# Custom fencing and gates that suit your requirements Nationwide

Fencemaster Industries Ltd has been producing top-quality fences and gates using New Zealand and Australian sourced steel since 1994. Owners, Stephen Orr and Michelle Waiti-Orr are dedicated to providing the best custom solution for your next fencing project including security fencing for schools, steel fencing for industrial and commercial sites, and sports field fencing for councils nationwide. Fencemaster Industries manufactures all fences and gates at their Rosebank factory and delivers and installs throughout the North Island and upper South Island including Auckland, Wellington and Christchurch.

Their team, which includes their son, Samuel Orr, has over 50 plus years collectively in the business. They are proud to say have achieved Pre-Qual. certification.

"We work with you to ensure you arrive at a solution for your fencing, and one that leaves you more than satisfied. From building a fence that meets your requirements and provides all the back up if there any problems, you have peace of mind with your purchase," says Stephen.

Fencemaster Industries has a reputation as one of the best fencing company in Auckland and is known for manufacturing and installing quality gates and fences. This has resulted in repeat contracts from the Ministry of Education and Auckland City Council.

Looking for a fencing contractor?

You can trust West Auckland-based Fencemaster Industries Ltd for durable and affordable steel fences and gates for your home and business premises.



FenceMaster Industries 419D Rosebank Road, Avondale, Auckland 1026 Phone: 09 820 2315, www.fencemasters.co.nz



#### **John Francis**

As a Business Advisor and Coach, I specialise in ensuring businesses deliver results so that Owners can achieve their personal goals and expected returns.

I can help when:

- An owner feels isolated and fatigued, requiring inspiration.
- Business owners are not in agreement and require 3rd party input.
- An owner is a technician and not sure how to manage their business.
- A strategic business plan requires developing and implementation.
- A business is stuck in a rut and requires fresh thinking.
- The team is dysfunctional and underperforming.
- Profitability and cashflow is a concern.
- You want to get your business in its very best shape to on sell.

I provide sound business knowledge and advice to address Owners concerns and create a roadmap for their company's future.

Through my motivational approach my clients experience remarkable success and differs to what you would normally find.

- I use a simple approach and speak in a manner that is matter of fact.
- 2. I engage and get "buy in" with clients every step of the way.
- 3. I actively seek opportunities to improve the business through my extensive networks
- 4. I take your success personally.

John Francis
Email: John@johnfrancisconsulting.co.nz
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#### Village Kitchen

# Nourishing busy lives in the Rosebank community

With a young family and swamped with the demands of everyday life, Village Kitchen founder/director Rebecca Jones craved a nourishing, delicious home-cooked dinner delivered to her doorstep each evening. She began to wonder how many other time-poor people could be interested in receiving a healthy, whole food meal at the end of their day, but lacked the time & energy to produce it. So in 2015, Rebecca launched her own fresh daily dinner delivery solution: Village Kitchen: Nourishing Busy Lives.

In October 2018, Village Kitchen future-proofed their growing operation with the purchase of the ex-Luscious Lunch bar at 61-69 Patiki Road. This enabled the team to manage and service their expanding fresh daily dinner delivery business, as well focus on additional areas, including filling the kitchen café each day with gorgeous freshly-made pies, sausage rolls, salads, sandwiches, wraps & sweet treats. Not forgetting their delicious daily VK Express hot lunch, and your essential Atomic coffee. Village Kitchen also provides corporate catering - just ask in store for our catering menu.

Freshness & quality are paramount to Village Kitchen, which is why they use only the best local suppliers. Meats are free farmed, produce seasonal and packaging sustainable. Village Kitchen firmly believes you can taste the difference.

Recently Village Kitchen embarked on a refit of the café in Patiki Road; the result being a light, open & welcoming space for you, our local Rosebank community, with great flow from cabinet to counter to coffee station. If you haven't already, come in, grab your lunch and experience the difference for yourselves! The friendly team would love to see you.

Mention you've read this article and receive a free small coffee with any food purchase during the month of April.



Village Kitchen 61-69 Patiki Road, Rosebank, Phone: 09 828 4084 www.villagekitchen.co.nz, www.facebook.com/villagekitchennz

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#### **P.I Vidovich Builders** Builders since 1973

P.I Vidovich Builders is an owner- operated Auckland based building company, specialising in residential new builds, renovations, maintenance & repairs. They cater for new and existing customers throughout the Auckland Region.

As the Owner/Director, Peter Vidovich's passion for building began in school when he took woodwork classes. He worked on the family home and after completing an overseas trip he came back to NZ and started the business in 1973. In 1978 he diversified into furniture manufacturing and when he sold this business in 1985, he returned to his first love- building, and he has been there ever since.

Peters building background took him to Croatia where he worked for the United Nations on the housing rebuild. His six-month contract ended up being extended for three years. "As my family is from Croatia, it was important for me to play a role in the rebuild as this is my family's homeland" says Peter.

Peter has a team of 5 builders and an experienced team of supporting trade people. Combined this adds up to 100 plus years' experience. So, it is fair to say they are a company that knows the business and have successfully completed 300 plus jobs such as home extensions, renovations and new builds.

Why us? "We stand behind all the work that we do. Our business comes via word of mouth and we don't have to advertise."

The team at P.I Vidovich Builders bring together a wide range of skills that uniquely qualify them to manage your next building project. The process begins with a conversation where they listen to the customers wants and needs and work with the customer to achieve a good understanding of what is required.

Give them a call and talk about how they can maximise the potential of your home. They provide an Auckland-Wide Service. Their qualified & friendly team will take the stress out of your home repoyation.

P I Vidovich Builders Ltd Phone: 027 495 4459 571D Rosebank Road, Rosebank.

#### **Avinesh Prasad**

#### Your local Barfoot & Thompson Residential Sales Specialist

Avinesh has always had a passion for property and his community and brings a creative flair to real estate. Going above and beyond is what makes me unique," says Avinesh.

His rich business experience has sharpened the keen entrepreneurial acumen that he now applies to the property market. Living by the motto of "impossible is a state of mind", he puts himself out there to chase objectives with dogged determination.

Avinesh has been personally involved in the renovation of residential properties. He relishes the thrill of taking on new projects, exploring their potential and solving problems as he goes.

Avinesh and his family have been living in Avondale for almost a decade, and he knows the area like the back of his hand." It is important to me that I support my local community and I give back to local schools. I see by me supporting the schools it is an investment as the students will be our future leaders", says Avinesh.

Avinesh prides himself on being honest, having integrity and treating people with respect. The combination of his skills, experience and personal drive translate into unbeatably positive and rewarding outcomes for his clients.

Barfoot & Thompson is New Zealand's largest family owned, non-franchised real estate company, based in Auckland. Part of his success for Avinesh, is having the support of a team who know the real estate market and have a combined experience of 90 plus years behind them.

Services that he can assist with are Property Rentals, Property Management, Property Auctions and Sales, Property Appraisal. Ask Avinesh today to achieve the best results possible.



Barfoot and Thompson Cnr. Donovan Street & Blockhouse Bay Road, Blockhouse Bay. Phone: 021 834 280, avineshprasad.co.nz/ or google ASK Avinesh.



Bernard McCrea

DIP PFP, DipBank, DipBA, SFFIN

m: 0274 862 501 t: 09 820 1398 e: bernard.mccrea@abbott.co.nz



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

There's more than one?

#### No problem.

We can arrange 'key person cover' to help your business cope with any related loss of profits if the unthinkable happens. It will also help with any replacement personnel costs.

Find out how to protect your business today.

Our consultations are obligation-free and confidential.

## Business Nuts & Bolts

Business to Business advice from **RBA Members** 



Marvin Dalton BNZ

#### Macro with Marvin -**Looking Offshore**

I'd like to provide some broad macro-economic commentary to my fellow Rosebank Business Association members. As I write, I find the major challenge to be limiting myself so I can give you a brief and useful insight. Today I will look offshore, as New Zealand is highly susceptible to external and global shocks and there currently is no shortage of these:

private sector and risks to the labour market shows in the marked strength of the NZD against the AUD.

#### **Brexit**

By the time you read this Brexit - will only be days away. At time of writing there are three hurdles to go, with an extension of Article 50 for at least a few months likely to happen. Neither the UK nor Europe particularly wants a Hard Brexit, so no-Brexit or soft-Brexit are the likely outcomes.

#### **USA**

Last year saw significant economic growth in the United States. For the first time since the 1980s, the Federal Funds Rate caught up and then eclipsed our Official Cash Rate. A volatile end to 2018 in the share market has seen the Fed begin

> 2019 signaling a more considered approach. I mentioned the trade war previously and

it is worth mentioning again as any new developments, be it positive or negative will shape what happens

This is all I have time for today. I am keen to hear what is happening with you - what is happening in your business and what you're seeing in your industry. If you have any anecdotes. feedback or requests, please feel free to chat to me at the next Rosebank Business Association event or email

Marvin Dalton

#### China

China is our number one and technically, through Hong Kong, our number two trading partner. Over the last few years the sectorial drivers of China's economy has been transitioning, from being manufacturingled to a consumer driven economy. This is reflected in their GDP which has pulled back from double digit growth and more recently, they found themselves embroiled in an ongoing trade war with the USA. Recently, much has been made of the recent Huawei and GSCB issue, while financial markets largely shrugged off the media reports, I'll be watching developments closely.



#### Australia

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If I put us side by side at the moment, NZ looks more favorable. Dominating headlines is the weak housing market and downturn in residential construction. Expect this to remain a key driver of the Australian economy for the near future. This, alongside a soft Important information: The information in this communication is general market commentary only, and is not personalised financial advice under the Financial Advisers Act 2008. It does not take into account your particular financial situation or goals.





**ISSUE 150** www.rosebankbusiness.conz



Daniel Nixon Foundation One

# Why a sustainable approach to building maintenance is good for business

Building owners seeking greater long term returns could do worse than take a sustainable approach to building management.

Years of research have proved that thinking like a greenie is smart business. Just as a well-tuned car burns less fuel, a well-maintained building uses less energy.

But the question for many owners has been whether costs are outweighed by the savings?

The answer is a resounding "yes".

A 2009 US study of 643 buildings found that while commissioning costs amounted to less than 0.5% of construction cost, good commissioning practices delivered 13%-16% energy savings.

So why doesn't every owner insist on the highest standards of building maintenance? Because few owners have the means of acquiring the detailed information needed, or of managing it over time.

The typical approach in New Zealand is walk-throughs and audits by a builder, armed with a clipboard or Excel spreadsheet. But that's not enough.

International best practice demands sophisticated software that provides systematic questionnaires, and drop down menus that drill into every detail of a building. The result is a standardised, rigorous view.

It also ensures nothing is missed, and consistency of audits over time allows long-term maintenance planning.

# The time has now come to address the long term equation: Assessment and planning

Often that means paying attention to operational details. "A lot of little things add up to huge value; to tons of waste saved and cost taken out," says Sean Delehanty, Electronic Systems sustainability manager, BAE Systems. When one BAE Systems facility increased the material recycled by seven percent, it reduced its solid waste disposal by 10 percent, saving \$10,000 annually.

#### A new approach to New Zealand building maintenance

When we established Foundation One in 2015, it was with a commitment to empowering property owners to raise productivity, lower costs, and increase margins.

We've done that largely by consolidating trade services under one roof, led by a team of experienced, customer-service oriented tradespeople.

The time has now come to address the long term equation: Assessment and planning.

We are now launching a new service, driven by sophisticated software that eliminates subjectivity and ensures every aspect of a building's condition is accounted for.

We are also creating a service to support clients in analysing the detailed reports that this approach will generate, and create long term plans that reduce costs and increase returns.

Other countries have recognised the value of this approach. In the US, banks will often demand software-based assessments before lending on commercial buildings. Similarly, company boards expect to see sustainable maintenance plans based on solid data.

As visibility of building performance improves in New Zealand, demand for higher quality maintenance services will follow. The days of ad hoc maintenance, delivered by tradespeople of varying skills, are numbered. New Zealand commercial property owners can look forward to professional service levels from maintenance companies as the norm, not the exception.

This is good for property owners, managers and tenants. It's good for business. And we look forward to sharing more about how it will become possible over the next few months.

#### **KEEP IT SIMPLE – PRACTICAL IMMIGRATION ADVICE FOR EMPLOYERS**



- Do you want to recruit candidates from outside of New Zealand to work in your business?
- Found the ideal employee in New Zealand, but they're on a working holiday visa?
- Having problems securing a work visa for an existing employee?

At New Zealand Immigration Law we are here to solve Immigration visa problems and avoid applications running into needless difficulty. Don't try and do it on your own, with over 20 years' experience we understand the NZ immigration system and requirements.

Get in touch today - questions@nzil.co.nz | 09 869 2952 261 Great North Road, Henderson Auckland | www.nzil.co.nz



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Jason Ennor MyHR

# Employment Law Update 2019

As an employer you would be forgiven for feeling frustrated, jaded and bit lost by the constant state of change within NZ employment law, and fair enough

Under the previous government we saw significant changes to Health & Safety legislation and the Employment Relations Act. Now under our new coalition we

have another big round coming, with even more on the way.

HR people like me talk about all the risks associated with not meeting the changing laws, then business carries on, and for many, the changes mean very little. For the most part, humans just get on with other humans and work together, without needing to consult law books at work every day.

Nevertheless, there are consequences for failing to keep your organisation up-to-date and I always recommend keeping on top of the change employment law landscape, as more-and-more employers are getting caught out.

Here's a summary of some of the headline changes you need to be aware of:

Effective now, reinstatement is the primary remedy for successful unfair dismissal claims.

1st April 2019

#### Minimum Wage Rise

The adult minimum wage will be \$17.70 per hour.

Holiday pay and employer KiwiSaver must be on top of this amount.

#### Domestic Violence Leave - from 1st April 2019

All employees with 6 months or more continuous service will be

able to take paid leave of up to 10 day per year for domestic violence.

Employees can also request flexible working arrangements due to domestic violence. The employer must consider the request and formally respond within 10 days.

Domestic violence may be physical, emotional or financial and it could have happened at any time in the employee's life.

Proof may be requested.

#### 6th May 2019

#### Prescribed Breaks

Rest and meal breaks will be prescribed in law along the following lines:

- 1 x paid 10 mins for 2-4 hours work.
- Plus 1 x unpaid 30 mins for 4-6 hours work.
- Plus 1 additional paid 10 mins for 6-8 hours.
- · Repeating after 8 hours.

If breaks are not agreed in advance with the employee, then the employee may take the breaks at times also prescribed by law and you may not be able to penalise them for doing so (essentially walking off the job).

#### No More 90-day Trial Periods

Any employer of 20 or more employees will no longer be able to use the 90-day trial period and receive the protections offered under that law.

Employers of 19 or less will be able to continue using 90-day trial periods.

These are some of the headline changes that will affect most employers. Other changes include; strengthening of union rights and increased protections for vulnerable workers, these will cover certain sectors of NZ business.

Some other changes in the pipeline to keep an eye on include; equal pay, fair pay agreements and triangular employment relationships.





Janine Roberts
Accounting Associate at Haven

# What's in store for the future of tax?

On February 22nd 2019, the Tax Working Group released a report entitled 'Future of Tax' with their recommendations. The recommendation of most interest, particularly in the media, has been the introduction of a Capital Gains Tax.

Over the next year or so there will no doubt be much debate on the components of such a tax, most likely leading to the biggest change in the New Zealand tax landscape since GST was introduced.

#### So what has the Tax Working Group proposed?

- A broad based capital gains tax, with the exception of the family home and personal assets
- Gains to be taxed at marginal tax rates and no allowance for inflation
- Gains to be taxed from 1st of April 2021
- Lower income earners to see some tax relief

## Who will be affected by these proposed changes?

The people affected most by these changes include anyone who has assets that aren't their personal assets or family home. Business owners and landlords alike will need to take note of these changes as they will be affected as per the below:

#### **Business Owners**

Business owners will be most impacted if they are looking to sell their business. The profit they receive from the sale will be eligible to be taxed and the overall valuation of their business may be affected.

There may be some rollover relief for those small businesses who have a turnover of less than \$5 million per year.

#### **Farmers**

Similar to business owners, farmers will also be impacted by a capital gains tax, with their farmland being subject to this tax. There are also concerns surrounding the potential for the tax implications for the next generation if the land is passed down.

#### Landlords

Landlords seem to be being hit from all angles with the planned introduction of residential rental loss ring fencing as of next year, and properties purchased since 1 October 2015 could already be subject to capital gains tax.

#### **Bach Owners**

Although the family home will be exempt from a capital gains tax, the family bach will not. Any capital gains after 1st April 2021 on such a property will be subject to tax.

#### Low Income Earners

The Tax Working Group has proposed a few changes relating to lower income earners that may be beneficial to this sector. They are proposing an extension of the lowest tax bracket, a reduction in PIE rates for KiwiSaver funds by 5%, and increasing the KiwiSaver member tax credit to 75 cents for every dollar.

#### What's next?

Although these changes won't come into force until after the next election, now is an ideal time to review your current structures and investments and prepare a succession plan or exit strategy. If you're thinking of selling a residential property, make sure you seek professional advice so you know if you will be taxed on the profit.

Haven Accounting knows exactly how to best place your business to minimise any negative impact that these changes might have. Get in touch with our friendly team today! Phone Haven on 0800 700 699

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#### For Lease - CTAT1531

- 675sqm (more or less) character property
- 614sqm (more or less) of timber floored showroom and a split-level warehouse with exposed roof trusses.
- Great natural light and trendy industrial fittings with another 61sqm (more or less) of office and amenities.

#### For Lease — CTAT1524

- Warehouse office space, with amenities, in West Auckland's desirable Rosebank commercial precinct.
- Pleasant working environment comprising of 347 sqms of total floor area (more or less).
- Just off the very busy Rosebank Road.
- Tidy amenities, three phase power and also five car parks.



For Lease — CTAT1536

 $269 sqm \ (more\ or\ less)$  high stud warehouse, with offices, lunchroom and ample parking.



For Lease - CTAT1548

1000sqm (more or less) of warehouse and 300sqm (more or less) of offices and amenities.



# Meir Alfassi

021 221 0155

meir.a@harveys.co.nz

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Although every effort has been made to ensure the accuracy of the depicted floor area square meterage, due to a lack of verifiable source data, the agent or Elysium Realty Limited cannot guarantee its accuracy. We recommend that as a prospective purchaser or tenant you undertake your own investigation regarding floor area square meterage verification prior to making any offer to buy or lease, should this be material to you.

# THE HOME THAT ROSEBANK BUILT.



# Introduction.

Welcome to the sixth issue of a twelve-month feature - The Home that Rosebank Built. Now into our sixth issue, each month we investigate different areas within the home and learn how to best design and complete these spaces.

Our original brief was simple - build a new home using businesses in Rosebank. We've quickly found that not only is this doable but the products and services available in this area are endless. Rosebank is a thriving area of businesses and there really is everything here.

If you're looking to build, are in the process of building your own home, or want to extend, 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 we feature in this series are large international companies, some are national, some are small family owned businesses – this is the nature of Rosebank. Whatever the size, all have excellent reputations and expertise to help the building process be as seamless as possible.

Our first issue looked at the design and planning stages of a new build. From there we have investigated roofing and cladding, flooring and insulation, painting and plumbing, windows and doors. The products, suppliers and service providers we have and will feature stand out as some of the best on offer – not just the best in Rosebank.

This month we are exploring the kitchen space and understanding how we can best design and implement this area. The way we use the kitchen has changed considerably over the years and utilising this space effectively can have huge impacts on the way you live in your home.

In our coming features we've still got lots to explore in the process of building a home. We will be looking at bathrooms and bedrooms, electrical and lighting, utilities and appliances, glass solutions, furniture, and finally landscaping. We are half way there!

Twelve features, twelve months - six down, six more to go. Let's keep building a solid foundation of knowledge and build a Rosebank home.

Feature by Alice Cranfield

# Got you covered.

The kitchen is the hub of the house for most of us. With so much of our daily life happening around this space, it's vital to get the planning of your kitchen right in the design phase.

The kitchen has changed considerably over the years. It is no longer simply a place to cook food. Often this area is the key meeting space of a home - we can entertain, come together and relax in this space.

To start planning your kitchen you must first understand how you'll use this area. Are you a gourmet cook, an entertainer or a heat-a-meal-in-a-microwave kind of person? All these

aspects influence what you will most benefit from in a kitchen space.

You'll also need to think about the flow in your kitchen. Having key items such as sinks, ovens and fridges placed in the right area of your kitchen is important. By getting this aspect right your actions in the kitchen should flow easily between spaces.

In this issue we speak with key kitchen designers and manufacturers and hear their design tips. We also speak with Blum, a leading kitchen hardware supplier from Austria, about some of the space saving techniques available to incorporate into the kitchen.

- 1 Design / Planning Roundabout Issue 145
- 2 Roofing / Cladding
  Roundabout Issue 146
- 3 Insulation / Flooring Roundabout Issue 147
- 4 Painting
  Roundabout Issue 148
- 5 Windows / Doors Roundabout Issue 149
- 6 Kitchens Roundabout Issue 150
- 7 Bathrooms / Bedrooms
  Roundabout Issue 151
- 8 Electrical / Lighting
  Roundabout Issue 152
- 9 Utility / Appliances
  Roundabout Issue 153

Rosebo

**Business Association** 





# Blum.

Blum was started in Austria in 1952, originally manufacturing horseshoe studs. Growing considerably since then, the company now makes exceptional fittings for the home and has subsidiaries and products exported into 120 markets worldwide.

When it comes to kitchens, Blum believes the space is all about personal preference and finding storage solutions that work for your household.

"Although the kitchen is often the last aspect in the construction process, it is the heart of the home," says Blum Marketing Consultant, Sophie Beets. "Researching as soon as you can, will ensure you are not rushed or disappointed when it comes to the

interior fit out."

The Blum SPACE TOWER is a unique pantry solution which adds storage layers to a single cabinet. The unique design allows easy access to stored foods from all three sides – left, right and the front. The fully extendable drawers give you clear visibility and easy access to your kitchen provisions. Available in a range of heights, widths and depths the SPACE TOWER can be tailored to your individual storage space needs.

To get a feel for the Blum range, customers can test out a kitchen for themselves at the Rosebank Road showroom.

"Our true to scale model is a tangible way to really get a feel for a new kitchen," says Sophie. "You can empty



**blum.com** Ph: 09-820 5051 621 Rosebank Rd, Avondale, Auckland



621 Rosebank Road Auckland 09 820 5051

27 Dalziel Place Christchurch 03 379 4984

www.blum.com



the dishwasher, make a coffee and get the chance to really understand how the kitchen and storage features work together."

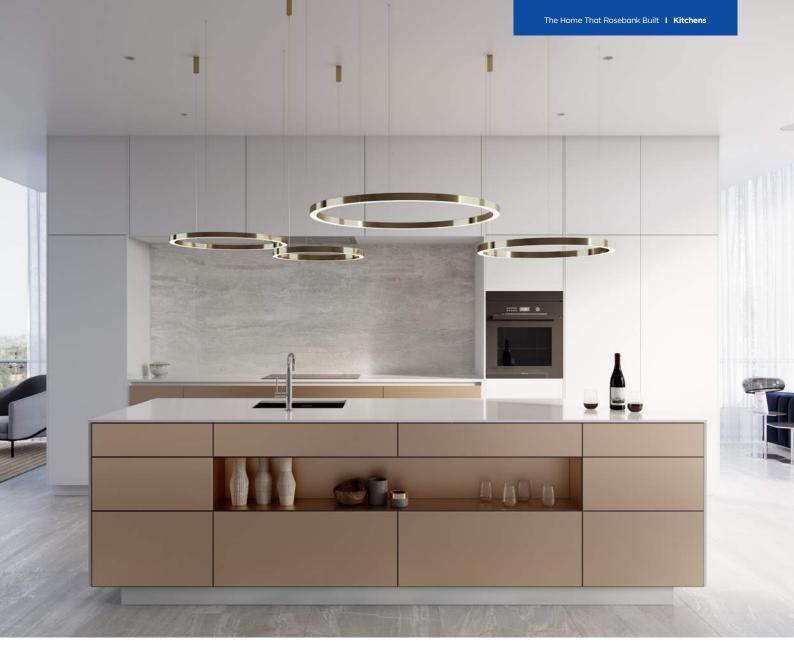
The hardware stocked in New Zealand by Blum is all proudly designed and made in Austria. Contact Blum today to see how they can work with you to achieve your ideal kitchen space.











# Sharp and Page.

When it comes to adding value to your home - the kitchen and its fittings are an important area. Sharp and Page are experts in the spatial awareness of your kitchen space, giving them the ability to understand the right kitchen for the right area.

Sharp and Page have been designing and manufacturing kitchens for New Zealanders since 1936. The quality of the kitchens they make have stood the test of time and placed them at the top of their game.

Managing Director, Adam Sharp, says you don't necessarily have to spend a lot of money to have the best kitchen, you just need to have a good understanding of your space.

"By using Sharp and Page you are cutting out the middle man and coming straight to the designer and manufacturer," says Adam. "Our workroom is the most technologically advanced set up in Australasia. We use the highest quality machinery from Italy, ensuring our work is produced efficiently and to the highest standard."

When selecting Sharp and Page's design service, you aren't getting a salesperson to design your kitchen, instead you have access to trained kitchen designers who have considerable experience in the business.

"Our kitchen designers will talk



**sharpandpage.co.nz** Ph: 09 828 7119 590 Rosebank Road, Avondale, Auckland

through your space and look at how they can bring the latest trends from Europe through to your design while making sure it is a functional, useable space," says Adam.

With all aspects of your kitchen being manufactured in New Zealand not only are you buying local, you'll save valuable time and money too.

Sharp and Page have a working showroom at the Rosebank Road premises. Speak with them today to see what they can do with your space.





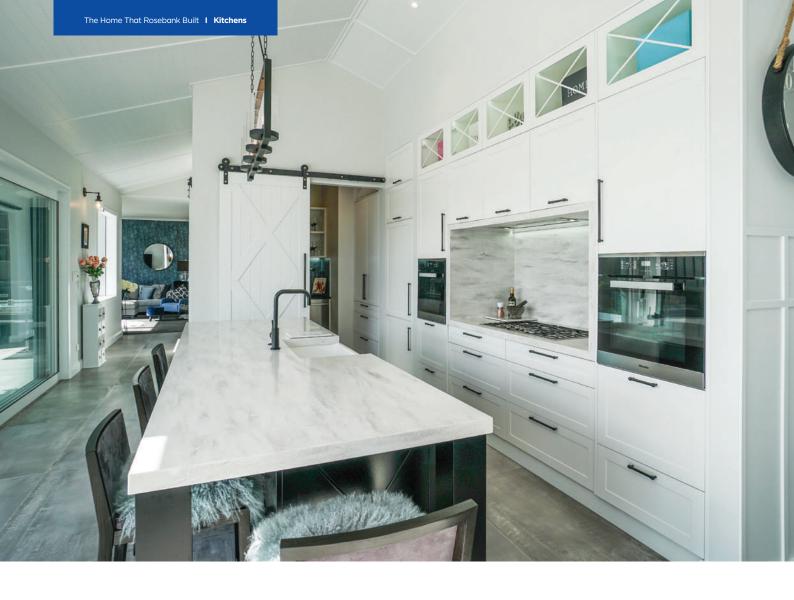






Contemporary.
Affordable.
New Zealand made
Kitchens.





# The Building Co.

When you work with The Building Co, you know you will get a smoothly run project. With a wealth of knowledge within the construction industry, The Building Co has developed systems that work to manage all the practical aspects of your construction work. Tied into this, they'll work with you at the back end of the planning too to ensure your building project happens on time and to budget.

When it comes to kitchens, The Building Co deals with contractors on a sub-contractor level. Due to the high-end nature of the work The Building Co conducts, the company is intimately involved with the relationship between both the finished building project and the cabinetry.

The Building Co-Director, Kendal

Read, says it takes a lot of experience to be able to work with cabinet makers to seamlessly introduce detailed cabinetry elements into a building project. Because of this, he says there is a lot of coordination required between both parties to achieve the right result.

"The Building Co has been involved in many building projects and the value that we add to the process lays in the incorporation of the details," he says. "The key is being able to pull the finer details of the kitchen design into surrounding rooms and then seamlessly tying it back together for a good finish."

As kitchens can carry a considerable lead time, The Building Co says it is important to consider all aspects of your kitchen in the initial planning

stages of your building process rather than leaving it to the last minute.

Contact The Building Co now to see how they can help you with your kitchen.



THE BUILDING 뜨

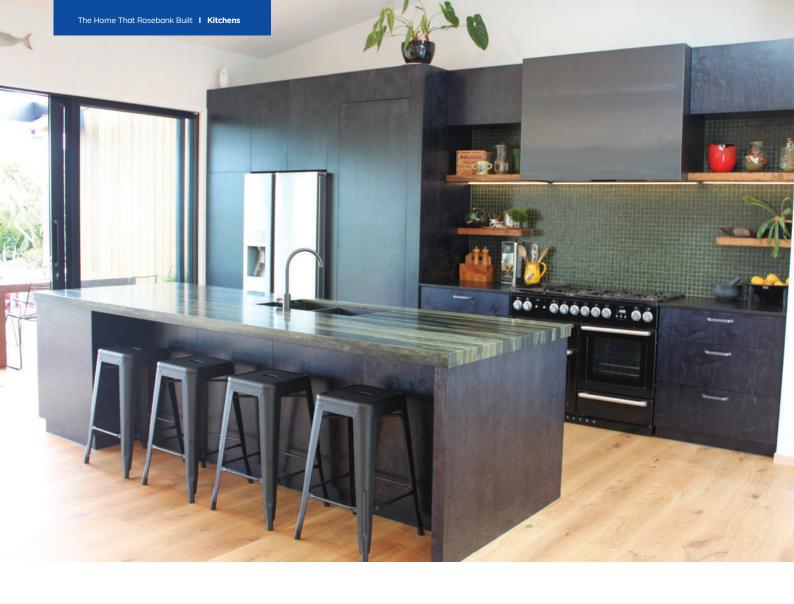
**thebuildingco.nz** Ph: 021 800 822 391 Rosebank Road, Avondale, Auckland











# **SWP Interiors Ltd.**

SWP Interiors take great pride in designing and crafting quality kitchens and lifestyle spaces. As a member of the National Kitchen and Bathroom Association (NKBA) the small team work closely with clients to deliver a truly personalised service to an uncompromising high standard.

"We are not interested in creating the cheapest kitchen out there," says SWP Interiors Ltd Owner and Master Craftsman, Scott Payn. "We are committed to providing excellence in all aspects of our designs, craftmanship and attention to the smallest detail. We have both the tooling and experience to push the boundaries of design and build."

SWP Interior's own Certified Kitchen Designer, Leanne Harley (CKDNZ)

believes it's crucial to understand the needs and desires of each client. This way, SWP Interiors can deliver the most functional and aesthetically pleasing space.

Located on Rosebank Road, SWP Interiors Ltd is involved with you from the initial concept, through the design process and then on to manufacture and installation. The company is committed to ensuring your project runs smoothly, on budget and on time.

SWP Interiors team up with renowned suppliers, sourcing premium products from around the globe. BLUM European hardware features consistently with each of our projects and comes with a lifetime manufacturer's warranty. All work carried out by SWP Interiors has a

ten-year quality and workmanship guarantee.

To work with SWP Interiors, contact Leanne to book a consultation either on site or at our premises.

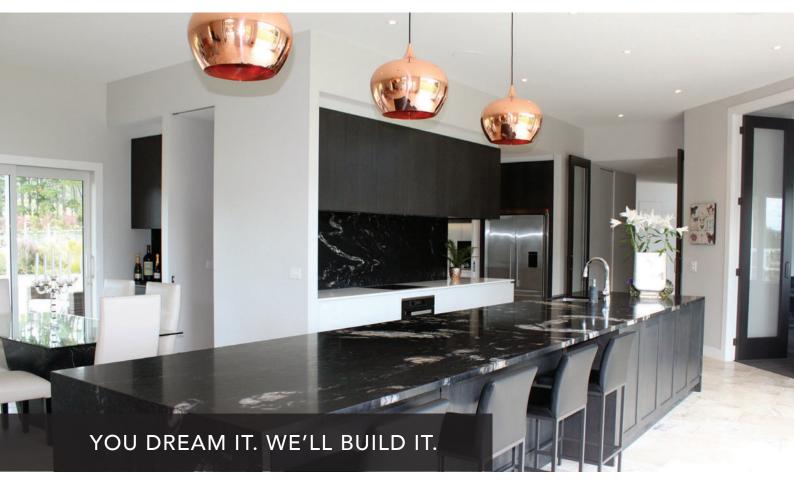


**swpinteriors.com** Ph: 09 828 2755 553B Rosebank Road, Avondale, Auckland Contact: leanne@swpinteriors.co.nz



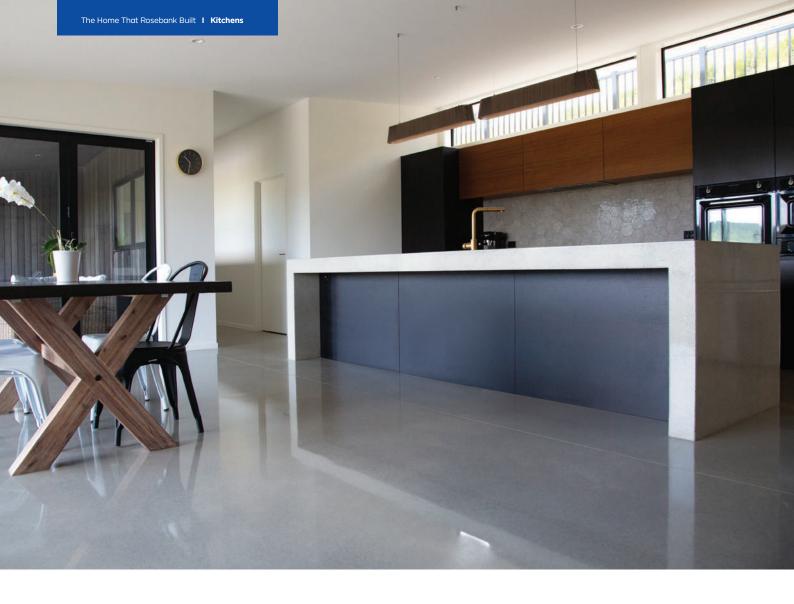






At SWP Interiors our kitchens and cabinetry are manufactured to the highest quality standards, designed to function beautifully and seamlessly within your home, and created to withstand the test of time.

swpinteriors www.swpinteriors.co.nz



# Peter Fell.

The uses for concrete in your kitchen are vast – from flooring, to kitchen bench tops, splashbacks, islands and even built-in sinks, concrete is an extremely versatile material.

Peter Fell is a proudly Kiwi owned business with an extensive range of colour oxides available to help create your own unique look. Backed with 27 years' experience, Peter Fell is without a doubt the specialist for coloured concrete in New Zealand.

"Concrete is a very low maintenance material and when it is correctly sealed it is resistant to staining. This makes it a good choice for your kitchen and home," says Marketing Manager Emma Stewart. "Coloured Concrete offers nearly unlimited design options for colour, texturing, protection and polishing."

When it comes to planning your kitchen space, your mix of colour design, placing of flat surface and desired finish are good examples of the early conversations that can be had with Peter Fell.

Obviously concrete flooring needs to be taken into consideration in the early planning stages of a new build. For all other kitchen details such as benchtops, splashbacks, islands and sinks, decisions can be made during the kitchen design stages.

"We are very active in the planning process," says Emma. "From the initial architect presentations, the team at Peter Fell pride themselves on the relationships created to assist with the selection of colour and finishes needed to accomplish projects."

The showroom on Patiki Road,

Rosebank gives homeowners an opportunity to view over 80 colours and select from good sized examples of both colours and sealers.



**peterfell.co.nz** PH: 09 820 0722 81 Patiki Road, Avondale, Auckland











