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Cover: NZ World Corporate Golf Challenge 2019 Final winners.
Todd Eglington and James Flynn being congratulated by RBA CEO Mike Gibson.

With thanks to our partners ...



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From Our Perspective

RBA CEO **Mike Gibson** gives his perspective on what's happened in both Budget and Global Technology



Mike Gibson,
RBA CEO

Having recently attended Prime Minister Jacinda Adern's "Well Being" post budget lunch at the Te Pai Netball Centre, I was left with the distinct impression that it doesn't necessarily do so. We were always reminded it was the very ingredient in Americas Cup parlance that made "the boat go faster" and so it was. In the wake of this budget release and NZ's repositioning on fiscal measures, we have hit the International Press jackpot.

"What nation isn't obsessed with ensuring economic growth? New Zealand apparently", wrote a columnist in the Washington Post. It was most interesting listening to the PM refer to an explanation from former U.S. Attorney General Robert Kennedy who said that "GDP was a mechanism that measured everything other than what makes life worthwhile."

Does Gross Domestic Product (GDP) pay the bills?

From this definition and Jacinda's explanation this "Well Being" budget covers all that GDP doesn't, then if that's true does the impact mean the boat can only go slower, and, if it does at what cost? We can't answer that yet, but in time you be the judge.

This sort of realignment and positioning is critical however in helping to improve social living standards, ensuring the absolute necessities of life in NZ for areas such as mental health, improving child Well Being, supporting Maori and Pacific people. Like it or not, most of this has been driven by a previous Government that was transfixed by, and became successful at growing GDP above most other world countries.

The dark side of this isn't just that it came at the expense of Well Being issues across the board, but that one of our primary earner's i.e. Tourism activities in smaller towns has created its own set of financial burdens. Many NZ towns or communities are unable to cope with the required infrastructures that are necessary in transport, social services and such like.

Let these occurrences be a lesson to us all and be assured that the key to creating a continuing good future for New Zealanders is to provide a balance of controlled, sustainable GDP growth, alongside modicums of good financial help in creating more sustainable Well Being for all. However, be aware of setting public expectations around this being an annual budget handout. We simply won't be able to afford it.

Mechanisms that will help rid NZ from the

visible scars of homelessness, poverty and hunger that are unbelievable in an OECD country which proudly boasts it's top 25 position in world economics and living standards. To close this subject, we haven't even contemplated finding our answers to the growing burden of sustaining superannuation to all without a means test commencing at age of 65.

I was also rewarded recently by attending a NZ FINSIA early morning breakfast presentation (I created a first for my commuting by travelling at 6.30 am by train New Lynn to Britomart and return) to listen to Chris Monk share his expertise about the fast-changing world of digital finance. Chris Monk began his career building software for a large Merchant Bank then set up his company Decoded and pioneered its expansion into the Asia/Pacific to educate some of the world's largest corporations about all things to do with technology.

New technology such as Consensus Algorithms, Digital Ledgers, Time Stamps, Hashing, Machine Learnings and Interfaces that will accommodate world- wide and overnight open banking, predicted to be introduced by 2024. At last no more 5-day international money transfers.

This will be the way of the banking world and when and if you have the opportunity to listen to Chris Monk make sure you take it. Well done to FINSIA Chair and RBA's own Chair Bernie McCrea for this experience. Absolutely absorbing!

Best wishes,
Mike Gibson, RBA Chief Executive.


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From Our Perspective

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

Great Developments

Bernard McCrea RBA Chairman

Recently I went to a seminar on the Future of Finance. What was discussed were applications for Blockchain technology, Artificial Intelligence (AI) and Open Banking. It was a good presentation from a guy called Chris Monk from Decoded, who looks after the Asia/Pacific region.

The first part of his presentation was on Blockchain where, in his opinion, Chris said the hype has finished so the real development is now occurring. The next part was him showing how secure Blockchain technology was, and how it has the ability to track information securely from one point to another. The main debate he says, "is agreeing what is the exact starting point."

The next part of his presentation was on AI. He initially went through the AI of the late 1990's and used the IBM big blue computing story, where AI played chess champion Gary Kasparov. He showed the errors of the programmers who had

assumed someone would always play optimally, however, Kasparov upset the outcomes and played sub-optimally. Back then the programmers had initially programmed that you would always play optimally and meant there was a definitive outcome, i.e. everyone played to win all the time. Adding in sub optimal outcomes meant there could be infinite outcomes. Back then they thought it would take 200 years to solve the sub-optimal problem, as the maths was really hard! However, that was using the incorrect thinking and having infinite answers are now solved using a 'black-box' solution. The debate now is whether you can say the 'black-box' solutions are ethical and moral.

Lastly Monk discussed Open Banking. This change will allow us to control who has access to your bank accounts and for what reason. It's scary stuff for the Banks as the power shifts to the client, not the gatekeepers but by sheer customer force the Banks are starting to engage in open banking platforms. One bank, CitiBank already operates on an open banking platform and others are starting to embrace this technology.

So overall, he said we needed to keep applying ourselves to use new technologies and not just look for current

solutions to solve future problems. Something he discussed was for people, particularly CEO's, to look over the Monty Hall problem and think about how new information keeps coming in which should not be disregarded to find a new solution.

Keep up the good work out there.

Cheers Bernie.



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Rosebank Events

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



We bring you this workshop that will focus on helping to take your business to the next level by finding, hiring and keeping the best people.

Recruitment and retention is a challenge for most employers, with record low unemployment and increasing competition in the market. Then once you have found a good person, keeping them employed is critical, as employees are more inclined to move on in search of a better deal.

Join us at this workshop that will help you build an effective recruitment and retention plan that will help your business grow in this tough environment.

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

- Attracting good people - your presence in the job market
- Job Design, team structures
- Recruiting good people - the process for sorting through the applicants to find the best

- Onboarding your new people and ensuring they are aligned with your company mission
- The long game - building engagement and alignment from bottom up and top down
- The expectations - driving KPIs, accountability and ownership
- Does the job still fit the person? Evolving and growing your talent
- Rewarding and Incentivising your stars

This is a practical and interactive session with likeminded Leaders, Managers and Business Owners, where you'll have the opportunity to take your knowledge straight back to the workplace.

Limit 2 complimentary tickets per member company.

Date: Wednesday, 3 July, 2019

Time: 7:45 AM - 10:00 AM

Venue: Browne St. Cafe, 50 Rosebank Road, Avondale

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Keynote address by

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Michael Henderson



We invite you to a unique opportunity to hear "Corporate Anthropologist" Michael Henderson, a global thought leader with 25 years' experience observing, advising and educating organisations to enhance their workplace culture for improved performance, staff fulfilment and customer delight.

This presentation, **"Above the Line Culture"** is a no-nonsense overview of what it takes to create a high-performance culture. Every culture eventually falls into one of two categories, what Michael refers to as Above, or Below the line. **Above the Line cultures win in business, delight customers and retain talented employees. Below the line cultures simply do not.** Packed full of Michael's comprehensive research, case studies, and inspiring stories, this presentation is ideal for businesses keen to understand the non-negotiable commitments it takes to master company culture.

Come along and join us for business changing insights, good conversation, great company, and hospitality with your local business community.

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

Date: Thursday, 18 July, 2019

Time: 11.30 AM - 2.00 PM
(A fully catered lunch will be provided)

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

RSVP: briar@rosebankbusiness.co.nz
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BNZ and RBA welcomes you to join us for a hosting with a "TWIST" at Soljans Estate Winery.

Presentation by

Paul Adams,
CEO from EverEdge.
A specialist in
Intangible assets



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Soljans Estate Winery has been family owned for three generations, since 1937, making them the third oldest family owned and operated winery that is still "family run". Their winery sits at the gateway to **Kumeu Wine Country** in West Auckland's heritage wine region (20mins up the North Western Motorway). RBA partners BNZ and the RBA invite you to come in and sample their award-winning wines then relax and enjoy exceptional cuisine on offer from their highly acclaimed Café. Leave work early for a change and embrace a quick buzz up the motorway and enjoy a tour of their impressive winery operation!

We will have guest Speaker **Paul Adams, CEO from EverEdge** joining us to discuss how to leverage your intangible assets.

Intangible assets (things like data, content, software code, brands, confidential information, inventions, industrial know-how, and design rights) today account for more than **87%** of all company value yet, they are essentially ignored by modern

accounting standards. The result is a yawning chasm between company accounts and the reporting based on those accounts, and the reality of what is really driving value, growth and risk within an organisation. This behaviour also creates or hides major risks and opportunities.

Paul will provide insights into best practices for recognising and monetising your intangible assets and strategies to mitigate the ever-increasing risks associated with these assets.

Please join us for topical business insights, good conversation and hospitality.

Date: Thursday, 25 July, 2019

Time: 2.45 PM - 6 PM

Venue: Soljans Estate Winery, 366 State Highway 16, Kumeu

RSVP: briar@rosebankbusiness.co.nz

Rosebank Advocates

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



Dr Grant Hewison

Auckland Council Declaration of a Climate Emergency

On 11 June 2019, Auckland Council declared a Climate Emergency.

This follows declarations made by Nelson City Council, Environment Canterbury and Kapiti Coast as well as the Waitakere Ranges and Waitemata Local Boards.

So what does such a declaration mean for businesses on Rosebank Road?

By way of background, Auckland Council acknowledged that climate change presents significant challenges and risks to Auckland, with a wide set of implications and impacts, particularly on Auckland's most vulnerable people and communities.

The science has become irrefutable – climate change is already impacting ecosystems and communities around the world and in Auckland, with increasingly frequent and severe storms; floods and droughts; melting polar ice sheets; sea level rise and coastal inundation and erosion; and impacts on biodiversity including species loss and extinction.

Auckland and Aucklanders are already feeling effects like sea level rise and flooding impacts. These impacts are expected to increase in time unless greenhouse gas emissions are reduced significantly.

Auckland Council says it is committed to action, including organisational and regional commitments and initiatives. It has already demonstrated leadership in the face of climate change, including incorporating climate change considerations into council's work programmes and decisions. The declaration builds on the Auckland Low Carbon Strategic Action Plan 2014.

Many nations and cities have declared a climate emergency, from the UK Parliament to the City of Vancouver. Auckland Council has also been previously addressed by the Extinction Rebellion group, which requested this issue be progressed. This group, alongside other community movements, have activated large scale protests and "strikes" that have seen large numbers of young people participate globally and in New Zealand.

Also, an increasing number of governments around the world have recognised or declared a climate emergency in some form. This includes many local governments across several countries

(at least 17 councils/cities in Australia, 96 councils/ boroughs in the UK, 382 councils/cities in Canada, and 16 councils/cities in the United States).

While there is no standardised or official common meaning to the declarations, jurisdictions have been using the declarations to underscore the urgency and importance of taking action on climate change.

Although the Auckland Council declaration was not legally binding, nonetheless, it will have moral authority and will further highlight Auckland Council's position

regarding the importance and urgency of addressing climate change. The declaration will guide the actions of Council's own management/staff and the activities of its council-controlled organisations (CCOs). No doubt such leadership from Auckland Council will also encourage other local authorities as well as central government in New Zealand to make similar declarations concerning a climate emergency or be more bold in their own actions, such as through the Zero Carbon Act.

The declaration will also likely increase the visibility of Auckland's political commitment to leadership on climate action.

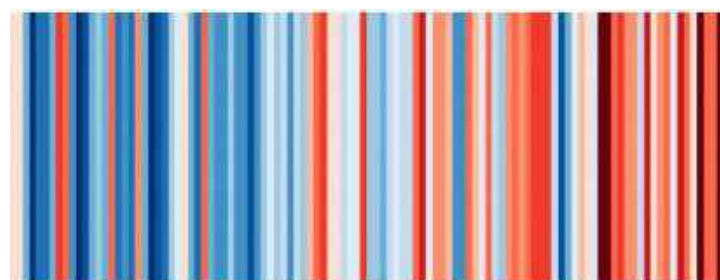
In addition to declaring a climate change emergency, Auckland Council also adopted an Auckland Climate Action Framework, with a focus on eleven key moves and actions.

These are to:

- 1: Enhance ecosystem services and connectivity
- 2: Make development and infrastructure climate-compatible
- 3: Shift to decentralised renewable energy
- 4: Transform existing buildings and places
- 5: Deliver clean, efficient and accessible mobility options
- 6: Future-proof communities and empower individual action
- 7: Enable a just transition to a zero carbon, climate resilient economy
- 8: Grow a low-carbon, resilient food system
- 9: Youth and intergenerational equity
- 10: Resilient Māori communities
- 11: Lay the foundation for our success.

A number of moves will require central government and other stakeholder support. Many have implications for businesses, such as ours in Rosebank.

Auckland Council acknowledged that climate change presents significant challenges and risks to Auckland



THE NZ CLIMATE STRIPES

New Zealand's Climate Stripes which show increasing warming from NIWA sites of just under one degree over the last century.

Rosebank News

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

2019 Whau River Catchment Trust Regatta

Sunday 9th June was a brilliant day - weather was great, kids were excited, and everything went to plan for our famous regatta.



Sea Cleaners arrive

A total of 71 volunteers joined in the fun to clean up the Whau River while having a good time, this was a huge effort from the community.

The New Lynn Sea Scouts took out the top prize, with all the participants being very thankful for their winnings and spot prizes.

All in all, we ended up not only filling a skip bin, but also an extra 40 bags with rubbish at both Archibald Park and Saunders Reserve.

A special thanks to the prize sponsors:

- Celtine Beauty
- George Walkers
- Safety 360
- Surplus Traders
- West End Rowing Club
- Rosebank Business Association for organising the prize collections.



Final amount of rubbish pulled from the Whau River

The rowing club provided a welcome sausage sizzle and organised all the Marshals on the day.



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New community space on the way for Avondale

Community groups in Avondale have been given a boost following the news that a building and two garage spaces are set to be leased for community use by Whau Local Board.

The building, at 33-37 Eastdale Road, Avondale, was formerly a groundsman shed and consists of a kitchenette, bathroom facilities, meeting space and two garage spaces.

Following due process, which will include public notification, Avondale Community Action will hold the lease on behalf of I Love Avondale.

Business Insights to Thrive in Today's Business World

On the 6th June we had the pleasure of a presentation from Andy Hamilton, CEO of ICEHOUSE. As part of his presentation he had Neil Little, Executive Director and Craig Little, Managing Director at Davis Services Group share the story of growth in their family owned business.

They shared their experiences and learnings on the journey they took to take their business to the next level.



Andrew Hamilton CEO of the Icehouse with Craig and Neil Little, Davis Services Group



Academic Success for Avondale College Students

Avondale College continues to celebrate record rates of academic success, with students having achieved excellent results in their NCEA, Cambridge International and NZ Scholarship examinations for 2018.

Nearly 20% of Avondale College's senior students sat the internationally recognised Cambridge Assessment International Examinations, with high success. In 2018 achievement rates rose to a 100% pass rate for Year 11 IGCSE students. The University Entrance pass rate of Avondale's Cambridge students also increased to 91%.

One Year 13 Avondale College student, Jesslyn Chen, came first in New Zealand in her AS History examination in 2018. This was Jesslyn's second Outstanding Learner Award – she had also come first in AS Psychology the previous year.

Avondale's NCEA results were once again well above national achievement rates, with a 94% pass rate at Level 1; 93% at Level 2 and 91% at Level 3. University Entrance achievement rates were also well above the national averages for Avondale's NCEA students: 71% compared to the national pass rate of 60%.

The NZ Scholarship examination is widely regarded as the most prestigious secondary qualification in New Zealand, and 27 scholarships were awarded to Avondale College students. These included two Outstanding Scholarships, across 13 different subject areas.

Congratulations to all students and their teachers on achieving such outstanding results! We look forward to celebrating more success as 2019 unfolds!



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NZ World Corporate Golf Challenge

Akarana Golf Club hosts the NZ World Corporate Golf Challenge 2019 Final

A competitive field of 42 pairs of golfers teed off at Akarana Golf Club in Auckland, all competing for a place in the prestigious two-man team traveling to the WCGC world final tournament in Cascais, Portugal in early July. They played a Combined Stableford game on a course most were familiar with, and by the end of 18 holes played on a beautiful New Zealand autumn day, there were 2 teams tied for the lead on 78 points. Because of diminishing daylight (sundown was at 5.15pm) a sudden death playoff ensured the following day and the Spark Business Hub Waitakere team of Todd Eglinton and James Flynn won on the first extra hole. A great effort from Simon Furness and Alistair White as runners up, perhaps in the end it was the extra experience from Todd and James that allowed them to prevail.

The absolute highlight however was the carding of a gross round of 63 (40 points

off his +3 handicap) from current North Harbour rep Jason Gulasekharam.

The day finished with exceptional prizes ranging from the trip to Cascais, Ping Drivers, Ping and Huffer Golf Bags, GTRadial Tyres sets, Sun Mountain Golf Trundlers, cases of Babich Wine, and Mint bedding packages. A delicious buffet meal and accompanying drinks followed. The general consensus of the players was it was a fun day with really serious intent, which gave an edge to the golf not usually there. Many said they would be back next year as it had been a spectacular day both for the golf and the ambiance which made everyone excited to win the trip.

Results were from 1st to 12th place:

In summary the NZWCGC management team of James Colligan, Kane Fraser and myself thank all competitors, The



Simon Furness and Alistair White with Todd Eglinton and James Flynn

Akarana Golf Club Admin team of Briana, Raj, John, bar staff and catering from Jono and the Foodsters catering providers.

Additionally, may I personally acknowledge our Media Partners, Greg Plant and the NZME team, other Partners Mike Hannan and the Auckland Spark Business Hubs, Dave McCormick and GT Radial, Babich Wines, The Clubrooms, Rosebank Business Assn, Squirrel Money and the remaining individual hole sponsors, namely Campbell Plumbing, Auckland Lamborghini, Design Signs /ABC Blasting.

In closing we thank you all for contributing to a most enjoyable day, and for the play off participants, we know you will be well represented by both Todd and James and we wish them well for safe travel to Cascais, Portugal, "the charm of the Atlantic Coast."

Mike Gibson, NZWCGC Licensee.

Place	Team Names	NZ Club	Stableford Score
1st by sudden death play-off	Todd Eglinton James Flynn	Titirangi	78
2nd	Simon Furness Alistair White	Hutt Park	78
3rd	Francis Chai Rod Cole	Formosa Golf Resort	74
4th	Jason Gulasekharam Prasanna Gulasekharam	North shore	71
5th	Neil McCormick Gregory Redman	Titirangi	69
6th	Kalem Good Shane Watts	Muriwai	68
7th	Kadin Noho Christian Nitsche	Akarana	67
8th	Gordon Calder Brent Gillovic	New Zealand	67
9th	Tayne Derriman Marcus Foot	Muriwai	66
10th	Guy Gibson David Tharp	Titirangi	66
11th	Dan McGall Stephen Elkin	Akarana	65
12th	Rob Simmonds Beau Collis	New Zealand	64



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Wellbeing. What it means for society, your family and yourself. Aspirations of a Well-focused Wellbeing budget.

Accompanied by harmonious singing of Whakaaria Mai by all present and a stirring welcome in Te Reo by M.P Peeni Henare, with M.P's Carmel Sepuloni, Phil Twyford and Dr Deborah Russell representing the West welcomed our Prime Minister the Rt Hon Jacinda Adern onto the stage at a luncheon to celebrate the new wellbeing budget at the Te Pai centre Henderson.

The Prime Minister explained the difference in process from previous budgets of the allocation of funds and the decision making of what was important for having a more socially aware budget rather than one based on GDP. The key areas were defined and evidenced, all of caucus who were involved in the decision process, were aware of the other calls on funds and were forced to consider what the impact would be if, for example, mental health was not top of the list. This is a new approach and signifies that human capital and its associated costs to our society as a whole must be at the forefront of what we do and fund, and economic well- being will follow.

This thinking influences how we look at child poverty, suicide prevention, the homeless, expanding existing nursing and social services in low decile schools, funding for schools and mental health primary care for those who are not chronic acute cases.

The same cross department focus continued for family and sexual violence where a 24/7 crisis management will operate alongside and within a Kaupapa context as spoken to

by Hon. Carmel Sepuloni.

The P.M. briefly mentioned Climate change almost as a given that we would all be adhering to sound environmental principals as would the nation.

Having clearly evidenced that Maori and Pacific peoples are disproportionately represented in many socially dislocated groups there will be a boost for Whanau Ora. Examples given were the rise in the last few years of rheumatic fever, a totally preventable child disease which is born out of poverty and can be stamped out. How important it is to provide a cultural heritage and what a vital part a living language plays in creating that identity. An innovative approach was outlined to allow people to settle back on iwi homelands by releasing titles and making it easier to unlock traditional Maori land.

The business approach is to fund innovation in companies who are past the initial startup phase but need to move to the next stage. There is a clearly espoused belief that changing social dislocation and creating a better society for all will influence a significant shift in the growth of the business economy. There will also be investment in skills- based training for example "Mana in Mahi".

A question and answer session followed touching on the elderly, drugs, social housing, migrants and Kohanga Reo and various M.P.s answered. Housing questions were answered by Hon Phil Twyford.

That part of the session was ably chaired by Dr. Deborah Russell M.P. for New Lynn.

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They've got you covered

For recruitment company Coverstaff, it truly is all about people. While it may sound a cliché; ensuring candidates are respected, heard and given the opportunity to express where they want to go is paramount to the company's success. The company calls this 'the partnership approach' and they take this approach seriously when dealing with clients and candidates alike.

General Manager, Greg Wells, has been with Coverstaff since April 2006 and he oversees all four branches of Coverstaff throughout Auckland: Albany, Avondale, East Tamaki and Onehunga. Through his role, Greg works closely with both his team and clients to help foster relationships and deliver opportunities to candidates. They are a big company and

the base of candidates is huge -- with over 50,000 candidates placed in roles throughout Coverstaff's history.

Specialising in manufacturing, production and warehousing industries - industrial recruitment is what Coverstaff does best and they are dominant in this space. Coverstaff has a diverse range of clients ranging from small family start-ups to large multi-national companies.

Since the company situated themselves on Rosebank Road in 2004, they have never looked back. The longevity the company has had in the area has placed it as one of the top employers in West Auckland, a fact that the company is very proud of.

"65% of the people we hire come to us because they know someone who is working, or has worked, for us. Much of our work happens due to word of

mouth," says Greg. "We are proud of our brand that says we are good employers and decent people. We work hard to remember that it is the guys and girls that work for us that are paying our wages - not just the clients."

We aim to take the headaches away, not create them



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Proudly supplying signage to the Rosebank area since 1992

It is the attention that is given to all who come to Coverstaff to look for work that has earned them a reputation as one of the best in the industry.

"If you walk into one of our branches looking for work, we expect someone to get up out of their seat and come and see you. It's all about basic courtesy and showing respect," says Greg.

With hundreds of people working within West Auckland every day through Coverstaff, the company has proved they know how to deliver their clients' needs effectively. Roles filled range from casual work, to contract roles, and permanent positions. Within the West Auckland

area, much of the work Coverstaff is involved with is in the food industry.

For Greg, the stories he loves the most are when he hears of candidates that have been placed in a position, then several years later, the same candidates ring Coverstaff looking to hire new people as they have progressed into leadership roles within the company.

Along Rosebank Road, Coverstaff looks after a vast range of local clients and many of the firms have been on the books for ten years plus. With a wealth of knowledge within the industry, Greg says new clients are encouraged to get in touch with Coverstaff to talk through

the needs of their company. As well as providing recruitment, the company can also add value with advice on everything from shift start-ups to expansion planning.

"We will be available to clients in whatever way best suits them. We aim to take the headaches away and not create them," says Greg.

With the West Auckland branch being based at 432 Rosebank Road, they are easily accessible to those within the Rosebank vicinity. Coverstaff encourage any business looking for a pool of hardworking, quality candidates to get in touch today.



Greg Wells, Coverstaff's General Manager with his team.



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ONE STEP AHEAD

ASB Bank Limited 56180 19835 1218

Nominations now open for the Pathways to the Future Trust Awards

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

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

The Trust's objectives are:

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

NOMINATION FORM

To be completed by the nominating business.

Name of Employee Age

What is the employee's role in your business?

Briefly describe what the award funds will support?

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

Name of Business

Type of Business

Street Address

Postal Address

Name of person making nomination

Position held

Phone Mobile

Email

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

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

Gems from Jooles

Julie Stevens RBA Membership Manager

Phone: 021 940664, julie@rosebankbusiness.co.nz



Brightside Co has partnered with Oranga Tamariki for the annual Foster Hope Pyjama Drive. The aim of this

Pyjama Drive is to deliver much needed pyjamas for children up to the age of 18 who are placed in Foster Care. The team at Brightside Co. have been fundraising and providing Pyjamas as well as holding a Pyjama Day at work for a gold coin donation. Anyone looking to support Brightside Co. and Foster Hope or find out a bit more information on what you can do to help, please contact the RBA.

The RBA were proud to present the Foster Hope Pyjama Appeal with 25 pairs of pyjamas "It is a sad reality that many children often arrive in foster care with nothing but the clothes on their back. We are proud to be supporting this



Pink Ribbon supporters at JUMP Avondale

worthwhile cause and provide PJ's that will keep kids in foster care warm this winter," says RBA CEO Mike Gibson

It was great to see local Rosebank business **JUMP Avondale** support raising awareness and funds for those with breast cancer in New Zealand on the 24 May. They hosted a Pink Ribbon morning tea at JUMP Avondale during their Exclusive Mum's and bubs mini session. Jump NZ are donating half of the ticket price to this worthy cause.

On my final note - The bad news is, time flies. The good news is, you're the pilot.



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Member Profiles

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



Harcourt Insulation 2006 Ltd Now Trading as Asbestos & Biological

Harcourt Insulation moved into Rosebank one year ago, to set up the Auckland Branch specialising in all forms of asbestos & biological mould removal and decontamination of hazardous materials, lead and arsenic. Fast forward to today and the Auckland business has seen a rebranding to be known as Asbestos & Biological. "This new branding reflects what we are about and what we do as a business. It is all about our customers and this new branding now provides clarity to what we are doing onsite," says Auckland Manager, Karl Van Sambeek.

The team of 8 based in Rosebank is headed by Karl Van Sambeek, who joined the business in 2016 to develop and grow the company's presence in Auckland. The team are fully qualified under the latest Asbestos Regulations introduced in April 2018. This requires an audited management system (we hold NZ4801) that staff are approved A & B class Asbestos Supervisors which means they are qualified to head up sites and teams for the removal of Asbestos. In addition, all staff are Site Safe accredited and have training in heights, safety, EWP's and first aid. Many staff have over 35 years experience in the industry.

With this massive combined experience in the asbestos industries, they can provide a wide variety of assistance and advice to their clients. Their staff pride themselves on always striving to provide a good service and high quality.

The jobs they have completed cover a wide geographical area of Auckland and both the upper and central North Island. The most recent project completed has been a commercial building reroof that saw the removal of 3,800 square metres of asbestos. Asbestos and Biological also provide a domestic service to the homeowner.

Asbestos & Biological
4F Charann Place, Rosebank
Phone: 021 902 805, www.insulation.co.nz

Rosebank Coffee and Kitchen Supporting Local Community and Loyal Customers

Sharon and Kai Wu, owners of Rosebank Coffee and Kitchen have a lot to celebrate one year on from purchasing the business. They were voted by Metro Magazine as one of the top 50 Cafes in Auckland, for two years running for 2018 and 2019. They have embraced the local community and are becoming involved by giving back to the community. This includes donating lunches to those in need at Rosebank school. "It brings tears to my eyes when I hear stories about children going to school with no food. I feel proud that the lunches we donate can bring some comfort and that these children can now have lunch breaks with the other kids," Says Sharon.

We sat down to get to know Kai and Sharon. Ironically "Kai" is the Maori name for food which ties nicely with Kai being a chef. He also studied business management and is fluent in French. Sharon has spent over half of her life being raised in NZ and achieved a diploma in Hospitality at AUT. The key for them is to continue with what makes Rosebank coffee & kitchen a success. This is all about having a strong community focus and fostering relationships with locals while delivering a delicious innovative fresh menu, excellent coffee and a light, inviting space to relax in. "We are all about rewarding our loyal customers which now includes a free coffee on their 5th coffee purchase," says Sharon.

"Our friendly, passionate team understand what "hospitality" means we'll make you feel right at home. Our house is your house," says Sharon.



Rosebank Coffee and Kitchen
OPEN 7 DAYS FROM 10th JUNE, Monday - Thursday 7am-3pm
Friday 7am-8pm, Saturday and Sunday 8am-3.30pm
1 Jomac Place, Rosebank
Email: eat@rosebankkitchen.co.nz Phone: 09 828 6110



Scottish Pacific Business Finance

Invoice/Debtor Finance is a powerful standalone business finance facility which is secured by the outstanding accounts receivables of a business. The process is very simple. The business invoice the debtor directly and upload the invoices to Scotpac at the same time. Within 24 hours, SP will pay 80% of the value of approved invoices, less fees. The remaining 20% is made available once the invoice is paid in full. There is generally no need of real estate security with Scotpac.

Established in 1988, Scottish Pacific Business Finance is Australia and New Zealand's largest specialist provider of SME working capital solutions. Scotpac handles more than \$17 billion of invoices each year and lends to a wide range of business owners. Clients are predominantly Small to Medium Sized Enterprises (SMEs) requiring personalised facilities that best suit their individual needs, and who often find it difficult to obtain appropriate funding from their main banking providers.

With full operations centres in Sydney, Melbourne, Perth, Brisbane, Adelaide, Auckland and China, Scottish Pacific Business Finance offers a comprehensive range of specialised finance solutions, including invoice finance and trade finance, that can remove property security from the funding equation for business owners.

Scottish Pacific Business Finance has more than 30-years of experience providing funding solutions to owners of small to medium businesses.

Scottish Pacific Business Finance was recognised as Australia's best SME cashflow lender in the 2018 International Finance Awards and acknowledged as best business finance provider in the 2017 and 2015 global TFG International Trade Finance Awards.

Keys to your success

To tailor finance solutions for SME's according to their needs so that we can help them to grow their business.

Scottish Pacific Business Finance

Wayne Semmens, Business Development Manager – NZ

Dir: +64 9 913 6716 | Tel: (+64) 9 913 6701 | Mob: +64 21 644 930

Email: semmensw@scottishpacific.com | www.scottishpacific.com

Colab Projects

We Build Brand Experiences

Coming from a background in Design, Marketing and Advertising, James Robson and Zach Lewis formed Colab Projects four years ago.

"Dealing with multiple suppliers, designers and installers, we saw an opportunity to provide a service that covered all aspects, from conception to the final result," says James. "Our business is all about building Brand Experiences. We design, build and theme bespoke temporary structures and experiential environments, bringing brands to life for their customers at events, exhibitions and brand activations."

A team of 5 with a pool of 20 contractors, enables them to be more customer focused and agile in their delivery of custom builds which make their client's brand stand out.

The joy of a small team is that James and Zach are hands on throughout the whole journey from design to the delivery, allowing new ideas to be integrated smoothly and problems solved quickly.

Their rapid growth has seen them move to Rosebank, the event capital of Auckland. "It is a small industry, we all know each other, often working side by side", they observe.

We love being part of the community and look forward to building some new relationships, to all our neighbours on Rosebank, you're welcome to drop in for a coffee or beer anytime to learn a bit more about what we do and vice versa," says James.

They work on a variety of projects including new product launches, bespoke fabrication, custom trade exhibition displays and event environment construction.

They welcome you to call in and see the team at 607 Rosebank Rd and discuss how they can make you stand out!



Colab Projects

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Business Nuts & Bolts

Business to Business advice from **RBA Members**



Rob Taylor
Drugwise Auckland

New Name same service

We are thrilled to announce that DADS Co Ltd has become a licensee of Drugwise Testing Group for the Auckland region operating as Drugwise Auckland.

Drugwise are nationwide and their slogan of "Protecting workplaces, people and jobs" sits well with the former DADS Co Ltd, business friendly and best practice approach.

However, it will be business as usual for you, our clients, with the added advantage that we can offer you more. Our services now include training, education, policy and procedure expertise and advice. As part of a nationwide service provider we can now service the needs of small, medium and the larger multi-regional companies equally.

Drugwise Auckland offers workplaces the only Oral Fluid(saliva) drug tests and systems verified as compliant to the latest NZ Standard AS/NZS4760:2019 appendix C in New Zealand. This means a fast, accurate, less subjective, impairment linked, compliant choice in drug and alcohol testing.

Impairment can't be measured in a drug test only drugs can. New AS/NZS4760:2019 Saliva drug testing standards provide drug test levels for workplaces to identify recent use linked to acute/likely impairment as does a breathlyser to identify alcohol. That equates to the Cannabis impairment period recognised scientifically is likely to be 6-8 hours after use, and new standards have set drug levels to match this. (pending amount used, strength of substance and a persons own health/metabolism).

Welcome news for those with cannabis recreational or medicinal use who come to work the next day with the need to pass a drug test.

Not the same for a Methamphetamine user as the time period for this class A drug is longer with saliva and will show them up as unfit for work if tested.

All in all it's great news for Employers who struggle to find workers able to pass a drug test due to historical cannabis use. Through Saliva testing, less cannabis users are dismissed/stood down/disciplined which costs money compared to a urine test which detects cannabis for up to 4 weeks "post use" losing valuable skills and employees from any business.

The Drugwise Testing Group was formed to join together, under one quality system regional drug testing service, providers such as DADS Co Ltd, offering additional capabilities such as centralised invoicing for nationwide client contracts and access to many benefits that they can pass on to clients, while preserving the same values and business friendly approach they pride themselves on.

Drugwise Auckland (Testing Group) is across all, verified and compliant in Urine drug testing, breath alcohol and Oral fluid (saliva) drug testing and see this as essential to provide business with the choices they need.

What it all means is that we can be of even more value to your business to help you through what can sometimes be a tricky landscape for a workplace.

Drugwise Auckland (DADS Co Ltd) come to you on site in an unmarked vehicle/van.

We look forward to continuing our relationship as your chosen independent provider of drug testing services. Please don't hesitate to call us if you have any further queries.



D·A·D·S CO



Drugwise

TESTING GROUP

Dadscos (Drug and Alcohol Detection Services Company) has become a licensee of Drugwise Testing Group for the Auckland region operating as Drugwise Auckland. Specialising in drug and alcohol testing in workplaces throughout the greater Auckland region and Meth Detection in Properties.

"We offer you peace of mind and help to keep your business, your employees and your customers safe." Rob Taylor - Drugwise Auckland

Rob Taylor
Email: auckland@drugwise.nz

Phone: 027 277 3285
www.drugwiseauckland.nz



Aaron Martin
NZ Immigration Law

Opinion on Immigration

This coming October, all travellers from visa waiver countries will be required to hold an Electronic Travel Authority before traveling to New Zealand. The ETA, which will cost between NZD \$9 - \$12, has supposedly been introduced to speed up and simplify processing at the border. In reality it is a security measure. Oh, of course it creates a revenue stream for the Government where there was none.

On February 25th, the details of the Electronic Travel Authority (ETA) were confirmed by the New Zealand Government. The ETA, as described by Immigration New Zealand (INZ), is a "security and facilitation measure that will help speed things up at the border".

Travellers who are required to hold an ETA before they travel to New Zealand will include:

- Travellers from visa waiver countries
- Australian permanent residents (with the exception of Australian passport holders)
- All cruise ship passengers, regardless of nationality
- Air and cruise crew.

People in these groups will be able to apply for the ETA from next month, with the authority becoming mandatory to those wishing to enter the country from October 1st.

Applications for the ETA will vary in cost, from NZD \$9.00 (if done via a mobile application) to NZD \$12.00 (if done via the website). The decision process will take up to 72 hours (except in the case of emergency, which will require a different process and cost) and isn't to replace any existing immigration requirements.

How does this affect New Zealand businesses? If you have customers or business partnership with companies in Europe, North America, and Asia who send people to New Zealand for

business consultations / meetings, they will need to obtain an ETA prior to coming into New Zealand. If you have business partners in Australia who send people to New Zealand if they are only Australian Resident visa holders, they too will need to obtain the ETA.

What happens if they don't obtain the ETA? Most likely they will not be able to board inbound flights and at worst be denied entry at the Border.

So be careful about assuming the previous simple entry process will apply to customers/business associates you are inviting to New Zealand

Most likely they will not be able to board inbound flights and at worst be denied entry at the Border.

Shortage Lists

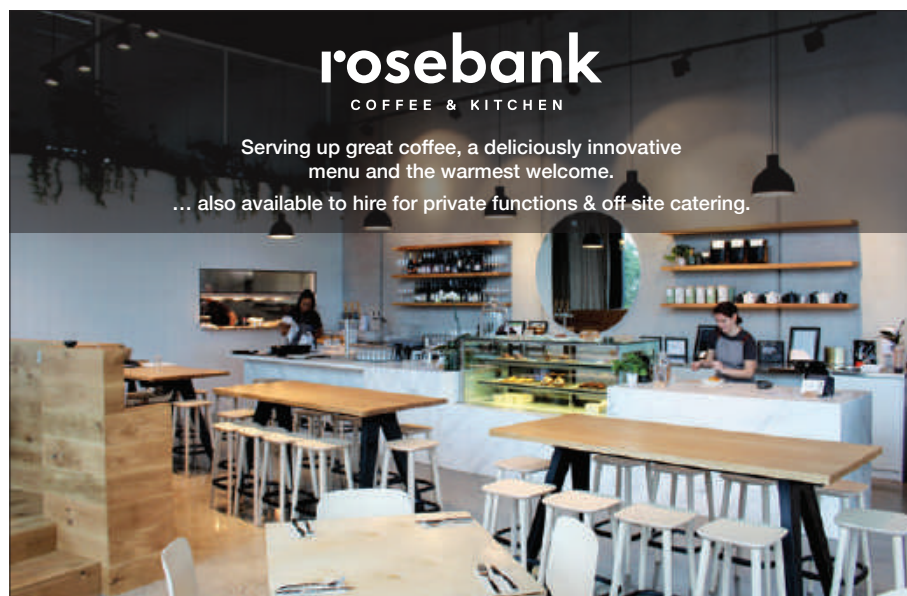
At the end of May this year the Government released three new Shortage Lists:

- Regional Shortage List
- Long Term Skill Shortage Lists
- Construction and Infrastructure Lists

We hoped the Lists would be more comprehensive covering more jobs. The Regional Shortage List has only limited additions to the predecessor; and most employers will find these too limited given the talent shortage plaguing most employers across most industries.

The skill levels that visa applicants must meet are also too restrictive and set too high. The qualification and work experience requirements are what the Government considers to be the level of skill that is short supply. They don't reflect the private sector's reality. For example, for a panel beater to be within the shortage list, the visa applicant must have a level 4 qualification and 3 years post qualification experience. Most employers in this sector will say even finding competent staff with 3-year experience is a challenge.

This applies to many of the defining skill levels detailed on the list. Overall the response to the labour shortage was underwhelming.



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Janine Roberts
Accounting Associate at Haven

Increase employee retention with these 5 simple steps:

In such a tight labour market, it's important that you put a bit of your business focus on talent acquisition and retention. Your staff should feel well-looked after so that their value won't be lost if they decide to look further afield. Providing benefits to your employees doesn't need to cost the earth though - here are some great low-cost benefits that you can offer your employees without breaking the bank.

Be open to flexible working hours

This benefit is extremely coveted in today's workforce, with 49% of New Zealand employees voting this as the topmost appealing benefit that companies can offer employees (according to a recent Seek survey). As much as some employers' frown upon this, the long-term results are a lot better for your business overall - employees with flexible working conditions are likely to demonstrate increased commitment and productivity, higher job satisfaction and loyalty to the company.

Provide free food and drinks

Whether you provide a well-stocked fruit bowl or a fancy coffee machine in the kitchen, having food and drink available for your

employees is a great way to boost their health and productivity. If they're busy throughout the day with meetings and other tasks and they can grab a coffee and an apple easily, it'll keep them going and won't lead to the slump in productivity that often comes from fatigue and lack of food and energy.

Offer free health services

This one might not be as cost-effective as popping a fruit bowl on the lunchroom table, but it's definitely one your employees will appreciate. It could be that during winter, you offer a nutritionist to come by and chat about how to boost your immune system, or you get a nurse in for a day to administer flu vaccines to those who would like it. The cost of these will balance out quite well if you actually have less staff calling in sick overall.

Provide retirement and savings planning

Ensuring the physical health of your employees is important, but so is ensuring their financial health. Organise a Haven financial adviser to come and chat to your employees about KiwiSaver and how they can benefit from it at retirement. If your employees can see how they're tracking now, this can lead to better retention rates as they see what they need to maintain for a comfortable retirement.



Socialise regularly

Great for employee morale, organising team lunches on someone's birthday or having casual Friday drinks at the office or at a bar can be a great way to increase employees' job satisfaction overall. They can get to know you and their colleagues better, which contributes to higher levels of loyalty to the company and their team. Schedule some informal get-togethers a few times a year and watch the overall productivity lift.

It's a win-win situation - provide a great place to work and you'll get great work out of it! If you'd like to chat through any of this, get in touch with our business advisory team and we'll get you sorted!

Phone Haven on 0800 700 699

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HERRINGBONE
PARQUET

Utility / Appliances

Introduction.

The idea to do the feature, Home that Rosebank Built, came about when we asked ourselves if we could build an entire home using only businesses in the Rosebank area. Here at the Rosebank Business Association we thought that not only would this be possible, we'd be spoilt for choice when it came to the suppliers we could use. With hundreds of businesses in Rosebank, the choices are endless.

This month we are on issue nine of twelve-month feature. Over the year we have gained invaluable information on building a new home.

From new products to tried and

true systems, we've explored many aspects of building a new home to help you transition seamlessly from conception to the final building stage. This month we explore the utilities and appliances available for your home. In issues prior to this month, we've explored planning, cladding and building, flooring and insulation, painting and plumbing, windows and doors, kitchens, bedrooms and bathrooms.

We've sifted through and found the best companies available for the jobs you need doing. 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. If you're looking to build or are in the process of building your own home, there will be something of interest for you. We've found that 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 smaller family-owned businesses - this is the nature of Rosebank and those involved within the RBA. Whatever the situation,

the companies featured all have excellent reputations and expertise to help the whole process be as seamless as possible.

Over the course of this feature we have and will continue to feature the best products, suppliers and service providers on offer in Rosebank.

If you like what you've seen so far, keep an eye out for our upcoming features. Still to come, we have features on glass solutions, furniture and finally landscaping.

Twelve features, twelve months. Let's get into feature nine of the Home that Rosebank Built.

Feature by Alice Cranfield

Got you covered.

It's time to start getting into the finer details within your home. Once the building is done, sorting out your home's utilities, and selecting appliances, can begin. When it comes to the appliances you chose for a home, you want to make sure you've made the best decision for your space. Factors such as how often you'll use the appliances, where they will be, and what your utility situation is all play a big role in your selection. If you are on tank water for example, having a washing machine that has minimal water consumption would be important to you.

This month we speak with several companies in Rosebank that

specialise in Appliances for the home. Each has a different area they work within, but all are leaders in their field. Understanding how appliances work best for your home also involves ensuring utilities are set up correctly in your home.

Let's look at some of the top-class appliances being designed, assembled and imported right here in Rosebank.

- 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
- 10 Glass Solutions**
Roundabout Issue 154
- 11 Furniture**
Roundabout Issue 155
- 12 Landscaping**
Roundabout Issue 156



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TRD-ID12P

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Trieste Slide Out
60cm Rangehood



**POP DOWN TO 604 ROSEBANK RD MONDAY TO
FRIDAY TO SEE THE FULL CLEARANCE RANGE**



Eurotech Design.

Eurotech started as a small family business in 1996 and has continued to remain privately owned for over 20 years despite its considerable growth. Sourcing the best appliances from Europe, America and Asia, the company brings a wide range of premium appliances for your home into the country.

Eurotech has worked hard over the years to build great relationships with its suppliers. Thanks to these relationships, the company has a robust sourcing strategy that brings the best available appliances to the New Zealand market.

“When it comes to selecting your appliances there are a few things to consider: how you wish to use the appliance, how often you’ll use it, the quality, functionality and price points

can also be important,” says Sophia Bristow, one of the Directors of Eurotech. “At Eurotech, we can meet the appliance requirements for your home whether these be within the luxury, premium, mid, or entry level ranges.”

Eurotech supplies its products throughout the country and offers its selections of the brands it imports to most quality appliance retail stores. The company is also affiliated with a range of qualified service agents throughout New Zealand, so if, and when, your products need a service or installations, there is no problem.

Appliances purchased through Eurotech come with a standard two-year warranty. Within this warranty, servicing is provided by the company.



eurotechdesign.co.nz Ph: 09 377 7523
604 Rosebank Rd, Avondale, Auckland

With an office and distribution space on Rosebank Road, Eurotech is easily located for those looking to see its appliance range in full. An upcoming sale is happening at 604 Rosebank Road in the month of July 2019. End of line and obsolete products will be available at some amazing prices and all will be available to view before purchasing.





Aquatica.

Aquatica was started by Malcolm and Christina Box twenty years ago and is now one of the country's major suppliers of tapware and laundry tubs.

With close to 50 permanent staff, Aquatica products are sold throughout New Zealand in all major plumbing and homeware supply stores. Many of Aquatica's products are designed by Aquatica's Engineering team and assembled in New Zealand. All products are then tested on-site by Aquatica's Production Team at their Avondale warehouse. Their laundry tubs are all built in New Zealand at Aquatica's plant, aptly named Tubbieland.

Due to rigorous testing, Aquatica's range of products available are of the highest quality. Aquatica is the one of the few tapware companies in New

Zealand that has its own assembly team, ensuring they can give some of the best warranties on the market.

Aquatica has several ranges of high-quality laundry tubs for your home ranging from a compact 350mm, to 1200mm wide. All tubs include ample storage, premium sink mixers and most of the laundry tub door models have the option of left or right door openings. Some of the drawer models also include handy buckets. Aquatica have the perfect, quality laundry tub to suit every home.

"Our cabinetry is 20% thicker than a lot of competitors, which makes our range of laundry tubs more robust and durable," says Marketing Executive, Susan Rosewarne. "All of our laundry tubs have robust, powder coated, galvanised steel cabinetry, giving them more strength and a



longer life.”

Aquatica is excited about new developments in the pipeline that are about to hit our marketplace. About 18 months ago, Aquatica extended into baths, toilets, vanities and showers so we are expecting to see even more from this company in the coming years.

The full range of laundry tubs can be seen online. For those wanting to see Aquatica's full range in person, customers can arrange to visit the showroom at 9 Saunders Place, Avondale.





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SINCE 1999

KITCHEN
BATHROOM
LAUNDRY

aquatica
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**Aquatica
products are
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