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**Cover:** Aaron Carson and Fran Mazza owners of Piccolina



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# From Our Perspective



**Mike Gibson,**  
RBA CEO

Who ever said "change is inevitable, progress is not," should be preaching to the National Political Party on what their

three leadership changes did to damage their election chances.

Many may not know that my contributions to the Rosebank Roundabout started with issue one in 2004 and in those 168 consecutive issues, whilst having been a loyal political supporter I have always endeavoured to avoid political commentary because that's not what Rosebank Business is about. Yes, my dress has often carried blue reflections and I confess to having been a one party supporter since 1966 which compels me to record here that this view of the National Party is my personal view and not that of the RBA.

So why am I compelled to record this, without hesitation? Because this current election failure may well be the death knell of the Nats as we know it.

Without reform, and a better understanding of what "Fit for Purpose" looks like as a New Zealand centre right party, what appeals to voters, the influence of social media, the increasing influence of women in our political landscape (either local or central Government), the increase in political awareness of younger voters, the lessening in importance of the rural sector (if not in policy then certainly in their reducing numerical strength) and inevitably the end of the Grey rinse brigade of old men in the National Party Leadership make up, then inevitably we can expect a similar result next election.

On that note I must finish.

Cheers and best wishes,  
Mike Gibson.

## Phils View

What a year so far! Covid 19, lockdowns, elections, change and more change.

After many years of publishing The Rosebank Roundabout I have been asked to contribute to the content of the magazine on behalf of the RBA. So here I go!

Every three years we have political party pre-election visits to Rosebank, this year was no exception and seemed to be busier than usual. It began with the then new National Party leader Todd Muller, he didn't last long, then his colleague Paul Goldsmith came and made a walkaround meeting local businesses.

Act party leader David Seymour chose Rosebank to launch his SME business policy to a large group at Rosebank Coffee and Kitchen, he was then followed the next day by Stuart Nash and Carmel Sepuloni from the Labour Party who dropped into our new RBA Chairman Stefan Crooks at Westie Food Group where a very frank and honest discussion was had about how business had fared over the lockdown.

Finally, new National leader Judith Collins had a walk through and spoke at Southern Spars, and then the day before the election Prime Minister Jacinda Ardern visited C-Tech for a last-minute meet and

greet. And what an election result!

It is great to see the Rosebank community regarded so well by all political parties. May it continue.

On another note, we welcome new Café Piccolina who opened on Rosebank Road replacing the Kream Café that disappeared early in the lockdown. We have a feature profile on Piccolina and its owners Aaron Carson and Fran Mazza in this magazine. The couple are the brains behind Sugar at Chelsea Bay, Barbarino's Spaghetteria, Just Like Martha, Rude Boy, Fang - Yum Punks, Major Tom, Friday I'm In Love, Winona Forever, Hello Friends + Allies and Little Sister, to name a few. They have added a new level of dining and take away food in Rosebank.

For the first time since I started working in Rosebank over 10 years ago, we have a local Real estate company set up shop in Rosebank. Welcome to the area Andy Yang and Yudi Zhao and their new company Ray White Avondale. They specialise in Residential sales.

We have added a new section to the magazine about local Avondale Community stories. This month we have an opinion piece by John Subritzky on what is happening at the Avondale Racecourse - an interesting and enlightened read.

Finally, we held our first in person Hosting on the 22nd of October since COVID 19 Lockdown in March. We were delighted to be hosted by Partner Bayleys and the James Kirkpatrick Group at their new development on Patiki Road. There are five large warehouses waiting for occupation which guests were given a tour of. Bayleys had their new Strategic Advisory Director, Paula Bennett, speak to those gathered about how business and government need to work together post-election. It was fantastic to be holding events again.

Enjoy reading this month's Roundabout magazine. We are proud of the quality contributions that all our writers give us, and thanks to them we get to deliver a great publication to you, the reader, every month.

Regards,  
**Phil Clode,**  
GM Business Development





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# From My Perspective

RBA Chairman **Stefan Crooks** gives his perspective on things that he has been thinking about

## Stefan Crooks

RBA Chairman

Firstly, I would like to acknowledge Bernie McCrea and Steve Early for their valuable contribution to the RBA over the last few years. Enjoy the new adventures men and I look forward to still knocking on your doors for a little advice and RBA friendship.

As far as I'm concerned as we all know the true eating is in the preparation!

So, my theme for this is "Old school is out, and new school is in". What this means to me is whatever and however we used to think, act, communicate, react, believe, want, need, work and play - the process is now all new. How we react to the now and our futures will determine our outcomes.

Over the last six months we have experienced a number of challenges that have been thrown at businesses, and for me are best described in no particular order:

- We have faced business changes daily up to 10 times a day which is significant.
- Demand on humans mental and physical wellbeing has been extreme and going beyond.
- Staffing relationship changes.
- Customer queries altered.
- Consumer changes daily.
- Customer changes daily.
- Impacts on competitors and the resulting impacts on us.
- Supply change impacts and how they

relate to production.

- Distribution impacts and how that relates to timing.
- Management processes having to change daily.
- Pressure on thought management.
- Pressure on contracts - what they mean and how we value them.
- How people react to the new is a whole different game, as people think we are going back to the old!
- Family changes.

I think it paints a very strong picture that we are not faced with change as change is inevitable, we are faced with how we can ADAPT and how fast we can adapt. The question to me is not what we know but more what we don't know.

For me a strong vision of where you want to go is vital along with strong support networks to help understand and manage mental health.

This leads me to the RBA Wellbeing project that is taking shape and I can't wait to be able to very soon have the RBA team deliver a toolbox of ideas to our membership. This will be the first of its type in the world and will help us all.

We must remember that in extraordinary times amazing things have been created and invented like the 'theory of relativity'. Many other great things were achieved in tough times and there are things yet to be invented. Extraordinary times require extraordinary people to go beyond and be creative in such destructive times.

Two weeks ago, Westie Food Group had the opportunity to host Labour's Carmel Sepuloni and Stuart Nash. They had a chance to look at our state of the art facility that clearly showed the aftermath of Covid! They also spent time talking and engaging with staff and enjoyed some of what Westie has to offer! They were very adamant that we will be able to start to have a valuable conversation with regards to the RBA and how we can promote mental health.

Post the extraordinary election results I'm looking forward to starting the conversation now that we have certainty of who is leading our government and building a future.

I'm excited that the RBA board has a diverse range of skills and experience and I'm also enthusiastic to see what we can bring to our members and ensure that we do the best for them that we can.

I believe that what we have is a strong business district that will be supported by a team which is smart, intelligent and ready to fire!

Cheers  
Stefan



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# Rosebank Advocates

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Dr Grant Hewison

## Public Transport Improvements proposed for the Northwest

Auckland Transport and Waka Kotahi NZ Transport Agency asked the Rosebank Business Association (RBA) for feedback on a proposal to improve public transport connections to and from Auckland's northwest.

The proposal involves Auckland Transport and Waka Kotahi working together on upgrades that will improve public transport travel time and reliability for people who travel by bus to and from northwest Auckland.

The improvements proposed over the next five years include:

- A station at Westgate and interim bus stops at Lincoln Road and Te Atatū motorway interchanges (but not Rosebank).
- Upgrading and extending the existing bus shoulder lanes on the Northwest Motorway (SH16).
- Improvements at motorway interchanges to increase priority for buses.
- A review of the bus network to utilise the new bus stops.

Funding for the interim improvements has been granted by the government through Crown Infrastructure Partners Ltd and planning design work is underway. For the long-term (beyond five years), Waka Kotahi are exploring other public transport improvements that will be able to move even more people along the Northwest Motorway (SH16).

### Benefits

Auckland Transport and Waka Kotahi say the benefits include:

- Faster and more reliable bus services (bus journeys from Westgate to the city are expected to be around 25 minutes quicker).
- Encouraging more people to use buses to help reduce congestion and carbon emissions; and
- Improved access to job opportunities with around 170,000 more people in the northwest being able to get into the city within a 45 minute bus journey.

### Why these improvements are needed

The northwest is growing. By 2046, it will have 37,000 new houses, 11,000 new jobs and nearly triple the number of people travelling along the Northwestern Motorway (SH16).

People living in the northwest have limited options for travelling to work, study and social activities. The lack of bus interchanges

and gaps in bus priority lanes make it difficult to provide an efficient and reliable bus network. This means a large number of people rely heavily on their car.

If bus journeys aren't improved, congestion will get worse over time and journeys for motorists and bus passengers will take longer.

### Timeline

Auckland Transport and Waka Kotahi noted the timeline was:

- Early 2020: Planning stage.
- Late 2020: Community engagement, detailed design and consents stage.
- Mid 2021: Staged construction starts.
- 2024-2025: All of the interim improvements are completed.

### RBA Feedback

On 7 October, representatives of the RBA met with Auckland Transport and Waka Kotahi along with Local Board Chair Kay Thomas and Board Member Warren Piper. The RBA raised the following:

#### (1) Investigate further an interim bus stop at Rosebank

Foremost was the RBA's concern that the proposal did not include an interim bus stop at the Rosebank motorway interchange (as is proposed at Lincoln Road and Te Atatū). Though Auckland Transport and Waka Kotahi explained this was mainly due to the current design of the Rosebank motorway interchange, the RBA asked this to be thoroughly assessed and they requested further detailed information.

#### (2) Investigate further bus services to Rosebank

Should an interim bus stop at Rosebank remain unachievable, the RBA asked for the current bus services and future options related to the interim bus stop at Te Atatū to also be thoroughly assessed in terms of maximising opportunities for Rosebank. The RBA requested further detailed information regarding the frequency and route of the 138 - Henderson to New Lynn Station via Edmonton Rd and Rosebank Rd, especially at peak times. Bus shelters were also mentioned as requiring attention and improvement along Rosebank Road.

The RBA also supported further assessment of the 22R - Avondale Peninsula to City Centre via Rosebank Rd bus service and how this would integrate with the proposal. In this regard, the RBA raised the issue of access from the Avondale Train station, which is limited by the current local street configuration that places limitations on bus circulation. The RBA asked that Auckland

**Funding for the interim improvements has been granted**



Transport and Waka Kotahi prioritise longer term solutions regarding the St Jude street level crossing and for options to include trenching the rail line at the Avondale Train station.

On bus services, the RBA also offered to partner with Auckland Transport and Waka Kotahi on a research survey of Rosebank businesses and staff to assess the effectiveness of the current bus services and what could be improved (especially services for shift workers).

### **(3) Effects of the proposal on the Patiki road onramp and the merging of traffic into the motorway**

The RBA noted that the proposal appeared to involve widening the bus shoulder at the Patiki road onramp where traffic merged into the motorway. The RBA noted that this was already a 'pinch-point' for Rosebank/Patiki traffic and raised concerns that the proposal could make this worse. The RBA asked this to be thoroughly assessed and they requested further detailed information.

Also on this issue, the RBA asked for an update on the option to trial dynamic lanes using overhead and in ground signals at Patiki Road so that different lanes could be used at peak and non-peak times. This has been successfully trailed in Whangaparaoa. The initial feedback from Auckland Transport at the meeting was that Patiki Road may not be suitable for this option because of the number of entry and exit driveways along the road. The RBA requested further detailed information.

### **(4) Resource Consents**

The RBA asked if any resource consents would be required to

implement the proposals and, if so, asked they be pre-consulted prior to any resource consent being lodged.

### **(5) Other transport issues**

The RBA also took the opportunity to raise wider transport issues with Auckland Transport and Waka Kotahi.

This included asking for an update on when pedestrian safety improvements would be built along Rosebank Road, especially as the pedestrian refuge islands outside 607, 519, 437, and 391 Rosebank Road would improve vehicles illegally using the flush median. The RBA noted the delays for this project were now over a year.

A particular concern of the RBA is that heavy vehicles are struggling at times to get out into the Rosebank road corridor across traffic, which had increased dramatically following the opening of the Waterview tunnels. The RBA asked for further consideration to be given to ways to give priority to freight rather than smaller private non-business vehicles.

Finally, the RBA asked about how cycling was being integrated into the proposal and whether options were being advanced for cyclists (such as a cycle lane on the eastern side of the Rosebank peninsula or even a cycle/pedestrian bridge from Timothy Place to Span Farm across the Whau River).

In addition to the meeting, the RBA will be providing formal written feedback and requesting quarterly updates on the progress of the proposal.

# Rosebank News & Events

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

## **RBA and MyHR present "Employment Law and HR Update"**

**Date:** 17th November 2020

**Time:** 7.45am to 9.30am

**Venue:** Browne Street Cafe, 50 Rosebank Road

**Enquires:** [anouschka@rosebankbusiness.co.nz](mailto:anouschka@rosebankbusiness.co.nz)

## **RBA Member Hosting by Piccolina**

**Date:** 25th November 2020

**Time:** 5.00pm to 7.30pm

**Venue:** Piccolina, 612 Rosebank Road, Avondale

**Enquires:** [anouschka@rosebankbusiness.co.nz](mailto:anouschka@rosebankbusiness.co.nz)

## **Well done Fair Food - You take the cake!**

Due to the unprecedented effect from Covid-19 the Massey University New Zealand Food Awards changed their usual programme to a community-focussed celebration of innovators across all sectors of the food and beverage industry. The awards showcased and celebrated the unsung heroes who made sure people everywhere had food on the table.

Working out of Rosebank during lockdown, Fair Food Charitable Trust took a mobile model that delivered 121 tonnes of food in 2019 to a distribution model with four sites to deliver 143 tonnes of food per month during lockdown.

They were awarded the country's 'food heroes' title as well as the Massey University Supreme Winner of the NZ Food Heroes Award recognising their combined sustainability, business innovation, excellent teamwork and leadership.



# Rosebank News

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

## Rosebank Business Association AGM

RBA members and board met on 29 September at Encounter Christian Centre, on Rosebank Road, for the 2019/2020 Annual General Meeting.

RBA co-founder and chief executive, Mike Gibson, spoke of Covid and the impact it has had on the team at RBA. Like many businesses, Zoom became a prominent feature of working and the team of five was forced to be resourceful.

It was an emotional night with both the chair, Bernard McCrea and Mike Gibson moving on from their roles.

Mike began the RBA in 2002 and with the support of team members he has grown the RBA to the successful business association it is today. Mike spoke of his passion to create the RBA in the early days and the journey along the way.

The RBA has poured immense energy into the digitalisation of the group. The work within this area has seen RBA clicks growing from 2,000 visits a month to 2,000 clicks per week. Growing the online presence will continue to be an area of focus for the RBA in the upcoming year. Reaching members is vital for growth and Mike says the more ways the RBA can do this, the better the results will be for all.

After four years as the RBA chair, Bernard McCrea is standing down from this role. His leadership for the RBA has been invaluable and he has served over six years on the RBA board.

"I've had four years of tremendous learning and growth as the chair of the board," says Bernard. "This has been an enjoyable part of my advice career within the West."

Addressing the room, Bernard said it was good to see businesses

are now continuing to get on with things, post Covid. He said the RBA area, while still in a recession, is currently maintaining a high occupancy rate. Membership levels remain healthy also, with good, deep relationships being formed. A small membership decline of 2.9% was seen following Covid events, but this was largely to be expected.

Bernard said partnerships have been a key focus of the RBA over the past year. The association has worked hard to form relationships with both the New Lynn Business Association and the Avondale Business Association. All three groups complement each other well and by working together, Bernard believes there is more strength to be had.

Treasurer, Stephen Early says the financial objectives of the upcoming year are to continually improve the revenue and operation of the RBA in order to repair the balance sheet. Thanks to planning and hard work in previous years by the RBA board, the recent events surrounding Covid ensured the balance sheets were still in good shape. The drop of revenue seen (\$41K, compared to last year at \$75K) has been offset by the previous year's gain and a reduction in expenses.

Newly appointed RBA Chair, Stefan Crooks is looking forward to the role. Having been in the area for many years he spoke about the change he has seen in the area.

"2021 has got to be a blue sky," he says. "Let's keep the vision of RBA alive. My role is to hold onto the steering wheel, keep my cool and get results."

The RBA was also thrilled to welcome Treasurer, Janine Roberts and new board members, Michele Robinson (Autex Industries), Wayne Eccles (Anglo Engineering) and Michele Maitland (a former RBA chair).



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Stefan Crooks  
The Westie Food Group



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### EXECUTIVE BOARD

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## How great is it to be able to come together again!!

It was RBA's privilege to welcome its members to a hosting on Thursday 22nd October with Partners Bayleys Real Estate at the stunning and brand-new James Kirkpatrick development on Patiki Road.

The outstanding Warehouse, Office, Showroom, Canopy and Yard area were immaculately presented in a prime location only 10 km to the Auckland CBD. Boasting high end systems of LED light fittings, solar multi-panel roof system and electric car charging stations and green initiatives of rainwater harvesting for water use in the toilets and exterior water taps.

After the Covid social impact of earlier in the year it was wonderful to have a full turnout of people attending to meet likeminded business people, make connections and enjoy this business social event. Drinks were served to guests throughout the night alongside delicious gourmet canapes which included soy and ginger salmon skewers, roast pumpkin, spinach, ricotta and cashew empanadas and Ras le Hanout lamb sliders with baby spinach and mint pesto.


Business Development Manager Phil Clode welcomed everyone attending and introduced our hosts Bayleys who are New Zealand's largest full-service real estate company and operate a dedicated West Auckland team of specialist commercial and industrial salespeople who have concluded a significant number of sales and leasing transactions in this region in the past 12 months. Their success in commercial property sales and leasing, from small unit titles through to high-rise office towers, is unmatched in the New Zealand property industry.

Guests were captivated by a talk delivered by Bayleys new Strategic Advisory Director Paula Bennett, which was insightful, informative and humorous. Only into day four of her new role, Paula spoke about how she had found her new 'work home' with Bayleys and shared her opinion on how business and government need to work together post-election. Key insights were that businesses need stability over the next three years which she predicts the government will give, however she added a warning that this may not be exclusive of any increases in costs that businesses may face due to new government policy.

The night was wrapped up with tours of the beautiful new development while the sun set on a pink sky.







Rob Woolner

# Autex

Change at the top as Autex Industries ushers in a new era

A new era is being celebrated at one of New Zealand's privately-owned success stories: world-leading manufacturing business Autex Industries.

For more than 50 years the international company, which employs 320 people worldwide, has been owned by the family of co-founder David Robinson, along with the Cunningham family and a former employee. And, until now, it's been headed by a Robinson.

But that is all changing as Autex Group CEO Mark Robinson hands over the reins to Managing Director Rob Croot, a man who knows the business inside out and is almost family after devoting 19 years to Autex.

In his place, Rob is passing the mantle of Managing Director on to Sales Director Rob Woolner, another long-serving member of the team, who joined a decade ago.

Mark said: "I think it's fantastic, they are the next generation coming through. Both came into the business as salesmen and over their tenure they have grown into fine businessmen. My dad told me to surround yourself with really good, hard working, intelligent people and that's what Rob and Rob are.

"They also share the culture we have built, which is about

working together, working hard and putting everyone on the same level so decisions are based on expertise not rank. Rob and Rob will decide how they want it to grow, I just want to see it keep on enjoying success, with the development of new products while looking after the environment."

After 40 years in the business Mark wants to devote more of his time to the Vodafone Warriors - Autex took sole ownership last year - but he's staying on as Executive Chairman of Autex Group and will remain committed to the business.

Rob Croot said: "It's a handing over of the guard from Mark, but it's largely symbolic: he can't ever not be a part of the business. He provides a great balance to Rob and me, being the guy that will push and challenge us".

"He's led a successful family business that really cares about this country and building opportunities for the families that work here. We are conscious of making sure we continue that by manufacturing a lot of material here to support the New Zealand economy, and also look after the environment."

Autex still has its headquarters in Avondale, where it set up a spacious new factory back in 1969 before moving down the road two decades later, and from where it spreads its influence across the United States, Australia, the UK and beyond.



So what of the future? Both Robs are eager for the government to progress with a plan to re-open the borders and provide some certainty for businesses like theirs, but acknowledge the challenges.

Rob Woolner said: "This is the first time in seven years that I don't have a single flight in my diary. I've spent more time here working on the business than I ever have. That's had its advantages, but we deal with people and it's best to do that face-to-face."

Approximately 40% of the New Zealand sales revenue is generated from exports to Autex branches overseas. This includes interior thermal and acoustic insulation products for residential and commercial buildings.

Both men agree they want to become market leaders in their key export markets, create new opportunities and new markets, but with a narrower focus than in the past.

Rob Croot said: "Rob and I have restructured the focus of the business from being a broad export company dealing with 26 countries to focus on key markets. It's a fundamental shift from going into as many as we can to recognising that no-one sells our product better than we do and so we want to grow the business here in New Zealand, while we focus on key overseas markets".

"We proudly manufacture as much as we can in New Zealand to export. We had to shut down our operations during the Covid level four lockdown, which put enormous pressure across the group. We had also forked out a lot of cash for the Warriors, so it was a very difficult time for us. But we took advantage of the lockdown to plan the worst case financial scenario, then built on top of that."

Rob Woolner added: "We saw Covid as an opportunity to get our backyard in order. Now we've got some really significant projects on



Rob Croot and Mark Robinson

the go and large investment into digital assets. We're also passionate around people and culture, which is something Autex does really well, and so it's important how we support that and position ourselves to be successful for another 50 years."

As for the Warriors investment - Mark is a director and Rob Croot is club chairman - it's about the passion not the profit and they're in it for the long-term.

"We want to have a positive impact on the club and the game and deliver what our fans have always wanted, which is success for the club. The commercial gain for Autex is getting the brand out there and for our engaged customers we can provide opportunities you cannot buy," said Rob.

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# Piccolina

opens on Rosebank

**After much anticipation, Piccolina, a new café and eatery, has opened its doors on Rosebank Road. Owned by well-known restaurateurs, Auckland couple Aaron Carson and Francesca Mazza, the spacious café is a welcome addition to the neighbourhood.**

Aaron and Francesca are well known for their cafes – they are responsible for Little Sister (on Central Park Drive), Sugar at Chelsea Bay, Major Tom (in Albany) and Barbarinos Spaghetteria (in Avondale) to name but a few. Some of you may also remember their very first café, Salvation, in Avondale.

Having raised three children in the area, the Rosebank Road site resonated well with the couple.

“The space was great, with lots of large areas, including a takeaway window. We knew straight away the space had potential,” said Aaron. “We have a history with Avondale, too. We love the diversity of

Rosebank Road.”

A large, warm space has been created with an appealing aesthetic. The couple is well known for adding fun and charm to the interiors of their eateries.



A takeaway window at a café is not something seen at cafes in Auckland so having premium coffee and food available for those driving through is an added bonus. Customers can go online and select from the menu ahead of time at [piccolina.co.nz](http://piccolina.co.nz) and then click and collect their coffee or meal at the drive through. The takeaway menu has many options from eggs benedict for breakfast to burgers for lunch. For those wanting a cake for a special occasion, these can also be ordered online. Cakes come in 15, 22 and 27 centimetre sizes, making them ideal for small or large occasions. Catering for your office or next event is also available and



**We are big on  
freshness and  
are not a chain.**

again, this menu can be viewed, ordered online and collected at the Piccolina drive through.

Aaron describes Piccolina as a deli, eatery and bakery. There are options for those wanting to come in quickly and get great food, and for customers who want to sit for longer and have a coffee or a meal.

"We are big on freshness and are not a chain," says Aaron. "When we create a café, we like it to reflect the geographical and cultural surroundings of the place."

Francesca is one of the country's leading patisserie chefs and we know from the couple's other cafes, the food she creates for the menu is outstanding.

With the couple's Italian restaurant, Barbarinos Spaghetteria close by, Piccolina will also have a range of Italian take home dinners available. We hear the lasagne and eggplant parmigiana are particularly good.

From November 7th 2020, Piccolina will be open on weekends.

Stop by today and give Piccolina a go - you will not be disappointed.



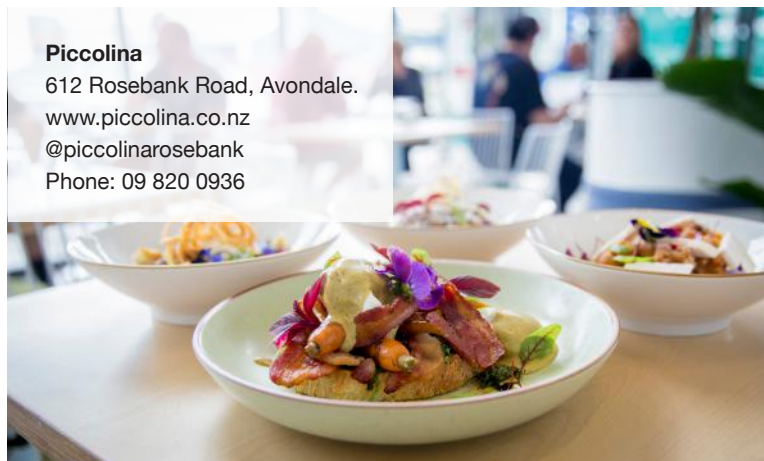
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# Avondale Race Course

Property Rights Extinguished - Opinion by John Subritzky

**Is this the deal of the century? The government enables the racing industry to ask the Avondale Jockey Club (AJC) to hand over the Avondale Racecourse - which is the club's private property - to the industry body. The racing industry can then sell the land and pocket the estimated \$300 million. The AJC gets...nothing. That is one sweet deal for one of them.**

The 120-year history of the racecourse includes being used as a training camp for troops in both World Wars. It was also briefly used to intern Japanese POWs after the Featherston uprising in WWII.

The winds of change are blowing through the derelict old public stand at Avondale Racecourse. The beleaguered Avondale Jockey Club is in a David and Goliath battle for survival. The AJC is an incorporated society with about 250 mainly older members. A good race day sees about 400 people at the course. In recent years the club has struggled to produce an annual cash surplus, but now the existence of the club is under threat because they own about 30 hectares of prime Auckland real estate; the land could be worth \$300 million and has no significant debt or encumbrances.

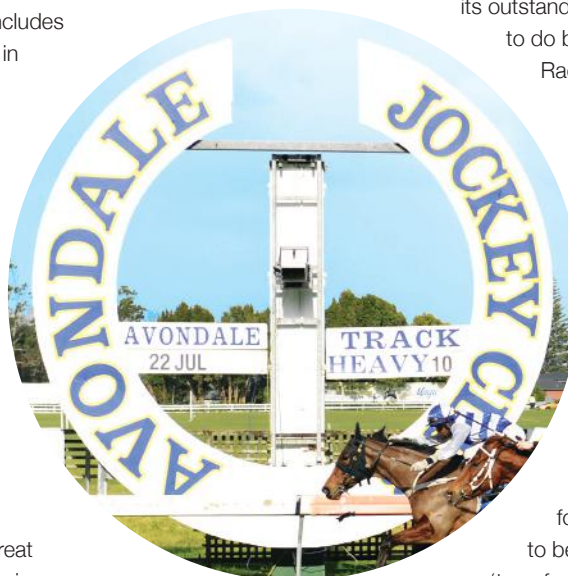
Since their first race day meeting on Saturday 26 April 1890, the club has overcome many difficulties, but now a plan has been produced from the highest levels of government to take their assets without compensation.

The 2018 Messara Report proposed radical changes. Patronage

at racecourses is in free fall and racing is facing strong competition from overseas sports betting. The NZ racing industry is already undergoing huge structural reform and in May it was bailed out by the government with a \$72.5m emergency rescue package. Most of this was needed to pull the Racing Industry Transition Agency (RITA), which operates the TAB, back from imminent insolvency. "Of the immediate grant, \$26 million will be used by RITA to pay its outstanding supplier bill, which it hasn't been able to do because of strangled revenue," Minister of Racing, Winston Peters said at the time.

The Racing Industry Bill was passed by parliament and came into effect on 1 August - symbolically, every racehorse's birthday. A significant part of the bill deals with how to take over assets from about fifteen racecourses nationwide that are deemed to be surplus to industry needs. The mainly provincial tracks have minimal capital value, but Avondale is the massive exception.

The racing reforms will be mainly paid for by declaring Avondale racecourse to be surplus and sold, with the proceeds 'transferred' to the racing industry. The AJC, the Avondale community, and West Auckland are expected to cover the cost of nationwide reforms that will benefit even the well-off clubs like Ellerslie and Cambridge. The result for Avondale is the loss of 30 hectares of open green space, over twelve sports fields, and the venue for the iconic Avondale Sunday markets. The Whau Ward already has one of the lowest ratios of green space of any ward in the city.





AJC has plans for the future redevelopment of the racecourse. Image: John Subritzky

A select committee reviewed the bill and there was significant concern expressed about the provisions for asset transfers. Several specific protections would require the Minister to consider whether there are special circumstances regarding the use of the surplus venue by the community, including not-for-profit use and historic donations of land made to the venue by the community. It is doubtful that any of the nine proposed conditions apply to Avondale. If agreement is not reached, then a reviewer can be appointed to go through the issues. Failing agreement, then an Order in Council can be made, taking the assets.

Another criterion for club dissolution and transfer of assets to the racing industry is that the club is deemed to be no longer racing by not holding a race day for two years. The irony is that clubs who wish to race were being denied race days in

the current season calendar by RITA. How can a club stay active if it is not allowed to host races? Along with fifteen other clubs, Avondale had been excluded from the calendar. In a surprising about face, the RITA granted Avondale JC five more race days while industry restructuring proposals are advanced further.

The AJC had already felt like the unwanted relative after previous discrimination. They have fought industry attempts to close the track since around 2000. The lucrative weekend profit sharing race days were taken away and AJC was left with the minor midweek races that are only capable of breaking even. Their seasons were progressively shortened. Fixtures were reduced from fifteen race days in 2015 to twelve race days in the following two seasons. Then down to only nine race days a year. For the new racing season - 2020/21- the club has been allowed five events - an all-time low for a city track under the NZ Thoroughbred Racing funding model.

It is mindboggling that 180 years after the Treaty of Waitangi was signed, that now in 2020 there is a brand new law enabling private property to be acquired with no compensation by the Crown on behalf of a government-regulated sporting code. New Zealand has spent three decades working through trying to redress other historic injustices so why create new ones where private property rights may be extinguished and racing clubs live in fear of confiscation?

At Auckland Council level, the property arm, Panuku Development, has been

foreshadowing the conversion of the racecourse into higher density housing. Panuku's Avondale Town Centre Regeneration plan 2017 looked at the AJC site's strategic value for a quality master planned development. A specific proposal was that connections to Avondale would be created to future proof access should that area need to be developed.

Or Tracy Mulholland, Whau Ward, has championed the development of a Council pool and recreation centre in the area. Last term, \$105 million was provisioned for this over the next decade. Acquiring part of the racecourse land would be an ideal opportunity to lock this project in as part of the Avondale Town Centre Redevelopment and AJC is said to be open to facilitating a piece of land for an aquatic centre adjacent to Avondale town centre.

With the likely changes to the racecourse there could be positives for the racing industry and for the ongoing redevelopment of Avondale, but at what cost to the AJC and local people?

**The winds of change are blowing through the derelict old public stand at Avondale Racecourse.**



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# Ray White Avondale

Lifting the roof on the housing market

**Andy Yang and Yudi Zhao are multi award winning Real Estate agents. They met at a Ray White programme called "Next Leader" where one salesperson is picked from each office to be a potential franchise owner. Who knew that ten years later they would come back together to join forces in the next step in their careers to establish Ray White Avondale?**

Between the two of them they have a wealth of experience, Andy comes from a quantity surveyor and project marketing background which is backed with a business degree majoring in marketing. With his extensive residential knowledge and Yudi's main focus being community based real estate, the pair believe they have what it takes to do well.

Andy says that the reason they picked Avondale as their new base location was because "It was a no brainer - we were looking for office space that was central

and close to the motorway so we can have easy access throughout Auckland to easily manage our clients listings".



Ray White Avondale is looking to target residential properties, projects, and subdivisions. Andy has past experience working on many large development

projects. These projects would see Andy acting as a representative for his clients by going to the worksite, meeting with the engineer, and overseeing each project.

With the move to their Rosebank Road premises at the start of February 2020, Ray White Avondale has grown from a staff of two, to over 10 agents.

When covid disrupted the set up with all auctions and open homes being cancelled quick thinking was called for and Andy responded by setting up meetings with clients, and training for new staff online using Google Suite, Campaign Track, Auctions Live and My Desktop, which was both resourceful and flexible, enabling their technology savvy sales representatives to work remotely from home and allowing business to continue. Auctions Live has enabled Ray White Avondale to hold auctions online to prevent potential future disruptions.

Both Andy and Yudi believe in giving back to the community. Andy has been involved in hosting numerous Sport competitions and was awarded a North Shore Rodney Area Community Award and Yudi has sponsored local schools. Ray White is also a proud Sponsor of the Ronald McDonald House Charity.

Ray White Avondale has been crafted to include the trust and belief in the Ray White systems and appreciation of the Ray White brand image that has been instilled in both Andy and Yudi from day one. With their motivation and drive it isn't hard to get enthusiastic and Ray White Avondale welcome anybody who think they are a natural salesperson to come along and chat to them.

The company offers lots of support, encouragement, and systematic training but does emphasize that the process includes long hours and a dedicated work ethic rather than luck.

Ray White Avondale has a strong focus on putting their client's interest first and their top aim is to provide excellent customer service.

Ray White Nationwide are running a promotional special for the month of November and on top of that Ray White Avondale will also add an extra package offer to all Rosebank Business Association members and their families.

For more information you can contact

**Andy on 021 350 488**

**[andy.yang@raywhite.com](mailto:andy.yang@raywhite.com)**

or alternatively

**Yudi on 021 669 518**

**[yudi.zhao@raywhite.com](mailto:yudi.zhao@raywhite.com)**



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New Times Real Estate Ltd (REAA 2008)



# Sustainability



REDUCE



REUSE



RECYCLE



BIODEGRADABLE



COMPOSTABLE



RECYCLABLE



André Hendriks  
Off The Wall Marketing

## Why recyclable is important

The corona outbreak has reduced the demand for plastics in the automotive, consumer and construction sectors says recyclers. But even before the corona crisis the situation was already dire because of low oil prices. Plastic is made from oil so when the price of oil is low, the price of new plastic is also low.

Major manufacturers say that there are disadvantages to processing recycled plastic, such as smell, colour and

quality, and it is more expensive. Unfortunately, because of this company's still often opt for the cheaper new plastic. If there is no economic advantage to recycling, then the market is doing its job. However, thankfully we still see many companies within New Zealand who see the bigger picture and strongly believe in recycling and using this opportunity to make new products from our waste.

The difference between recycle and recyclable is that when a product is recycled, it can be made into something different or moves on to another stage in life. With recyclable you are using the material again, with the purpose of creating new products made from the same material, without sourcing raw material.

Plastic that softens during warm temperatures and stays hard in the cold (also called thermoplastic) is easier to recycle because you can deform it if you make it hot enough. PET (Polyethylene terephthalate) is used for many different bottles, containers, garments and carpet fibers. HDPE (high density polyethylene) is also included in this. It can also be used for bottles, but also in packaging and products such as containers and fuel tanks. Whereas a few years ago the recycled plastics were mostly dumped or incinerated and recycling was mostly used in a low-grade manner, it is now used in a high-quality way, for example in the automotive industry. We must permanently reduce the use of primary raw materials by taking recycling to the next stage.

## Why are we still producing new plastic when recycled plastic can be reused?

When most types of plastic are shredded, melted and processed during mechanical recycling, they deteriorate in quality. Plastic is

a big long molecule, and if it is chopped into smaller pieces, or oxidized and chemically altered as a result, the properties will no longer be the same. Normally, plastic can only be mechanically recycled a few times before it is broken down too much to be reused. In addition, you have to take into account pollution. The dyes and additives used in the production of plastic do not dissolve during mechanical recycling. This also applies to possible residues of goods stored in plastic packaging. The recycled material can turn black or grey and can also retain the smell of the product that was in the plastic packaging, making it difficult to reuse.

We are pleased that a company called Forward Plastics takes great pride and passion in recycling plastic again into

new products. Their philosophy is to close the loop by using PCR - Post-Consumer Recycled Plastic.

What this means is that plastics which have been collected in commercial and residential recycling programmes, are transformed into new plastic bottles or containers without using raw material. A great example of how they are using this are all the plastic bottles for Will&Able. Will&Able is a Social Enterprise with the focus to create jobs for people with disabilities.

They sell NZ made, eco-friendly cleaning products, all packed in bottles made from 100% recycled NZ milk bottles. They also have a closed loop initiative in which customers can send back used bottles which are then returned to Forward Plastics to be grinded back down and made into new bottles. They are also looking into a reuse model where they can wash returned used bottles to be cleaned and refilled.

The beauty behind this story is that all profits go directly back to creating more jobs for people with disabilities. To help support their environmental and social initiatives and closed loop solution, or find out more about them check out their website <https://willandable.co.nz/>

Feel free to call if you like to know more about us.

***As a marketing company, Off The Wall Marketing aims to play a proactive and leading role in the use of sustainable and renewable products in advertising and packaging. We have the passion and expertise to advise other businesses in becoming more sustainable.***

**Andre Hendriks, 021 073 4711  
[www.offthewallmarketing.co.nz](http://www.offthewallmarketing.co.nz)  
[info@offthewallmarketing.co.nz](mailto:info@offthewallmarketing.co.nz)**

**Major manufacturers say that there are disadvantages to processing recycled plastic.**





Kevin Graham  
Friendlypak

# It makes sense to use compostable packaging

**Concerned about waste?**... of the 35 OECD countries, NZ is the worst in terms of waste. In 2016 NZ was the 10th worst out of 160 countries, 3.7kg of waste/capita/day compared to a world average of 0.64kg. According to the Global Footprint Network (2019), our earth's resources used by humanity and the waste it needs to absorb is equivalent to 1.7x its capacity.

Why do we still only 'recycle' less than 20% of our waste in NZ? There is a reason.

- Food scraps are contaminated with packaging so can't be composted.
- Packaging is contaminated with food so can't be recycled.
- Therefore, it all ends up as landfill.

**It makes sense then to use compostable packaging** so both food and packaging can be composted together. Returning to the earth from where it came, a cycle, where we unmake what we make. This is part of the inspiration behind Friendlypak, making zero-waste possible.

**There is hope...** Friendlypak has the most extensive range of compostable products in NZ, solving the waste, litter and pollution caused by packaging. **Convenience without guilt, with products guaranteed not to last.**

Many businesses see 'Sustainability' as an unaffordable cost.

However, in reality if sustainability is not an integral part of business, then the business itself is not 'sustainable'.

Traditionally humanity has used an unsustainable 'Linear' system that 'takes, uses and dumps'.

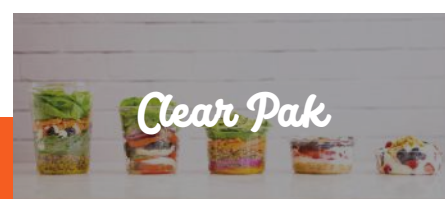
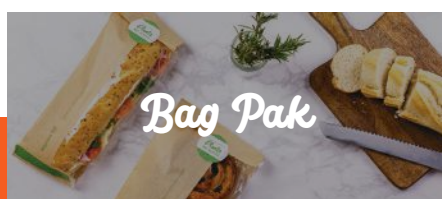
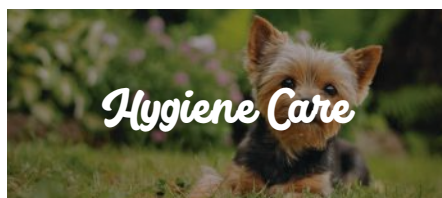
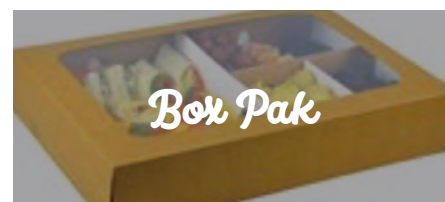
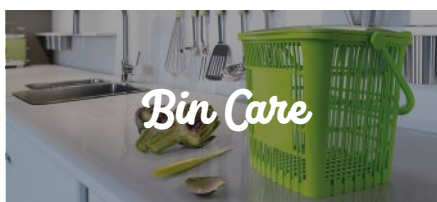
This model takes from the environment without respect for nature, then uses or exploits and dumps, without consideration of the consequences, depleting resources and polluting the very source of our gain. A sustainable approach uses a cycle, where we take renewable resources, use intelligent design to make products fit for purpose, then after use return them to the environment from where they came. This is referred to as a 'Circular Economy', where we unmake what we make.

Progressive businesses are not just sustainable but also embrace "Triple Bottom Line Accountability" where they are financially, socially and environmentally responsible. The bottom line financials are no longer the only measure; they take responsibility for all three areas, People, Profit and Planet.

Beyond recycling - **All Friendlypak products are compostable**, with exception to the bin systems, which are functionally meant to last. These collection and waste-separation systems are proven to support food, recycling, litter and landfill rescue.

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# Nasty Little Critters

## Pests are not going to go away unless we act together!

The Whau River Catchment Trust is focused on restoring the Whau River and the wildlife within the catchment. This includes restoring the reserves and green spaces surrounding Rosebank Peninsula.

Our aim is to restore the native plants and provide a better habitat for our native animals, but in order for native species to become established and survive, the invasive weeds and animal pests need to be removed. There is no other way around it and any action to remove these invasive species is not a quick fix. It may seem unachievable to the many people working on the Rosebank Peninsula who see the massive amount of weeds and animal pests. Why bother trying to control pests while other businesses are not? All the weeds and animal pests from an uncontrolled area will flourish and spread into areas where people are trying very hard to control them. It may seem like a battle not worth fighting for, unless we all work together. The Whau River Catchment Trust are willing to support any businesses interested in fighting that battle. Some businesses are already assisting with our pest control mission, however, some is not enough. We need your participation whether it be big or small.

It is hard to imagine that it is possible to be pest free. We do not expect it to be fully pest free, but we want to get the weeds and animal pests down to a manageable number. That way they will be easy to control and prevent further invasion of conservation areas. The outcome would be amazing if we all can work together. Not only would the native plants and animals have a place to thrive,

but it would be visually pleasing and provide a restful place for employees of businesses in the area to visit.



Would you like to take a place at the table and help reduce pest plant and animal numbers?



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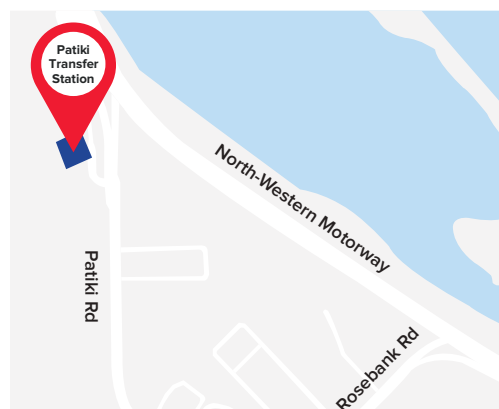
- Large commercial sites
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# Kim's Corner

**Kim Watts** RBA Membership Manager

Phone: 021 639 509, [kim@rosebankbusiness.co.nz](mailto:kim@rosebankbusiness.co.nz)



Good ol' blood, sweat and tears come to mind when physical activity is applied.

Regal Beloit NZ Ltd joined forces with university students from AUT, the RBA, Healthy Families and The Whau River Catchment Trust to help with the ongoing restoration of council land bordering the Whau River. Students from AUT have been working on a project to run in conjunction with "World Habitat Day" which happened to coincide with

Regal Beloit offering to help with an environmental event.

The combined group comprised of 16 people who ascended at the back of the TCI New Zealand premises on Friday the 9th October with wheelbarrows, shovels and buckets on hand with one thing on their mind - to get the job done. For an hour and a half mulch was transported from a drop off point to an area of established plantings where it was carefully distributed around the plants and their surroundings. The targeted area looks fantastic and everyone involved must be commended for a job well done.

Apart from getting my hands dirty with Regal Beloit I also had the pleasure of accompanying Justin and Shaun from TWR Media as they visited the six winners of our "One-minute business promotion video". This is a wonderful opportunity for local businesses to promote who and what

they do to the wider community and potential customers.

First stop was Direct Office Products Depot where Tanya Hanrahan informed us that the company is not just about pens and pencils but also about people. Then it was off to Lighting Supply to visit Annelise where we discovered that they also manufacture. Next stop was Maureen at Balustrading Concepts Ltd to chat about all your fence and gate needs before heading off to see Hamish at Fullworks International who offer a "pick, pack and dispatch" service. Last stop of the day was Jump who just so happened to have Green Bay High School attending a session. General Manager Joy Laurie pointed out that if you make exercise fun then kids don't realise they are doing it. We didn't manage to get to Life Health Foods which will be done at a later date. It was so much fun to get to see how our businesses tick. **View their one-minute videos yourself on our facebook page - @rosebankbusiness**



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# Member Profiles

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

## Red Cross First Aid

### Best FOR business

Most Kiwis don't realise that Red Cross is a clear number one in first aid - they train over 15 million people around the world every year!

However, they found their international reputation as 'the best in the business' did not mean much to their Kiwi clients. Not surprisingly, their focus is usually squarely on meeting their first aid compliance obligations as easily, quickly, and cost-effectively as they possible can.

Who could blame them?

Not us. That's why, not too long ago, New Zealand Red Cross made the decision to widen their aim from being 'the best IN the business' to also being 'the best FOR business'. They set out and conducted a full review of what great first aid training and products would look like for their business clients - of all sizes - and then transformed their organisation from the ground up.

In just a short year or two they have now created an app and online training options (saving your staff time away from work), implemented large new corporate discounts, grown their product line into the widest range of first aid kits in the country, and even launched an innovative defibrillator rental scheme.

And they're only getting started.

In Auckland, Red Cross have added first aid training centres across the city giving them locations in Newmarket, Manukau and Pukekohe, as well as a brand-new facility in Albany, and their local centre here in Henderson. Nationally, they have grown to over 150 training locations.

If you've never worked with Red Cross First Aid before, or you like the sound of a first aid provider being 'best FOR YOUR business', they would love the chance to show you what they can do for you.

Contact Anja van Polanen Petel at [anja@redcross.org.nz](mailto:anja@redcross.org.nz) or Phone: 027 297 9116.



Red Cross  
Anja van Polanen Petel  
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## TNL International

TNL International is a kiwi owned and operated business who specialise in global logistics with offices throughout both New Zealand and Australia. Their core business includes handling of commercial import and export, air and sea, project cargo, customs clearance and a division that specializes in yachting and marine transport. They are part of the TNL Logistics Group of companies which include iconic kiwi transport brands like Hooker Pacific Transport, TNL Freightling and MOVE Logistics, along with other well-known transport names such as; the NZL Group, Tranzcarr Heavy Haulage and Machinery Movers.

TNL International is an IATA licensed Cargo Agent who has sea and airfreight contracts with all major shipping lines and airlines. TNL International's customers are given options to view their cargos movement, with either online web tracking or by receiving regular updates sent directly to them by their customer care representative.

The company provides competitive pricing and quotations which are normally received within 24 hours from their enthusiastic sales team. With a highly qualified freight forwarding and customs brokerage team, a wealth of specialized knowledge is available to the customer along with an experienced customer services operator who will proactively look after your shipment from the time of booking through to final delivery.

TNL International is also part of a world-wide agency network which has grown significantly over the last decade. Included in this network is GAC who have over 10,000 professional freight personnel, and who TNL International represent in New Zealand and Australia.

TNL International understand that "not one size fits all" and will tailor a solution to meet your requirements. If you have a locked-in cargo readiness date you may want to try the spot rate market. TNL International will find the shipping lines that are looking to fill slots and get back to you with their special rate offer.

For more information contact Andrew Court at [andrew.court@tnlintl.com](mailto:andrew.court@tnlintl.com)

TNL International  
Phone: 09 275 4401  
Level 1, 47 Richard Pearse Drive, Airport Oaks  
[www.tnlintl.com](http://www.tnlintl.com)



## BMS-IT

BMS-IT Limited (BMS) are a service provider for the management and resale of redundant and ex lease IT.

BMS is a family owned business which was started seven years ago by Steve and Claire Westcott Jones. Steve comes from an asset leasing background and through his knowledge and experience has developed a business providing asset management services to assist companies to manage their IT fleet and book valuations.

The business has expanded on its range of services to lease companies, corporates and SME's to include:

- Remarketing (Resale of used desktops, laptops, LCD's, Servers, SANS etc)
- Certified Hard Drive Data Erasure
- Decommissioning
- IT Asset Valuations for liquidations, fixed asset registers and sale and lease backs
- Logistics and Project Management

In September 2015 BMS-IT moved their operation to Timothy Place and saw this move as an opportunity to expand their network to support the Rosebank Business Community.

The team of 19 are passionate and dedicated to providing first class services to their clients. They have invested in market leading software and hardware to perform certified and guaranteed hard drive data erasure. Steve says, "Protecting your company's intellectual property is so important".

All assets types can be processed with an ethical disposal solution provided should an asset hold no value. The companies' unique point of difference is "we listen to what a customer wants rather than tell them what we do: that way we can tailor a solution to each specific requirement. A lot of businesses don't like the hassle or drain on resources it takes to manage redundant IT, we take that hassle away. We can collect the asset, provide a report of all assets received and perform data erasure - nine times out of 10 we return a monetary value back for the asset."

Steve was asked what the key to their success is, "Working with integrity and transparency with our clients. We strive for continuous improvement to ensure we deliver our services effectively and efficiently, delivering the best value for our clients".



BMS-IT  
35 Timothy Place, Avondale, Auckland 1026  
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# Business Nuts & Bolts

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## Unleashing the potential of SMEs

97 percent of NZ businesses are classified as small to medium enterprises (SMEs), employing 29% of NZ employees and generating 28% of NZ's GDP. When they thrive, the economy thrives and when they suffer, the economy suffers. And many are suffering now. In Auckland, Xero Small Business Insights show that revenue fell by 4.4% year-on-year in August when we had the second Alert Level 3 lockdown.

Previous economic downturns have shown that the winners will be those that respond to the disruption with smarter use of technology to become more agile and adaptable. But we need to be adopting technology beyond mastering Zoom/Teams, websites and e-commerce.

In June, IBM partnered with pre-eminent thought leaders in the Trans-Tasman Business Circle to discuss how the world could work in a post-Covid-19 environment. The conversation focussed on how we could unlock the productivity of our SMEs to help drive our economic recovery.

They all agreed that greater adoption of digital technology was the best path to boost productivity.

During the level four lockdown in March and April, we saw thousands and thousands of staff being quickly set up with digital solutions that allowed them to work from home and many businesses rapidly set up e-commerce operations.

Normally, projects like this would take at least six months, but were

delivered in a matter of a few weeks, or even days. But despite this advancement, many SMEs are only partway through their journey of digital enablement. They need to move beyond Zoom, websites and e-commerce towards the broader benefits digital enablement can bring. They also need to address the lack of technology coordination - with finance, operational, sales and marketing processes and systems not fully aligned or existing in silos.

Digital transformation can help SMEs improve connectivity, work smarter, access better tools, improve data quality, connect with customers and suppliers, enable staff to be more mobile, and free up time to focus on the important things. Better, faster decision making is a key essential to allow businesses to respond quickly to change.

### How to embrace digital transformation

Digital transformation is no longer an option, it's a matter of survival according to Daniel-Zoe Jimenez, from International Data Corporation (IDC) Asia/Pacific. This crisis has not only brought about new challenges to be agile and adaptable, but it has also intensified existing inefficiencies. Those organisations that see the crisis as an opportunity to transform and accelerate the digitalisation of their businesses will emerge stronger and more relevant in the future."

The Regional Business Partner Network Covid-19 Business Support offered up to \$5,000 of fully funded services, but this funding has been fully allocated in the Auckland region. However, the Capability Development fund still offers eligible businesses up to a 50% subsidy for business training and coaching services in a number of areas including Business Systems.

NZ's economic growth came from a growth in hours worked, with low growth in labour productivity. It is time to use technology to work smarter, faster and more efficiently.



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Nick Stanley, MyHR

**If you want happy, motivated employees, adding perks and benefits to an already awesome workplace really is the icing on the cake.**

## Keeping remote workers healthy and happy

With the changes and disruption caused by COVID-19, remote work has become increasingly important to many businesses.

It sounds great on paper. The company stays productive while workers keep their jobs and get an income (while possibly still in their pyjamas). But working remotely is quite new for a lot of people and it presents some real challenges.

One major challenge is managing and maintaining employee health and wellbeing, which is vital to a successful business. Healthy, happy staff are more productive, with far more energy to invest in their job, while stressed or sick employees are more likely to produce lower quality work, miss deadlines, and are more vulnerable to burnout.

Remote workers are especially prone to not switching off from work, they can suffer from loneliness, and have problems communicating and collaborating with other team members.

Add in the disruptive effects of ongoing uncertainty and restrictions, and employee health can nosedive. Stress levels rise, which can trigger unhealthy responses and lead to mental health issues.

So, what are the best strategies for helping your employees stay healthy, engaged, and motivated when they are working away from the office? Let's take a closer look.

### 1. Allow time off

While it's tempting to think someone answering emails at all hours is a top worker, it could be a sign they're struggling to draw

healthy work-life boundaries, which, left unchecked, can lead to fatigue and burnout.

The business should proactively keep an eye on team members' hours and make sure their right to lunches, evenings, and weekends off is respected.

Time-tracking tools and project management software will make it easy to ensure work-from-home staff are taking the necessary time off, while also providing structure, keeping employees connected and productive, so tasks and projects can be completed as they should be.

### 2. Check-in regularly

Without the workplace norms of scheduled start and end times, meetings and catch-ups, remote workers can feel isolated.

Managers should schedule regular check-ins with employees to let them know they're supported - whether they want to discuss work things, childcare, or any health concerns.

Regular check-ins give both parties the opportunity to speak more candidly and honestly. If you're an employer or manager, be as sympathetic as possible. This is also an opportunity for employees to discuss issues or hurdles, something that's vital when they're at home and not in daily contact with colleagues and leaders. Give them a platform to do this.

### 3. Provide extra perks

If you want happy, motivated employees, adding perks and benefits to an already awesome workplace really is the icing on the cake.

Offering perks above and beyond what's expected shows employees you are truly invested in their wellbeing, and that you're not just doing the bare minimum.

When it comes to perks for people working remotely, things like sending surprise food packages could really put a smile on their faces. You could also consider extra time off (e.g. days off for birthdays), training opportunities, healthcare or other reward programmes, vouchers, or domestic help.

## KEEP IT SIMPLE – PRACTICAL IMMIGRATION ADVICE FOR EMPLOYERS



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**The most important function of a constitution is that it amends the standard provisions that are implied by virtue of the Companies Act.**

## Company Constitutions

**What is a constitution?**

**A constitution is a public document (i.e. it must be filed, uploaded and displayed on the Companies Office website) containing specific rules about how your company is to be run.**

**A constitution can be registered at any time after incorporation but we recommend that you have a constitution drafted and filed when you are first incorporating any new company. A constitution sets out specific rules which govern the company itself, the board and each director and shareholder of your company.**

Examples of what a constitution can include are:

- requirements for the appointment and removal of directors;
- recording the number of directors that need to sign any documents which bind the company; and
- details of any rights that must be observed by the shareholders before selling or transferring their shares. These rights are called pre-emptive rights.

### **Why do you need a constitution?**

A constitution is not a compulsory document. If you do not have one, the provisions of the Companies Act 1993 ("the Act") apply to and govern your company. However, you may not want these clauses to apply. It is not a one size fits all legislation.

The most important function of a constitution is that it amends the standard provisions that are implied by virtue of the Companies Act. For example, a public company listed on the stock exchange

will need a different constitution to that of a small private company with only two or three shareholders.

### **How does a constitution fit with a shareholders agreement?**

The reason why you need a shareholders agreement as well as a constitution is because a shareholders agreement is a private document containing the specific and detailed agreement between the shareholders of a company, as opposed to the generic details contained in a constitution.

A shareholders agreement, for example, sets out the financial structure of a company, the responsibilities of working directors and how shareholders can exit the company. These matters are not covered in a constitution. Shareholders agreements can have more specific details of the shares and the shareholders of the company, particularly in regards to the finances and funding of the company. For example, it can record exactly how much start-up capital was put into the company by the shareholders.

Even if your company has a shareholders agreement, it may still need a constitution as well.

To discuss your company's situation with a skilled commercial lawyer and whether or not a constitution is required for you, please contact:

**Peter Smith on 09 837 6882  
or email: [peter.smith@smithpartners.co.nz](mailto:peter.smith@smithpartners.co.nz)**



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Aaron Martin  
NZ Immigration Law

## Change, change and more change

Since border closure we've had over 40 different changes in the policies that govern entry to New Zealand.

There has been some welcome change: Immigration abandoned the use of the ANZSCO to determine the duration of work visas. We have a simpler determining factor - pay rate. This is part of the restructure of the work Visa system that will come into place in 2021.

If the position is paid above \$25.50 an hour, the work Visa will be issued for a three-year duration.

Those paid less than that will only receive a six-month work Visa. Prior to Covid -19, they would have received a 12 month visa.

That ability to only secure a six-month visa for people paid below \$25.50 an hour will remain in place until January 2022.

Labour market testing is paramount. An employer must demonstrate a genuine attempt to recruit from the local labour market. With the increased level of unemployment Immigration New Zealand is taking much stricter approach on this.

It is natural for employers to favour existing employees. They are a known quantity; a loyal hard-working employee familiar with the business and its operation. That is not a relevant consideration for Immigration New Zealand. Their instruction from Government is clear - address the unemployment problem by declining work visa applications where it considers New Zealanders are "available" to do the work.

Employer's recruitment process will be rigorously examined. That will include a detailed analysis of the wording used in advertising to see if it favoured the work visa applicant. They will demand a detailed, considered explanation of why local candidates were not considered suitable for the position. Vague, generic reasons such

as "not a good fit" or "insufficient experience" won't be accepted. Expect Immigration New Zealand to ask for the CVs of those who applied - and don't think referencing the Privacy Act will avoid that.

### Things to watch out for in the coming 18 months

In 2021 it will become mandatory for all employers to be accredited by Immigration New Zealand if they want to support a work visa application. If your business doesn't do it - don't expect to be able to hire people from offshore regardless of your business' need.

Don't whine about it being "more Labour Government bureaucracy" - this was started by a National government.

Employers will need high work place policies and practices in the HR space; current IEA's, a commitment to the recruitment of locals; a commitment to training of local staff with readily transferable skills (not just training to do their job).

With 62,000 employers supporting work Visa applications in the past, this is going to create a massive queue of applications for an organisation that can't handle its existing workload. Employers are already facing a two-year waits on employee's residence cases. Imagine the chaos your business will face if recruitment is placed on hold waiting for Immigration New Zealand to process the accreditation status application!

Some will say don't do it until the border reopens. Short sighted strategy in business will cost you. Border opening for skilled workers is likely to come sooner than most expect. The number of New Zealanders returning has dropped, the urgent need for critical health workers for our Covid response is no longer relevant. That allows the border to be reopened for work Visa applicants. Recent utterances from the PM around bringing skilled people to New Zealand and hints of dedicating a proportion of the manage isolation facilities to work visa holders will likely become border control policy.

### Our advice for the next six months:

- If you are seeking to support a work visa application for an existing employee obtain some guidance around the advertising, and the presentation of your case as an employer for the retention and ongoing employment of an employee who needs a work visa.
- Get ready for accreditation status.
- Give some serious thought to obtaining accreditation status under the current regime so you can get that locked in for the next two years and transitioned into the new system rather than getting stuck in a very long queue.








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