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Cover: Sir Ken Stevens signs the Glidepath sale agreement with B2A Technology president Pierre Marol



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From My Perspective

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



Mike Gibson,
RBA CEO

Gender equality now **FACT** not **FICTION**

Does your company ever consider how diversity in gender, equality in tasks and seniority trickle down from your Board composition to the general performance of all?

Dr. Judy McGregor from AUT has conducted a longitudinal study based on the census results on diversity for the last 20 years (when only 4.4% were female), but the last count has thrown up very

interesting statistics on what equality and diversity in board composition means and how it reflects our society, or not. The percentage of women's positions in Board roles is slowly increasing approximately 2% for the last 3 years, however that still means that only 164 of the 631 Directors on the Boards of the top 100 companies in NZ are women, and it is believed to be stalling. Rhetoric is not being followed by action and the private sector is lagging well behind the public. McGregor believes many private companies have joined the 25% club, while public statutory bodies are up to 47.7%.

The stand out star for NZ is Spark, with woman making up 50% of the Board as well as a female CEO and Chairperson of the Board.

Ethnicity brings a whole new set of challenges, but companies were reluctant to respond to the survey citing privacy or Human Rights Issues, in fact only 44% responded.

The questions raised by this report are to make us think about how can we, within our RBA members, improve our Board Governance to encompass a wider viewpoint, reflect society and progress with the general trend of the ever growing array of different nationalities and people, who identify with other than strict male or female gender. We cannot just put our heads in the sand, we should all be making plans, achievable goals and ensuring gender and ethnic points of difference are recognized for the

benefits and growth they can bring to the workplace. Such recognition must start at the Board and spread outward to senior management and then the workforce.

Be bold and make your first appointment and see the influence it makes.

From an RBA Board perspective our stakeholders (like all businesses in Rosebank) can feel comfortable in knowing that of our 7 elected Board members this year three, Janine Roberts from Haven Accounting, Natalie Bilyard from Glidepath and Nikki Harris from Intelligent Environments are women who have willingly stepped forward in this role. And let's not forget the earnest and worthy contributions that Kelly Brown, former Chair Michelle Maitland and Whau Ward Local Body Chair Tracy Mulholland made to your Board. We wish them well in their ventures.

Additionally, as with the last 3-year term, a woman Kay Thomas will lead the Whau Ward Local Board, as it did under Tracy Mulholland, now the Whau Ward CR on Auckland Council. Perhaps an upward moving trend in local body politics and I sense without wishing any ill towards my fellow comrades this action maybe the start of the end for the grey-haired brigade. Sad but True?? Let you decide in 2022.

Cheers and best wishes to you all,

Mike Gibson
Chief Executive RBA.



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From My Perspective

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

Let the Trucks go first

Bernard McCrea

RBA Chairman

As I've often mentioned the RBA Board spends a lot of time looking at traffic issues. One point that comes out of our last Board meeting was that we wanted to keep having a message that Trucks matter to our area.

Looking at the survey completed in 2018 by Auckland Transport, it shows that on the major Rosebank/Patiki Road there are on average more than 1000 vehicles each business hour on our roads. One thing that will surprise you is that it isn't the 4-5pm perceived rush hour that's the busiest period, but it's the 11am-3pm period, where it peaks at 1200 vehicles per hour.

One of the things that drives this message of 'let the Trucks go first,' is that Trucks matter to our area as Trucks equal jobs. This is in the context that Trucks are transporting goods and services somewhere and if they don't want to base themselves here, as it isn't traffic friendly, then they'll shift

somewhere else, thereby taking jobs with them.

That's not to say that there is a still a commitment needed from businesses to ensure they are planning to move goods and services as efficiently as possible, but the reality is Rosebank area is uniquely situated to move goods; west, north, south and east in Auckland, probably more efficiently than other business areas.

It also isn't just about that Trucks are on the roads, but it's the turning onto the roads that takes time as well. So, if you see a Truck that's wanting to get onto the road, then do the decent thing and stop (safely) and let the Truck go first. In the grand scheme of things, I'm sure another 3-4 minutes won't make a material difference for you, but to the Truckie getting an extra 10 minutes per hour is an exponential increase in their productivity, which helps profitability.

I also know there is the space battle from the warehouses / manufacturers in the area, who are dependent on transport vs. the offices that aren't so transport dependent, other than cars for their workers. There is also the other issue that we will keep being attractive to Central Auckland businesses, who are battling the likes of; Sky City hotel

fire, slabs falling off buildings and the Rail infrastructure project so I'm into embracing Trucks as a strength to our area and something we can manage

Bernie



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Dr Grant Hewison

Rosebank Business pollution prevention programme underway

The Rosebank Peninsula sits at the headwaters of the Waitemata Harbour and at the mouth of the Whau River. Te Whau (taken from the whau plant) is the Maori name for the tidal river flowing into the Waitemata Harbour.

Once divided by the Auckland Regional Council, Waitakere City and Auckland City Council boundaries, the Whau River Catchment is now united under the Auckland Council and is administered by several local boards (including the Whau Local Board).

All rainwater from the area drains into underground stormwater drains and then into either the Whau River on the south or the Ara Patiki Bay/Motu Manawa (Pollen Island) Marine Reserve on the north and east. Ultimately all rainwater ends up in the Waitemata Harbour.

Historic pollution has left the Whau River with high levels of heavy metals and other contaminants. However, water quality is slowly improving and can continue to improve with the help of the Rosebank business community. Now, one of the biggest potential sources of pollution entering the river and harbour is from incidents like spills on yards that get washed into stormwater drains, into streams and eventually into the harbour.

To help improve water quality in the Whau River and Waitemata Harbour, the Whau Local Board is working with the RBA and businesses to reduce water pollution.

This is part of the Whau Local Board key initiative to 'fund more waterways education and awareness-raising activities'. The Board has decided to continue to fund an industry pollution prevention programme in the 2019/2020 financial year.

The board allocated \$20,000 towards the first year of this programme in 2018/2019 (Phase One) and recently allocated \$29,000 towards this programme in 2019/2020 (Phase Two). If there is budget remaining after completing the

Rosebank area work, then the Whau Local Board has directed that additional work be undertaken in Kelston.

Since it started in 2012, the programme has run in nine areas throughout Auckland, with the support of six local boards, and a further four are in the pipeline.

The educational programme aims to inform urban industries and businesses in Rosebank about the impacts their activities may be having on local waterways. The initiative uses a proactive, non-regulatory, flexible approach to advise businesses on their current practices and ways to prevent contaminants entering waterways.

The programme includes on-site inspections and discussions with business owners about potential pollution issues, as well as waste minimisation techniques and spill training, chemical handling and storage. Reports are sent to the respective businesses if changes are recommended. The programme

involves a GIS mapping exercise to ensure that commercial businesses understand the stormwater network connections in relation to local waterways. A second visit



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is made to check progress and offer further assistance if needed. A key aspect of this programme is to develop an understanding of, and build relationships with, local industrial sectors and in some areas the programme is implemented in partnership with local iwi.

Consultants Wilkinson Environmental have received the funding from the Whau Local Board to run the business pollution prevention programme in the Rosebank Rd area. Wilkinson Environmental will be visiting businesses on the southern side of Rosebank Rd and also both sides of Patiki Road.

The visits started in November 2019 and they will run over a couple of months.

If you have any questions, contact Cushla Barfoot, Wilkinson Environmental Ltd, cushla@wenz.co.nz, phone 022 657 2132.

Wilkinson Environmental have successfully run similar programmes across Auckland over the last 4 years, and

have now visited more than 3,000 businesses, providing practical advice on risk reduction without a big compliance stick.

In addition to the support provided to the Pollution Prevention Programme, the RBA is also providing support to the Whau River Trust. The Whau River Catchment

Trust is working to restore the natural environment and reduce pollution all around the Whau River Catchment. It is a charity based in New Lynn that was started in 2012, made up of full and part-time staff dedicated to conservation and restoration in the area.

The Whau River Trust works with Friends of the Whau (FOW), Auckland Council and others, to coordinate community-based environmental restoration and conservation projects in the area. For example, the Trust organises regular education and volunteer activities including: ecological restoration by planting stream banks and other land within the catchment; pest control – animal trapping and weed removal; monitoring the biodiversity and ecosystems of the catchment; reducing pollution and removing

litter; and wildlife habitat restoration. The Trust works for healthier streams and rivers through community participation and kaitiakitanga.

A key focus on the Whau River Trust is restoration of Ara Patiki Bay, which is one of the best examples of mangrove and salt marsh habitat in the Waitemata Harbour. It was once famous for flounder. Today it is a haven for

juvenile fish and other native wildlife. It's a rich feeding ground for white faced herons, royal spoonbill, pukeko, spotless crane, kingfisher, the endangered fernbird and the endangered banded rail.

Today there are just a few areas of native bush remaining and the wildlife is threatened. The Trust is looking for support to restore and protect this special place. The Trust wants to get rid of the weeds that have taken over the coastal fringe of the peninsula. It wants to restore native plants and habitat, to continue keeping the weeds out and to encourage more special coastal plants and animals to come back into this area and thrive. The Trust has been working with local businesses so they can: contribute to funding raising for the project; adopt areas of coast to look after and control pests within their area and plant native bush in their area; reduce pollution (especially hazardous waste); and raise awareness of the Rosebank Peninsula East reserve and estuary as an environmental hotspot that is truly a unique area.

You can contact The Whau River Catchment Trust on Phone: 09 827 3374 and by Email at : info@whauriver.org.nz.

Historic pollution has left the Whau River with high levels of heavy metals and other contaminants.



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Glidepath

sold to French company B2A Technology

It's been a big year for New Zealand baggage handling equipment maker, Glidepath. After 47 years of operation, the company has been sold to French company B2A Technology.

B2A Technology has a strong presence globally for its work within robotics and automated systems and the synergies between the two companies is very apparent.

Executive Chairman and Founder Sir Ken Stevens felt the sale of the company came at a good time for his family to sell allowing Ken to enjoy time with his wife - and boat - in retirement and to continue his work supporting and advocating for the New Zealand export community. As far as changes go, it's business as usual for the company and no major operational changes are foreseen.

Glidepath saw exceptional growth in both revenue and earnings, following a major restructure of its management team in 2016. During this time, the implementation of key strategic initiatives to foster growth

began.

To date, Glidepath has successfully implemented and completed 900 projects globally. Chances are, if you've been to an airport, you've seen Glidepath without even knowing. From baggage check-in, sortation and integrated security screening systems that move your bag to the airplane, to reclaim carousels at the other end of your journey - it's more than likely this was all done thanks to the ingenious work of Glidepath.

The company is ahead of the game with its continual upgrades and developments. As security

continues to become increasingly front of mind at airports, it's essential the company continues to improve its offerings. Glidepaths employs skilled mechanical, electrical and software engineers to live up to its reputation and requirements of airports around the world.



Natalie Bilyard

As Glidepath moves into the new ownership, joint strategies will be developed.

General Manager Natalie Bilyard says it is very early days.

"There is no urgency to make any major changes as B2A purchased Glidepath because it is already

a proven success with a bright future. The joint strategy will be to look at how the two companies can



leverage off each other," she says.

Glidepath maintains a huge presence overseas. Currently there are six subsidiaries companies, 11 regional offices worldwide and over 300 staff employed by the company. These regional offices service USA, Canada, India, South America, Latin America, the Pacific and Australasia. A second manufacturing plant, additional to New Zealand, is also located in India. Manufacturing of all equipment is still predominantly undertaken in New Zealand and this is not set to change under the new ownership.

For Sir Ken, it was important he sell the business to a likeminded company that would help leverage Glidepath's growth without absorbing into a far bigger corporation.

"B2A Technology operates in different geographic markets to Glidepath but when you map out the B2A Technology and Glidepath markets together, there is excellent global coverage," says Natalie. "B2A Technology have products that are complimentary to Glidepath's portfolio and vice versa. Together, there are a lot of synergies and very little double up."

There are no plans for the company to shift its operations to France. In fact, Natalie tells me one of the biggest challenges for her role will be managing different time zones as Natalie reports to Pierre.

Glidepath have been long supporters of the Rosebank Business Association and Natalie sits on the RBA Board.

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Rosebank News

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



Rosebank-based Paramount Services wins three Westpac NZ Franchise Awards

Paramount Services has won three categories in the Westpac New Zealand Franchise Awards 2019: Vikas and Divy Kanojiya - Business to Business Franchisee of the Year, Helen Lei and Stanley Siew - Small Business Franchisee of the Year, and Avi Rao - Field Manager of the Year over \$500,000.

Timaru-based Vikas and Divy Kanojiya became Paramount Services in May 2018. By employing staff, the couple combine managing their business with their day jobs and raising their two young children. "In a short time Vikas and Divy had experienced amazing levels of growth through hard work and a clear vision of how their growth will increase over the coming years," said the judges.

Aucklanders Helen Lei and Stanley Siew bought their Paramount Services franchise in April 2018. The judges noted, "Helen and Stanley have rapidly grown their business. Some of the key strengths are their planning around business performance from a financial and process improvement perspective. They actively pursue new business and improve their services."

Avi Rao's role includes service provision to clients, usability and applicability of products, mentoring and assisting franchisees, and determination of client requirements and satisfaction. "This

has led to him becoming the go-to person for all parties he has connection with, with outcomes of increased productivity, profitability and satisfaction," said the award judges.

Paramount Services Managing Director Galvin Bartlett was rapt with the successes. "Our biggest achievement in 40 years of business has been giving thousands of people from all sorts of backgrounds a leg up in the world. That's what our business is about - helping people to make a living, to look after their families and do the things they want to do in their lives. The franchise model has let us do that."

Paramount Services won Supreme Franchise System last year and also in 2016 and 2008; Business Services Franchise System of the Year 2018, 2016/2017; Field Manager of the Year Business Services over \$500K 2018, 2016 and 2015; Business Services Franchisee of the Year 2015/2016.



Best Blooms give to the Salvation Army

In the week between the 11 -17th of November Best Blooms swapped a free bunch of flowers for 2 packets of non perishable pantry food to pay it forward. This was to help the Salvation Army fill their pantry for the Christmas rush for food for the less fortunate.

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Warriors Chairman Rob Croot

answers questions about the NZWarriors purchase by Autex

Autex is no stranger to winning business formula. With over 50 years in the manufacturing sector, the Rosebank based company has a long history of innovation. Its ability to adapt at speed and keep ahead of the ball has been key to the company's success.

In September this year, Autex became 100% owners of the Vodafone Warriors. The RBA spoke with Managing Director, Rob Croot, about what this means to both him and the team at Autex.

When did Autex first become involved with the Warriors? How has this relationship changed over the years?

Autex's passion and support for rugby league started in the late 1970s as we became the first major sponsor of the Kiwis.

In early 2018, Auckland Rugby League and Carlaw Heritage Trust approached us to consider a joint-venture buy-out of the Warriors from owner Eric Watson - we jumped at the chance.

While the underlying belief that brought CHT and Autex together still stands - to support and develop Rugby League in NZ, with the Warriors becoming a premiership-winning club - our vision to achieve this wasn't aligned. Autex wanted to spend money

and invest in the club; CHT needed to balance their books and financial responsibility to Auckland Rugby League. As a result, we concluded negotiations to buy out CHT and took full ownership in September 2019.

Where did your passion for league come from?

My passion has grown with my involvement in the club. I've not been a big sporting person - more of an armchair sports fan! The ownership and my direct involvement in the club have changed my life. I used to be able to watch a game and enjoy it for what it is. Now, I'm on the edge of my seat at Mt Smart for every play. While the wins are incredibly sweet, the losses are very painful for all involved.

Autex seems committed to supporting the grassroots game - how will this be strengthened moving forward?

Our first focus is the Warriors. We're doing this because we believe we can be the difference. We're prepared to put in hard work and resources to make the club great; however, we know we can't be consistently strong if we don't have a solid grassroots game with pathways for developing the very best.

It's been long criticised that too much of our young talent was heading to Australia. Aussie clubs have targeted players as young as 14 in NZ. Unfortunately, this won't stop, but we need to keep

the best here. We need an attractive NRL club the best players want to be part of. It's important we show these young men and women they can develop and fulfil their potential at the Warriors.

Do you see any changes happening at the club due to your new ownership, be it strategic or otherwise?

Change is our normal at Autex, so you can fully expect that to become the standard at the Warriors too. This doesn't mean throwing out the old and marching in the new - it's more a philosophy to constantly push forward and try new things.

Do you see synergies between a successful business and a successful rugby league team?

You must adapt and challenge - that's what Autex is great at. After 50 years of manufacturing, we're still growing. While footy is footy and business is

business there are many crossovers. The fundamentals of striving for success are similar.

One of the greatest differences between business and footy is the speed at which things can change. Business change tends to be quite slow, planned and methodical. Footy success can change by the second. Game momentum can be changed through one play - sometimes it's enough to win or lose.

The Warriors visited Autex – how did the Autex team enjoy this?

Our Autex team loved the opportunity to



Rob Croot

show some of the Warriors what we do. We're incredibly proud of Autex – it was cool to blow their socks off!

Why did you want to show the Warriors the operations of Autex?

There's a lot we can learn from each other and in many ways, show support. We are a family business and we see all Autex people as our 'family'. The Warriors are part of this now, too.

There's a great feeling around the club as we prepare for the 2020 season. Grab your season memberships and come support us!

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Member Profiles

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

North Western Toyota

North Western Toyota has been based along Lincoln Road for almost 30 years. Over this time, North Western Toyota has earned an enviable reputation as a trusted car dealership, vehicle repairer and WOF hub.

As well as dealing in an iconic Kiwi Brand, the dealership is strongly connected to its community and likes to get involved with local groups where it can. This may be through lending vehicles, contributing funds or helping your event on the day.

North Western Toyota is part of an extensive network and can acquire any Toyota vehicle for a test drive or purchase.

There are 16 trained Toyota technicians on site, meaning the experience and advice received is second-to-none. North Western Toyota says they are old hands at selling new cars - the experience within the team certainly reinforces this statement.

Not only is the team on Lincoln Road highly experienced, they are also made up of a diverse range of cultures and speak an impressive amount of languages within the team.

New Car Sales Manager, Max Bakunov, says the yard has worked hard over the years to build strong relationships with its customers.

"Developing new relationships is central to what we do," says Max. He invites all interested parties to visit the yard and see how the team can work with you and your business.

Located at the end of Lincoln Rd, all questions and queries can be answered by visiting them at 282 Lincoln Road, or emailing reception@nwt.co.nz



North Western Toyota
282 Lincoln Road, Henderson
Phone: 09 638 9026, reception@nwt.co.nz
www.toyota.co.nz/north-western-toyota/



Mullins Tyres

Mullins Tyres has two locations in the Rosebank area.

The first space, a workshop based at 352 Rosebank Road specialises in mobile breakdowns and wheel changes for cars and trucks, earthmovers and hoists. The location has four callout fleet vehicles onsite to deal with these issues.

Its second premises is at the roundabout at 642 Rosebank Road. Owners, Niall and Rowan Dow, acquired the second space after Beaurepaires left the country. Its handy location is attached to the VTNZ building - meaning tyre issues for failed warrants are a breeze to fix.

Niall worked for the original owner of Mullins Tyres, Dennis Mullins, in the 1970s. After some time overseas, Niall returned home and acquired the business which he has now owned for over 20 years. This year in November, Mullins Tyres is proud to celebrate 40 years in business.

All customers are offered a free drive-in tyre pressure check at any stage. Not wanting to discriminate - this service is not only for customers who purchase tyres at Mullins. Simply, the company wants to make sure drivers are safe on the road.

Mullins Tyres has a range of tyres for every vehicle. Owners Niall and Rowan Dow are proud to only source tyres of highest quality, so drivers are safe in their vehicles.

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A1 Autofinish

A1 Autofinish specialises in all aspects of collision repair and automotive painting. Located at 11 Crum Ave, New Lynn the panel & paint shop can get your vehicle back on the road in no time.

Thanks to the high level of work carried out, A1 Autofinish has grown to now fill 15,000 square feet of building space. 16 staff work on-site, and the team ensure the repair process flows smoothly. A1 Autofinish is affiliated with all major insurers and is a member of the Collision Repair Association. Owner Brent Mackay is himself the National Chairperson of the CRA.

Brent owns three Panel and Paint shops locally and A1 Autofinish is the mothership of the three.

"A1 Autofinish has expanded over time," says Brent. "When we first began, we were just one building but as we grew, we acquired and extended our business into the next-door space. We can hold 80 cars in our auto shop space these days."

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Auckland Vehicle Rentals

Auckland Vehicle Rentals has over 20 years' experience in the rental market. The highly experienced, family run business invites other local businesses to utilise the services available to them.

With many companies needing specific vehicles for different jobs, Auckland Vehicle Rentals can assist where needed. Rental cars, cargo vans, light industrial trucks, minibuses or trailers can all be hired.

The yard, based on 3016 Great North Road, New Lynn, works closely with its second yard in Albany. Together, there are over 100 vehicles available across the fleet.

Owner Sonya Biddulph enjoys connecting with other local businesses in the area. Connecting with local businesses is important for the company. Whether you need to move large amounts of stock, or have a small vehicle on hand for workers, Auckland Vehicle Rentals has you covered. Another great point to note is that every vehicle available at the company, from a small car to a furniture truck, can be driven on a standard license.

A point of difference for the company can be seen in its straight up pricing. There are no hidden costs or extra expenses when you hire a vehicle.

To contact Auckland Vehicle Rentals, phone today or visit the website. Auckland Vehicle Rentals offers very competitive rates and is proud to work and form strong relationships with local businesses.



**Western^{WG}
Gateway**

Auckland Vehicle Rentals
3016 Great North Road, New Lynn
Phone: 09 8277 620, admin@vehiclerentals.co.nz
www.aucklandvehiclerentals.co.nz

Business Nuts & Bolts

Business to Business advice from **RBA Members**



Nick Stanley, MyHR

Things to think about as we reach the silly season

For most of us, the lead-up to Christmas is a hectic time. Everyone needs their last-minute job done, their orders filled, their repairs sorted. And just as all this happens, you've got more commitments outside work, too.

Thankfully, there are a couple of bright spots: the Xmas work party and summer holidays.

Time for some fun, toast another year, and take some well-earned time off.

These occasions also have their obligations for employers and employees. If they aren't planned and done properly, it can cause unnecessary hassles.

Here are some tips:

Annual closedowns

By law, all NZ employers are allowed to close all, or part of, their operation each year. The business can decide when this happens, but most employers do it over Xmas-New Years.

The entire workplace doesn't have to shut, for example, manufacturing or maintenance might continue while the office closes, or the office may continue for customer service but operations close down.

Employers must give employees at least 14 days' notice of the closedown, but we recommend doing this as soon as you confirm dates. Fourteen days doesn't give people a lot of time to plan, and more time means you can deal with any questions or issues in advance.

We also recommend letting staff know of the closedown dates in writing, to help avoid confusion.

Using annual leave

During the shutdown, employees must take annual leave, even if they don't have enough to cover the break.

If an employee doesn't have enough leave, time off during the

closedown is unpaid or an employer can agree to let them take annual leave in advance.

As with any annual leave payment, employees can request to have the leave paid out in full, before the close down. However, it is much more common - and easier administratively - to pay leave in the normal pay-cycle.

Employees with less than 1 year of service aren't entitled to annual leave but can be paid 8% of their earnings up to the closedown.

Public holidays

Public holidays are paid if the day would "otherwise be a working day". In the closedown period, this still applies (i.e. as if the closedown was not in effect).

Christmas parties

Xmas parties are a valuable opportunity to celebrate success and show employees how much the company appreciates their efforts. However, they are also notorious for some people taking celebrations a bit too far.

To mitigate potential legal and health and safety risks, it pays to think about what you want to focus on. There are plenty of fun activities that don't revolve around alcohol. Take everyone go-cart racing or white water rafting, or have a child-friendly picnic at the local park with music and games.

If you do want to stick to the more traditional Christmas party, make sure you have plenty of food and structure the event so people eat. Don't go overboard with the quantities of liquor and offer a good array of tasty, non-alcoholic options (remember it's against the law to serve alcohol to drunk people). Have a clear finish time and organise transport so people get home safely.

Creating a Christmas party policy can be a good way to ensure things stay respectful by setting clear boundaries and detailing the company's expectations.

The policy doesn't have to be long and dry. It's Xmas, after all, so have some fun with the wording. People will be more likely to read and remember the contents. Get your team together to issue the policy. You'll be able to speak to people personally and enlist their support to ensure the event goes well.

Then enjoy the party and the holiday! 'Tis the season to be jolly after all.

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Aaron Martin
NZ Immigration Law

Immigration changes open up residency options for some low skilled migrants

Surprise news for migrants recently with Immigration NZ announcing changes to ANZSCO settings just a month after they revealed they are going to scrap the system for work visas from 2020. We think there will be a knock on change to residence visa requirements.

There is a small window where migrants who work in industries like aged care will have a realistic chance to get residency for the first time. This is due to ANZSCO skill levels being reclassified in Australia and some of those changes are being applied here too.

What many seem to have missed in this latest announcement is that a small technical change, moving some low-skilled roles into a better classification and New Zealand's decision to follow Australia's lead, gives migrants currently working in those roles a chance to secure residency.

Immigration Lawyer Aaron Martin spotted the benefits instantly and says the latest re-gig is great news but only for those who act fast. "In all likelihood there is going to be an increase in the minimum pay amount required for skill level 1-3 jobs from \$25 to \$25.50 per hour and, while it doesn't sound much, that is not the point," explains Martin.

As an experienced immigration Lawyer, Mr Martin understands how even a small change plays out. "The point is right now, 'yahoo, I am eligible' but very soon it will be 'I am 50 cents short but I am doing the same job'. For those in the care sector that's quite important because getting your wages up in those roles is hard going," says Martin. "It might only be 50 cents but for some employers, if they employ a large number of staff, that is a lot of money."

Mr Martin also highlights that meeting higher wage targets is something that is out of a migrant worker's control, with both an employer and Immigration NZ impacting their ability to qualify for a visa. "With immigration it is always get in while the settings are good," says Martin, "you snooze, you lose. When the settings are in your favour don't umm and ahh because what you might discover is that the settings change and your opportunity disappears."

While the government has made a number of very public changes

There is a small window where migrants who work in industries like aged care will have a realistic chance to get residency for the first time.

to immigration settings in recent months, this update was not released with great fanfare. The tweaks are the first major changes to the skill classification system since it began in 2006, so are clearly long overdue, but our government hasn't led these changes.

The Australian government is still using ANZSCO and is adjusting their classifications to work better rather than abandoning them all together, like New Zealand. When Australia altered the skill bands for certain roles, New Zealand adopted some of the same classifications but only until 2020 when the ANZSCO list will be scrapped for work visa applications. From that point New Zealand will use pay banding to reflect how skilled jobs are for visa applications. This is likely to be applied to residence visa settings.

Since the government only just announced ANZSCO would no longer to be used in work and residence visa applications from 2020, this second announcement, revealing the reset of skill levels for some jobs in that system, seems very confusing. Aaron Martin warns that it might not end there. "We are going to go from testing the skill level of a job using ANZSCO and the pay level to just using pay only for work visas come 2020. But we don't know if that is also going to be the case for resident visas in the skill migrant category as well," he says.

"The government annually review the threshold for skilled employment for work or residence visas so that could mean a lot of migrants end up chasing their tail." Martin goes on to explain how important it is to be aware of the continual adjustments to the system. "It could be 'Oh great, they changed ANZSCO so now I can be seen as skilled' one minute but a week later, 'they have changed the pay rate so I am back to where I was.' "

The current window of opportunity is positive news for migrants employed in the aged care sector and a long list of other professions - from beauty therapists to train drivers. It heralds the first time many will have a realistic chance of becoming permanent residents and Martin has one piece of advice for them. "If you don't ask you don't get and with border control you rarely even get a change to ask," he says. "I think the current settings on work visas means some migrants are getting a break but the automation of the rules that revise pay bands annually could end up negating that. In six months, you could think 'I am ready to go and all prepared to apply', then there is another round of pay rate reviews and you are no longer eligible. If you've got what it takes, get in fast."

If your employees' job has been reclassified on the ANZSCO code list, it's a good idea you move now to support their applications. If you have any questions about these changes and where they leave you, please do not hesitate to contact the office either through our website, or by emailing: questions@nzil.co.nz, or calling 09 869 2952.



Carolyn Ranson
Smith & Partners Lawyers

Do I Need A Lawyer To Write A Will?

A Will may seem like an easy document to create, something that you can do on your own or with the help of a 'do-it-yourself' Will kit. It isn't until your family are attempting to administer your estate that all the problems are uncovered. These problems can end up costing thousands to deal with and delaying the grant of probate and distribution of estate assets for months (sometimes years).

Our Estate team often find themselves helping distressed family members who have to deal with the issues and stress that can be left behind when solid legal advice is not sought when drafting a Will

There are strict laws governing what must be included in a Will, how it must be witnessed, what can be included and the order of provisions. If anything is done incorrectly it will incur further costs and delay distribution to your family.

Some of the common problems that our estates team sees when expert legal advice has not been provided when drafting a Will include:

- Appointing inappropriate executors, or not appointing executors the correct way
- Not using full names of executors and beneficiaries, using misspellings or incorrect legal names
- Not understanding legal requirements related to administering estate, including the law around potential estate claims
- Not clearly instructing how the assets are to be distributed
- The Will being incorrectly witnessed
- Unexplained marks on a Will
- Spelling errors and omission of information
- Prepared "Will Kit" forms not being completed correctly
- Not including all legal requirements
- No proof of mental capacity
- No proof that there was no undue influence on the willmaker
- Incorrect order of provisions or other ambiguities

In all of these cases additional costs were incurred, sometimes mounting up to thousands of dollars in extra legal fees. They also extended the process, causing stress and taking up hours of the executors' and beneficiaries' time. Spending a little bit of money to get sound legal advice and to ensure your Will is properly drafted will save your family heartache at an already stressful time.

To ensure your Will is sound, contact **Carolyn Ranson by email** carolyn.ranson@smithpartners.co.nz

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Waste reduction support for Rosebank businesses

Businesses looking to reduce their waste can find advice and solutions for dealing with all sorts of office items at the EcoMatters Resource Recovery Depot.

EcoMatters Environment Trust is a West Auckland charitable organisation, supporting the community to live more sustainably. Its depot in Rosebank Road focuses on recycling and waste minimisation initiatives, making it a convenient option for nearby workplaces to take all sorts of items that might otherwise go to landfill.

"We know businesses are often stumped by what to do with outdated computers or mobile phones or even that pile of power cords gathering dust in the corner," says Tom Peters, from EcoMatters.

The Resource Recovery Depot is a drop-off point for a wide range of e-waste items, including TVs, printers, batteries and all types of computer hardware. There's a small fee per item, which covers the cost of extracting the base components for recycling.

"Since businesses would usually pay for these items to go to landfill anyway, it should cost about the same to drop them off to us here at the depot for recycling," says Tom.

Office stationery is another challenging area. Many workplaces are

already doing a great job recycling paper and cardboard but pens and markers are still going into the bin and ultimately, off to landfill.

"We recently became a free recycling drop-off point for writing instruments, so that means your standard office pens, as well as highlighters, felt tips and more," says Tom.

The collected items are sent off to be cleaned and melted into hard plastic, that is then remoulded into new products.

"A really great tip for businesses wanting to lift their game in this area is to nominate a sustainability champion who can help introduce small changes that everyone in the workplace can get on board with," says Tom.

"This could be as simple as setting up a box in the stationery cupboard where people can put used pens and, when it is full, dropping it down to us here at the depot."

The depot also has a treasure trove of weird and wonderful items, from power cables to ratchet straps, through EcoMatters' Adopt A Resource service.

"We act as a bit of a broker, accepting things from businesses that are excess to their needs, and would otherwise be destined for landfill. We then find new homes and new uses for these items," says Tom.

Businesses, community groups and individuals alike can all browse the range, either online at ecomatters.org.nz/adopt-a-resource or in person at the depot. Most items are available in return for koha (donation). If you have items suitable for donation, email thomas@ecomatters.org.nz

The team can also offer bespoke workshops and talks on all manner of waste minimisation topics, including how to recycle right, zero waste events and more.

To find out more about any of these services, visit ecomatters.org.nz/waste or call into the depot, at Unit E, 489 Rosebank Road, which is open for drop-offs Mondays and Tuesdays between 10am and 2pm.

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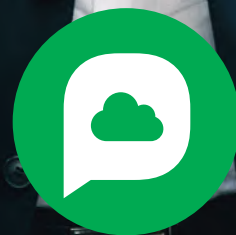


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THE WESTERN AUTOMOTIVE FEATURE

Featuring:

- West Auckland Nissan
- Mullins Tyres
- Landsey Auto Tech
- Rubber Tree
- Auckland Vehicle Rentals
- Exclusive Panel & Paint
- Fine Finish on Rosebank
- West City Motor Group
- Vehicle Construction & Maintenance
- North Western Toyota
- A1 Autofinish

Introduction.

The Western Gateway encompasses a wide range of west Auckland businesses. Stretching from Great North Road all the way to Titirangi and spanning from Glen Eden to New Windsor.

Within this vast area, businesses relating to the automotive industry are huge. This month, we've compiled an automotive feature to bring you some of the best working within this industry.

As all are within the Western Gateway community, these businesses are, 'Proud to be the best, and proud to be West.'

At Western Gateway we understand the importance of empowering businesses. By joining forces with local business partners, we are proud to strengthen West Auckland businesses together.

We spoke with several key car dealerships in West Auckland for this

feature: North West Toyota, West City Motor Group and West Auckland Nissan. They have all been in the area for many years and the reputations each have earned are enviable.

Rubber Tree, a company that only started in 2009, is now sitting on the Deloitte Fast 50 index thanks to their tailored interior products for vehicles.

Auckland Vehicle Rentals has a range of rental vehicles, both personal and for your business, available for hire. We speak with owner Sonya Biddulph about her success with this company.

We also speak with Mullins Tyres and Vehicle Construction and Maintenance to hear about the services each can provide for your vehicle.

When your vehicle needs special attention, Exclusive Panel and Paint, A1 Auto Finish, Fine Finish on Rosebank and Landsey Auto can help. We speak with these four companies to learn about the ways each can work with your vehicle to keep it in prime condition.

Let us help you find some of the best in the industry to service your

personal and company vehicles. By using local suppliers, not only will you be supporting local businesses, chances are you'll also find ways to save money too.

Feature by Alice Cranfield





West Auckland Nissan.

West Auckland Nissan will be moving its automotive service centre from the current yard to 32 Paramount Drive, Henderson in early 2020.

The current yard, on the corner of Lincoln Road and Paramount Drive, will remain at this location. With more space available, the current workshop will be developed into a new sales showroom, giving the yard more space for new and used vehicles.

The stand-alone service facility will include six service bays and ample parking for customers. Local businesses are encouraged to use the new service centre and take advantage of a free pick-up and delivery service. West Auckland Nissan will come and pick up anyone's vehicle, no matter the make or model, and service the vehicle at the new facility before returning to them.

With a team of 19, Dealer Principal, Keith Shaw, says the team is experienced, friendly and easy to deal with.

"We offer old-school New Zealand service at its finest," says Keith. "By expanding both our sales and service facilities we are looking forward to offering more services to the local community."

West Auckland Nissan is part of the AHG group, meaning the facility has the ability to look at a wide range of new stock across different yards within the group.

A service request or a test drive can be done on our comprehensive website westaucklandnissan.co.nz. Of course, drive ins are welcomed at the yard on the corner of Lincoln Road and Paramount Drive at any time.

Just the right amount of Westie.

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Mullins Tyres.

Mullins Tyres turns 40 and they're celebrating.

While buying tyres might not be something that fills most of us with excitement, it's a necessity and central to the safety of the cars we drive.

Owners of Mullins Tyres, Niall and Rowan Dow, say they are looking forward to Mullins Tyres celebrating 40 years in business this November.

Niall worked for the original owner of Mullins Tyres, Dennis Mullins, in the 1970s. After some time overseas, Niall returned home and acquired the business which he has now owned for over 20 years.

The workshop at 352 Rosebank Road has four callout fleet vehicles and specialises in mobile breakdowns and wheel changes for cars and trucks,

earthmovers and hoists.

When Beaurepaires left New Zealand six years ago, Niall acquired their old premises, on the roundabout at 642 Rosebank Road, and moved his car shop down there, giving Mullins Tyres two locations. The shop is located within the same building as VTNZ and Niall says it's perfect for customers that fail warrants due to tyres. They can have their tyres easily replaced next door then drive straight back to VTNZ afterwards.

"The buying price of tyres isn't the end," says Niall. "We offer a range of tyres that are of a quality you would feel safe having your nearest and dearest driving with. We don't source the cheapest tyres from China."

All customers are offered a free drive-in tyre pressure check. With the

summer season upon us Mullins Tyres urges everyone to take advantage of this service and check pressure with a professional tyre specialist. Niall says they do not mind where you bought your tyres to use this service.

"For the caring vehicle owners, we offer Nitro fill for tyres. It keeps down the temperature, does not lose pressure and is ideal for parked up RV's and boat trailers.

It also comes with some freebies -

mullins tyres

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642 Rosebank Road, Avondale, Auckland



free punctures and top up's, plus road-side assist and \$150 towards a tyre replacement that can't be repaired - all for \$40 a year. Petrol station tyre pressure tools can vary in accuracy, so it is good to have this professionally inspected."

Mention this editorial and Mullins Tyres will give you a \$50 Hunting & Fishing Voucher plus a Trade price wheel alignment for every purchase of four tyres in November and December (while stocks last - T&C apply - get in early so you don't miss out!)



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Landsey Auto Tech

Landsey Auto Tech re-opened its doors in Avondale on 1st November this year. While not entirely new, the company formerly known as Lee Shaw Automotive, has new ownership and branding to fit.

Lee Shaw has been located in Rosebank, for over 30 years and has earned a solid reputation and loyal customer base. Not taking a back seat entirely, Lee will stay on as a technician and mentor to new Owner, James Landsey.

James is excited about the new business and the shop will continue to service and repair all makes and models to a very high standard.

"I hope to introduce enthusiasm and new ideas to improve on an already impressive history that Lee has

worked hard on for many years," says James. "We are a smaller shop with real room to grow and I am excited for the future."

Following school, locally at Avondale College, James went straight into an apprenticeship. From there he followed his passions from classic car repairs, through to Ute and van fitouts, to motorsport wiring. James is excited to be fulfilling his dream of having his family name above a workshop door.

As well as servicing and repairs, Landsey Auto Tech is available for warrant of fitness inspections and tyres. The shop maintains a great relationship with both Mullins Tyres and VTNZ.

Landsey Auto Tech can be contacted

during the week on 828 5630 or by email at landseyautotech@gmail.com.



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Rubber Tree

Rubber Tree has an impressive story. Founded in 2009 by Brock Mustard, the company is now sitting in the 2019 list for the Deloitte Fast 50 index. The company started with a focus to sell carpet and rubber car mats to used vehicle dealerships in New Zealand. Today, Rubber Tree offers car mats, boot liners, seat covers and safety and first aid kits to car dealerships, major fleet companies and retail customers in New Zealand and Australia.

The company has a distinct point of difference, offering tailored interior products specific to any make, or model of vehicle.

If you are looking for a product, Owner Brock Mustard says you simply need to know the make, model and year of your vehicle.

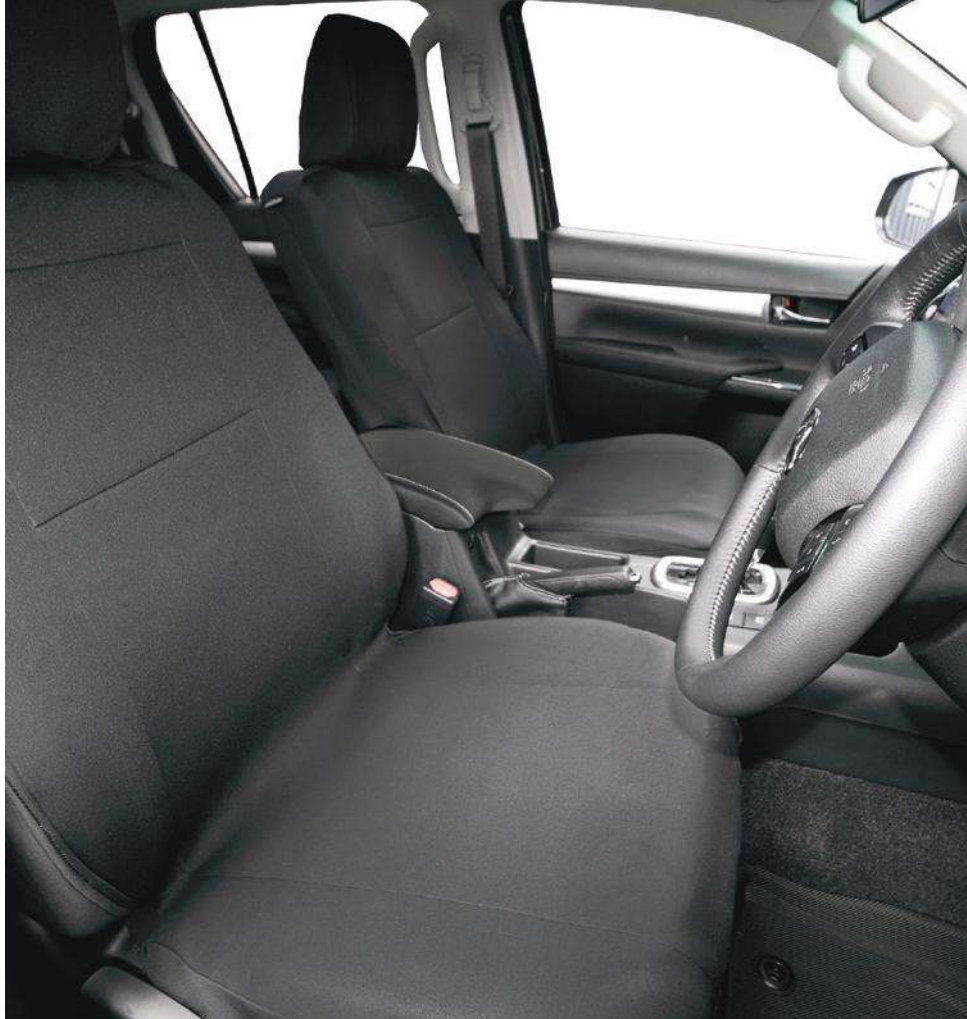
“We have an easy to use website that asks for details of your vehicle. The website will then show the products available for your particular make,” says Brock. “By tailoring specifically to vehicle models, customers can rest assured the product is safe, fits well and doesn’t slip under pedals or hinder air bag deployment. You can also relax knowing the quality of your vehicle’s interior is retained, meaning less time is needed for cleaning and fixing its interior.”

To view the range available, customers can visit the website and search specifically to their needs. Other ways to purchase Rubber Tree is through Trade Me, eBay and Amazon. Rubber Tree also offers customers access to a substantial wholesale business where accounts can be opened directly.

Visit www.rubbertree.co.nz today to find tailored solutions for your vehicle’s interior. All customers are all offered free shipping within New Zealand.

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Auckland Vehicle Rentals

For many local businesses belonging to RBA there will be times when a rental car, cargo van, light industrial truck, minibus or trailer is needed. Auckland Vehicle Rentals is located on Great North Road, New Lynn and can service all your vehicle needs.

With over 20 years in the rental market, the company is a family run business with a friendly highly experienced team. All senior management have been with the company for over 15 years.

Owner Sonya Biddulph says being a part of the Rosebank Business Association is important to the company so they can connect with local businesses in the area.

"Many companies need to hire specific vehicles from time to time" she says. "We would love to hear

from local businesses and see how we can help your company with these requirements."

Located on Great North Road, the yard works closely with its Albany based branch that was opened eight years ago. With over 100 vehicles across the fleet, your company's vehicle hire needs will be a breeze to facilitate.

Anyone with a standard car license, can rent a vehicle. Even the 3 Tonne, 20 cubic metre truck can be driven on a standard licence, meaning anyone in your team can drive vehicles when needed.

Unlike most vehicle rental companies, Auckland Vehicle Rentals provides straight up pricing - you won't be surprised with any hidden costs.

When hiring a truck or cargo van the price includes GST, standard insurance and the first 100kms.

To contact Auckland Vehicle Rentals, a phone call is the best way. Prices are dependent on your specific needs, so talk with AVR today to see what can be offered. The company offers very competitive rates and is proud to work and form strong relationships with local businesses.



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Exclusive Panel & Paint

Exclusive Panel & Paint has over 50 years' experience as panel beaters and auto spray painters. Nigel Jones and Neil Bhagwanji bought the business seven years ago due to a shared passion for cars and the automotive industry.

The company offers a full range of panel beating, crash repair, mechanical repair and car spray painting services. Aligned with all leading insurance companies, Exclusive Panel & Paint can work with you to get your car back on the road as soon possible.

Owner Neil says the workshop contains some of the latest and most precise panel beating and car repainting technology available.

The garage is proud to be part of the Collision Repair Association and

the MTA. By working with a garage aligned with these two organisations, customers know the work is of the highest standard.

For customers needing repair work, the process is straightforward. For an assessment, bring the vehicle to the premises at 535 Rosebank Road for a quick ten-minute evaluation. From there, your vehicle can be booked in so work can begin.

If you have a crash and need towing, Exclusive Panel & Pant offers an accident and break-down towing service to the garage.

With a team of ten, the garage aims to take the hassle out of repairs and deliver top quality work. All work is completed with a 100% guarantee on workmanship for as long as you own the vehicle. Visit the company online

or drive in today to discuss your needs.

Exclusive
PANEL & PAINT

exclusive.co.nz Ph: 09 820 5022
535 Rosebank Road, Avondale, Auckland



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- Accident repairs large or small
- Touch ups or resprays
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- Courtesy cars, vans and utes

- Extensive paint warranty
- Insurance approved repairers
- Licensed Collision Repairer



At Exclusive Panel & Paint, every job is exclusive!



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info@exclusive.co.nz

www.exclusive.co.nz



Fine Finish on Rosebank

Fine Finish on Rosebank opened its doors in 2015. No stranger to the collision repair business, Owner Brent Mackay started the collision shop to further service the New Lynn and Avondale area. Fine Finish on Rosebank works as part of a network of three Panel and Paint shops owned by Brent locally.

"We saw growth with our New Lynn Panel and Paint shop, A1 Autofinish, so when the space became available along Rosebank Road, we jumped at the chance and history carried on," says Brent.

Fine Finish on Rosebank is a certified structural repair centre with specialised collision repair experience. No job is too big or small for the Panel and Paint shop. The team can carry out spray-painting jobs, panel

beating, major body work and even structural repair work for your vehicle. As a smaller sized Panel and Paint shop, the emphasis is on delivering excellent customer service and great repairs in minimal time.

The staff of seven are highly experienced and fully trained in guiding you through the whole repair process. Knowing repairs and insurance inside out, the company aims to make the whole process seamless for its customers.

Fine Finish on Rosebank is recommended by most insurers and is a member of the Collision Repair Association. Brent is himself, the National Chairperson of the CRA – the strongest association in New Zealand of this type.

Find Fine Finish on Rosebank at 549

Rosebank Road. The shop is in the old Tony's Panel beaters premises.



finefinishrosebank.co.nz Ph: 09 828 4462
549 Rosebank Road, Avondale, Auckland



finefinish

ON ROSEBANK

COLLISION REPAIR PROFESSIONALS

P: 09 828 4462

549 Rosebank Rd, Avondale

- Guaranteed Workmanship
- Collision Repair Association Structural Repair Centre
- Recommended Repairers for:
Lumley Insurance, Vero Insurance & Zurich Insurance
We also work with all other Insurance companies on request.

www.finefinishrosebank.co.nz



West City Motor Group

The West City Auto Group has been around since 1993. The company's commitment to the community is strong. The fact that the Management Team all live in the North West area is testament to a love of their local community.

Manager John Blewett says West City Auto Group's signature is, 'We're part of your community.'

"We've always tried to support the West Auckland community," he says. "Sports Waitakere, Fair Food, Charitable Trust and the Community patrol's (CCPT) are some of the groups we work closely with."

The growth of West City Auto Group has been steady since it began. Since starting as a Holden Retailer, the group has also acquired Kia and in 2016 Suzuki also. In 2017, the

group opened their second premises at Westgate and this Dealership specialises in Kia and Suzuki. The original Dealership in Central Park Dr specialises in Kia and Holden.

As part of an extensive delivery system, the group deals with major fleets across the country and has full finance and lease facilities available.

"We are a high performing finance business and we are attuned to the needs of our business clients," says John.

Changes are ahead for the group with a new service centre set to open in Henderson on Soljan Drive. This will be only 400m up the road from the existing Henderson yard. The service centre will be available to service any vehicle and West City Auto Group is excited about providing ample

parking is also available at this site making it an easier experience for customers.

The new service centre is set to be complete by January 2020. Moving this centre away from the sales area also free up space for more new cars to be on display.

Visit online today or drive into one of the yards to see how the group can work with you.

WEST CITY AUTO GROUP

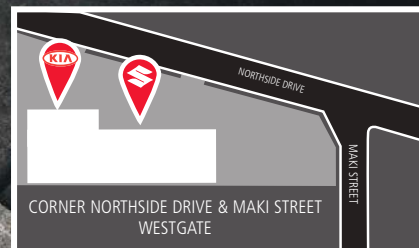
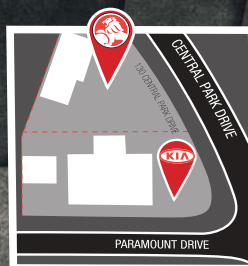
westcityautogroup.co.nz Ph: 09 837 0907
130-134 Central Park Drive, Henderson, Auckland



HUGE SALE

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2019 COLORADO 4X2 LTZ AUTO
5 Tonne Towing, Reversing Camera, 500Nm Torque

\$34,990 +GST +ORC

4yr/60,000kms Smartbuy with 10% deposit & Guaranteed Future Value of \$19,496.25: \$139 per week GST inc



2019 HOLDEN TRAX LS TURBO CHARGED SUV
1.4L Turbo, Reversing Camera, Apple Carplay & Android Auto

\$24,990 +ORC

4yr/60,000kms Smartbuy with 10% deposit & Guaranteed Future Value of \$10,866.91: \$95 per week GST inc



2019 HOLDEN SPARK LT
1.4L Engine, Leather appointed seats, Reversing Camera

\$17,990 +ORC

4yr/60,000kms Smartbuy with 10% deposit & Guaranteed Future Value of \$6,716.80: \$75 per week GST inc

2019 VITARA JLX AUTO PRE-REG

Touch-screen Sat Nav with reversing camera, Android Auto & Apple Car Play

FROM \$27,888

Finance - 5 year Term with 10% deposit
\$123.96 per week



SWIFT GL

1.25L Engine, Cruise control, Bluetooth Connectivity

FROM \$19,990 + \$990 ORC

Finance @ 3.9% - 5 year Term with 10% deposit
\$88.89 per week



IGNIS GLX AUTO PRE-REG

1.25L Engine, Cruise control, Bluetooth Connectivity

FROM \$18,940

Finance - 5 year Term with 10% deposit
\$84.61 per week



2019 SELTOS LX

2.0L Engine, IVT Gearbox, Remote Keyless Entry

FROM \$25,990 + ORC

4yr/60,000kms Kia Konfidence with \$0 deposit & Guaranteed Future Value of \$14,294.50: From \$99 per week GST inc



2019 CERATO LX

2.0L Engine, 6-Speed auto, Lane keep assist

FROM \$26,990 + ORC

4yr/60,000kms Kia Konfidence with \$0 deposit & Guaranteed Future Value of \$102,38.80: From \$125 per week GST inc



2019 PICANTO X-LINE

1.25L Engine, LED Day time running lights, 7in touch screen

FROM \$19,490 + ORC

4yr/60,000kms Kia Konfidence with \$0 deposit & Guaranteed Future Value of \$6339.55: From \$96.57 per week GST inc



*Smartbuy offer, at the end of the term you can choose to keep the car, by paying the Guaranteed Future Value, trade it or return it (subject to terms and conditions and excess charges). Heartland Bank lending criteria, terms and conditions apply, including a \$270 establishment fee and \$10 PPSR fee. Fixed interest rate of 9.95% p.a. applies. Offers available until 30th November 2019 or while stocks last. \$0 deposit Smartbuy available see in-store for details. 3 Years / 100,000km (whichever comes first) free scheduled service on all new Holden vehicles. Holden Financial Services is a division of Heartland Bank. Fieldays is a registered trade mark of New Zealand National Fieldays Society Inc and is used by permission of the owner. All pricing is GST inc. ORC of \$990 which includes Pre-Delivery Inspection, WOF, Wheels Alignment, Mats, Full Tank Fuel & Initial registration.

Heartland Bank lending criteria, terms and conditions apply, including a \$270 establishment fee and \$10 PPSR fee. Fixed interest rate of 9.95% p.a. applies. Offers available until 30 November 2019 or while stocks last. ORC of \$990 which includes Pre-Delivery Inspection, WOF, Wheels Alignment, Mats, Full Tank Fuel & Initial registration.

Heartland Bank lending criteria, terms and conditions apply, including a \$270 establishment fee and \$10 PPSR fee. Fixed interest rate of 9.95% p.a. applies. Offers available until 30 November 2019 or while stocks last. ORC of \$990 which includes Pre-Delivery Inspection, WOF, Wheels Alignment, Mats, Full Tank Fuel & Initial registration.

West City **Holden**

West City **SUZUKI**

West City **KIA**



130-134 CENTRAL PARK DRIVE, HENDERSON PHONE 837 0907



49 NORTHSIDE DRIVE, WESTGATE PHONE 837 0907

www.westcityautogroup.co.nz



Vehicle Construction & Maintenance

Vehicle Construction & Maintenance Ltd offers clients a one stop shop for all their vehicle fit out needs. Based in Honan Place, Avondale, this experienced company designs, manufactures and installs custom built vehicle shelving, drawer units, general storage, roof racks, cargo barriers (both mesh and solid) for all types of vehicles.

Whether you are after a basic standard trades style fit-out or a more involved specialised custom-built system - the company can do it all.

The team are proud to offer a diverse range of trades people who have a wide range of skills available – general engineers, structural beams, certified

welding, sheet metal, truck body repair and vehicle fit outs can all be offered to customers.

“We pride ourselves on being able to listen to our client’s requirements and translate this into an efficient and effective fit,” says Director, Debbie Davis. “Whether you have a van, a Ute, a standard vehicle or a truck, we can work with you to deliver a great design.”

VCM has been in business for over 30 years and has earned a solid reputation for the work they do. Based in the Rosebank area, the company is proud to be able to turn vehicles into useful tools for their clients. The company, which started

with only two staff members has grown quickly over the years and has maintained its core values to deliver quality, efficiency and value for money.

To speak with VCM today, phone the experienced salespeople on 828 0463 or stop in at 2/28 Honan Place to see how the team can work with you.



vcml.co.nz Ph: 09 828 0463
2/28 Honan Place, Avondale, Auckland



VCM is Auckland's value for money vehicle fit out provider. We have been providing the commercial vehicle industry with specialist services for over 25 years.

We design, manufacture and install custom vehicle shelving, drawer units, general storage and partitions in most popular makes and models of cars, utes, vans and trucks.



NV200 Van
Single Alum drawer, False Floor, Adjustable Shelving



Hyundai Van
3 Bar R/R & Rear Rollers Track Mounted, Tent Frame Brackets, 2x Pair Angle Iron Guides



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Truck COF Body Repairs & Modifications
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Email: vehicleconstruction@xtra.co.nz



North Western Toyota.

North Western Toyota has been a reputable and recognisable car dealership, vehicle repair and WOF hub on Lincoln Road for almost 30 years.

The well-known dealership knows its community, customers and the many cultures within it. North Western Toyota are keen supporters of many local charities.

“Whether we can help your event out on the day, lend vehicles, or contribute to funds, we are happy to help where we can,” says New Car Sales Manager, Max Bakunov.

Being both a well-known dealership and part of an iconic Kiwi brand such as Toyota, allows North Western Toyota to be part of a huge network that can acquire any Toyota vehicle for a test drive or purchase.

Max runs a team of truly diverse people. Working as one cohesive family means everyone is up to date, aware and ready to help when the moment calls.

The team speaks multiple languages and are approachable, knowledgeable and always up for a chat.

“No matter what your language or culture, we have someone in the yard who can speak with you,” says Max. “We’ve worked hard on building our relationships with customers over the last 30 years and developing new relationships is central to what we do.”

Doing what’s best for the community and its customers is a reward in itself; it makes those who are working at North Western Toyota feel lucky to be a part of the team, building

relationships between employees, managers and customers.

They are located at the motorway end of Lincoln Road. All questions and queries can be answered by visiting them at 282 Lincoln Road, or emailing reception@nwt.co.nz

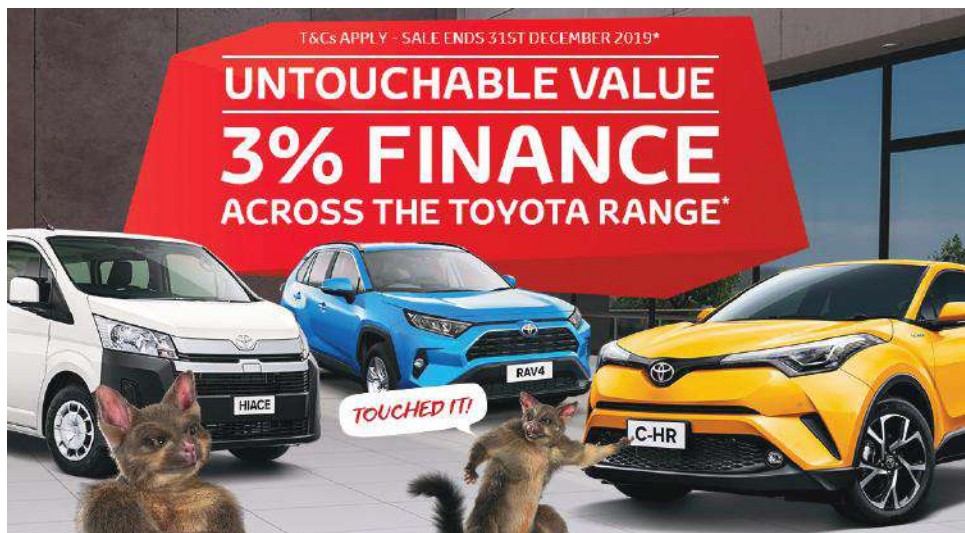


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TOYOTA**

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 THE COMMUNITY
 FOR OVER 30 YEARS**



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A1 Autofinish

A1 Autofinish began as Lansford Panel Beaters in 1983 by then Owner, Francis Baptist. In 1989, the company changed its name and moved from Avondale to New Lynn. Owner Brent Mackay worked with Francis in the early days as a Foreman after completing his panel beating apprenticeship. Since taking ownership in 2006, Brent has grown the business, now owning three Panel and Paint shops in the New Lynn and Avondale area.

A1 Autofinish are specialists in all aspects of collision repair and automotive painting. Affiliated with all major insurers, the company has grown thanks to the professionalism of work carried out.

"A1 Autofinish began with one building and over time we slowly

acquired and moved into the next-door building," says Brent. "We now fill a space that stretches three buildings wide."

Located at 11 Crum Ave, New Lynn, A1 Autofinish has 15,000 square feet of covered building space and can park up to 80 cars inside. With 16 staff working on site, the garage is the mothership of the collision repair network Brent has built up.

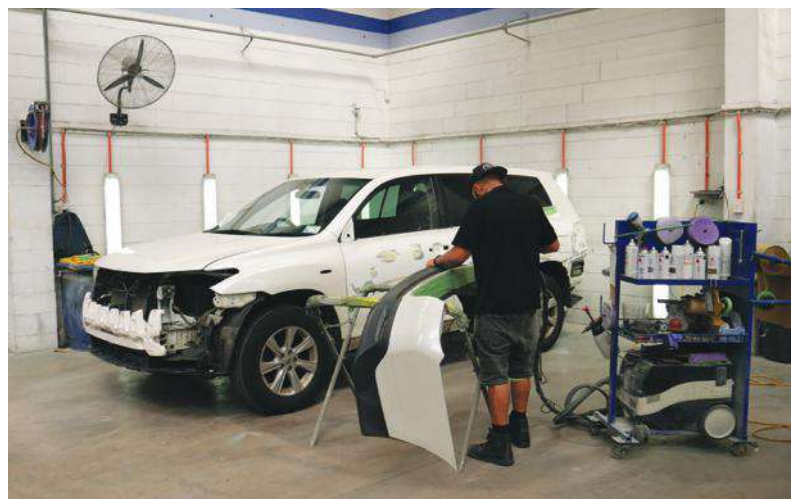
The core work undertaken is insurance work, with some private work also. As members of the Collision Repair Association you know you can trust the workmanship of the garage. Brent himself is the National Chairperson of the CRA - the strongest association in New Zealand of this type.

Repairs are straight forward. Bring

your vehicle into the garage for an assessment. Once insurance is sorted, your vehicle will be booked in for repairs. The specialised team are there to help make the insurance and repair process stress free and simple. The site has 24 relief cars on the fleet, so having a vehicle to drive while yours is being fixed is no problem.



a1autofinish.co.nz Ph: 09 827 8462
11 Crum Ave, New Lynn, Auckland



A1

AUTOFINISH

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