

Round about.

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Rich Rigging

Heavy Lifters

Before Now

John Bailey and Stephen
Bambury exhibition

The Rosebank

Business Challenge



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Cover: Murray Rich, Owner of Rich Rigging



With thanks to our partners ...



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From My Perspective

RBA CEO **Mike Gibson** gives his perspective



Mike Gibson,
RBA CEO

Who is being held to ransom?

Not any specific category of business or size of business, it's all businesses, irrespective of size. Let's start with those who employ 35 FTE's or more. In 2021 former highway robber Dick Turpin in the guise of the minister in charge of allocation of sick leave, has held to ransom all businesses employing 35 or more employees and decided to give them each annually another 10 days sick leave. Accumulatively that is the equivalent of employing one person full time annually,

with no expectation of receiving any return other than "what a great boss we have".

Let's consider those in Rosebank in the export / Import sector. Rosebank businesses move annually over 60,000 40-foot equivalent containers in and out of Rosebank each year, or specifically 1200 each week.

Based on local intelligence, the average increase in cost, including demurrage, storage of goods, relocation of goods, new Ports of Auckland fees, lost sales, lost production capacity is more than many thousands of dollars. Now just imagine the plight when these same businesses are forced to absorb the sick leave payment equivalent of one employee's annual wage or salary.

Additionally, factor in an annual Auckland Council Rate increase of at least 5%, and an unknown annual Watercare rate increase.

Are you recording how much more time employees are taking to travel to work and back and what a debilitating effect this has on staff morale?

I sincerely hope that politicians from both Central and Local Government have holidayed well, for in my more than 50 years of being a taxpayer I have never

experienced so many murmurs around business uncertainty, job losses or fiscal difficulties for all across the board for every strata of the work force.

We seem to think we have dodged a Covid bullet by being perched at 23 degrees in the Southern Ocean. My message is "start saving your pennies," your bank may be thankful you did.

On a lighter note, dare I say, you will have your chance to come to the RBA annual Reserve Bank visit from Deputy Governor Geoff Bascand to be held in Rosebank (venue to be confirmed) on March 25th, 2021. This will be an integral part of a Rosebank first with the introduction of a wellbeing based business showcase titled "Money Works and How." This is a must see for all employers and employees interested in "Money Works and How" and the more interesting aspects of the financial services industry covering: Insurance Services, Business Loans, Home Mortgages and Home financial matters including Household Budgeting.

Watch for breaking news on naming rights, promotional booth opportunities and of course - Lunch with Deputy Governor Geoff Bascand.

Why in Rosebank? Because we care and we can do it by being Stronger Together.

Cheers and best wishes,
Mike Gibson.

KEEP IT SIMPLE – PRACTICAL IMMIGRATION ADVICE FOR EMPLOYERS



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FIND YOUR BUSINESS EDGE

0800 BUSINESS

Rosebank Advocates

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



The 'Auckland Freight Plan'

The Auckland freight plan, produced by Auckland Transport, identifies the critical challenges for freight movement in Auckland (desired outcomes and an action plan to achieve those outcomes).

<https://at.govt.nz/about-us/transport-plans-strategies/auckland-freight-plan/>

Dr Grant Hewison

Background

As Auckland's population continues to grow, so too does the demand for goods and services. However, it has become increasingly difficult to deliver goods to customers. Managing competing network demands with the safe, sustainable distribution of freight is a critical challenge for Auckland.

In 2017/18, 76.3 million tonnes of freight were moved within, to, from and through Auckland. Freight in Auckland is expected to grow substantially over the next 30 years, with total freight carried in the region projected to increase to 108 million tonnes by 2046, influenced by population growth as well as trends in import, export and manufacturing.

Freight is a key enabler of economic activity and fundamental to the liveability of a city. Given so much of the freight that comes into Auckland stays within Auckland, this needs to be a core areas of focus for Auckland Transport.

About the Auckland Freight Plan

The Auckland freight plan has been co-designed with Auckland Transport's partners (Auckland Council, Waka Kotahi NZ / Transport Agency) and key freight stakeholders, including Ministry of Transport, Kiwirail, Ports of Auckland, Auckland Airport, Automobile Association, National Road Carriers Association, Mainfreight and Road Transport Association NZ.

The freight plan identifies the critical challenges facing the freight transport system in Auckland: (a) operating in a safer way which promotes human health; (b) dealing with congestion and the impacts of growth; (c) competing road space demands; and (d) moving freight while minimising environmental impacts.

It then sets out the 6 desired outcomes for freight movement: (a) productivity - the importance of freight movement results in its movement being efficient; (b) Competitiveness - the full supply chain is cost effective and reliable; (c) safety and security - removing risk in moving freight; (d) sustainability - freight moves to a more environmentally friendly set of technologies; (e) acceptance - the needs of freight are considered in the planning system; and (f) smart freight - being innovative and customer focused.

To get to these outcomes, an action plan has been developed with Auckland Transport's partners and stakeholders with actions grouped around the following areas: (a) building freight knowledge - to have informed decision making; (b) stronger relationships - to build a more cohesive approach and better behaviour; (c) smarter freight movement - to identify areas of concern on the network and address these; (d) optimising loading and servicing - to improve the last mile issues; and (e) aligning freight and strategy - to incorporate freight into the transport planning system.

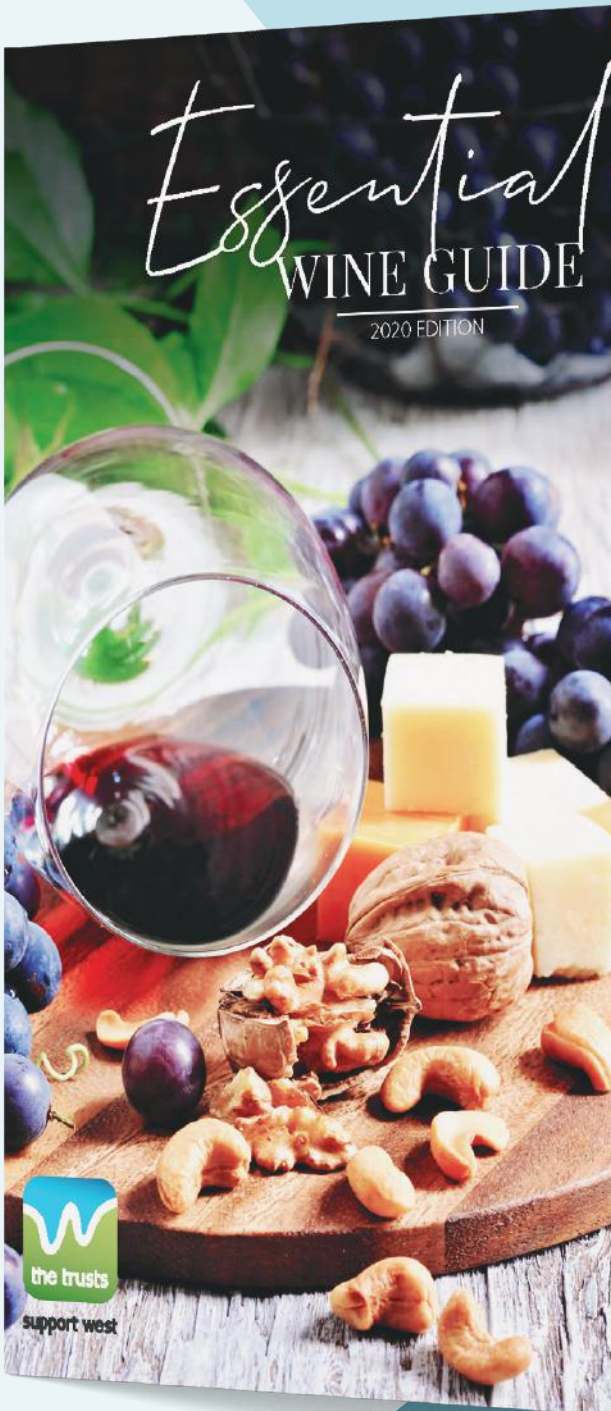
The strategic freight network

One of the core outputs of the freight plan is a refresh of the strategic freight network (SFN). The SFN represents the most critical roads in Auckland for the movement of freight and where freight should be considered a modal priority (though not necessarily the only priority).

The SFN has been designed to: (a) Link major areas of freight generation and attraction within the Auckland region, and to and from important locations outside the region; (b) minimise the impact of freight movement on the community; (d) provide roads and routes capable of accommodating the largest vehicles within normal legal limits; and (e) offer convenient and reliable travel for freight between key locations.

In addition to the strategic routes, the SFN map also identifies the overweight and over dimension routes in the Auckland road network, as well as core freight areas.

Rosebank and Patiki Roads are identified in the plan as A1 roads, which have the highest strategic value to freight movement, being arterials where efficient freight movements must be actively supported to maintain levels of service through active planning and design.



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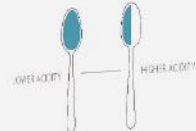
Characteristics of Wine

There are five characteristics that help define the profile of a wine: sweetness, acidity, tannin, alcohol and body.

SWEETNESS

Sweetness in wine is derived from residual sugar. Residual sugar is the leftover sweetness when not all the grape must is fermented into alcohol.

We don't like sweetness as much as we used to, so we're used to very sweet. It's good to know that a traditionally dry wine can contain up to half a teaspoon of sugar per glass.

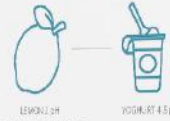


PERCEIVED SWEETNESS
At the same volume level, wines with lower acidity taste sweeter than wines with higher acidity.

ACIDITY

Acidity is the primary attribute that contributes to a wine's tartness and flavour. Most acids in wine come from grapes, including tartaric, malic and citric acid. Wines on the acid side of the pH scale, ranging from about 2.5-4.5 pH (2 is neutral).

One useful thing to know about acidity in wine is that, as grapes ripen, they become less acidic. This comes from a cooler climate where it's hard for grapes to ripen, which produces wines with higher acidity.



ACIDITY RANGE OF WINE
Wine ranges in acidity from 2.5 pH to 4.5 pH. A wine with a pH level of 3.5 is three times more acidic than one with a pH level of 4.

TANNIN

Tannin is a naturally occurring polyphenol found in plants. Tannin is unique to red wine, since white wines ferment without skins. In wine, tannin is not necessarily a flavour but a textural, astringent taste. Tannin comes from two sources: grape skins and seeds, and from new wood barrels. Tannin tannins in wine, focus on the texture on your tongue.

A higher tannin wine will remove proteins from your tongue, causing a drying and puckering sensation. This sensation is often described as 'grippy'. High tannin wines act as palate cleansers to rich, fatty meats, cheeses, and pasta dishes. This is why they are often served with food.

ALCOHOL

The alcohol in wine comes from yeast converting glucose (sugar) into ethanol. Alcohol may also be added to wine, which is called fortifying.

Alcohol plays an important role in wine aromatics. It's the vehicle by which aromatics travel from the surface of the wine to your nose. Alcohol also adds viscosity and body to wine. You can sense alcohol in the back of your throat as a burning sensation.

BODY

Body is not a scientific term, but a categorisation of style from light to bold. The four characteristics of sweetness, acidity, tannin and alcohol each affect how light or bold a wine will taste.



LIGHTER WINES
More acidity
Lower alcohol
Less tannin
Less sweet

BOLDER WINES
Less acidity
Higher alcohol
More tannin
Sweeter

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Rosebank Events

Find out about the latest **February/March RBA** Events.



RBA and MyHR present:
The changing employment landscape; New challenges in 2021

Rosebank Plus **MyHR**

Are you across what you need to know as an employer in 2021? New legislation and case law from 2020 will present a number of challenges this year.

Make sure you are up to speed on significant changes to employment law, which fundamentally change established norms in NZ employment relationships.

This practical, need-to-know session with Head of Advisory Sylvie Thrush Marsh, from employment experts MyHR, covers what employers will need to be across this year. This includes:

- The Triangular Employment Relationships Bill

- Pay Equity
- Increasing claims against businesses as a result of Covid-19 and how things were handled last year.
- MyHR research results on changes to the proportions of perm vs fixed-term vs casual employees, and what this means for businesses.

Date: 16th February 2021

Time: 7.45am to 9.30am

Venue: Browne Street Cafe, 50 Rosebank Road

RSVP: anouschka@rosebankbusiness.co.nz



Before Now
An Exhibition by Artists Stephen Bambury and John Bailey

Before Now is an exhibition of the work of two artists... John Bailey and Stephen Bambury. Stephen moved his Eden Terrace studio to Avondale about four years ago and his studio is the site for this exhibition. It draws on current and earlier artwork by these two artists and acknowledges that forty years ago (in 1980) they both had solo shows at the same gallery, the Peter Webb Gallery. It was there where much of the most advanced art practice of the time was exhibited.

Stephen and John are delighted to be able to bring this exhibition to you along with a Wine and Cheese evening.

Date: 10th March 2021

Time: 5pm to 7.00pm

Venue: Bambury Studio, 24a Saunders Place, Avondale

RSVP: anouschka@rosebankbusiness.co.nz

WHAT'S HAPPENING IN YOUR AREA



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SOLD

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December 2020
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SOLD

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LEASED

71C Patiki Road, Avondale
December 2020
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Get in touch today if you're interested in knowing more about the transactions in your area. Or simply call me to make your property the next one on this list - **027 610 3786**.

Max McCarthy

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SOLD

Unit D, 489 Rosebank Road
December 2020
360m² (more or less)

Call me anytime for a chat over coffee or a free appraisal on your property. I am in the area daily.

Meir Alfassi

M 021 221 0155

E meir.alfassi@barfoot.co.nz





Rich Rigging

Rich Rigging is a company full of surprises and excitement! They provide expertise in rigging, welding, lifting and engineering for all sorts of projects which gives them the edge to stand out in the marketplace.

Experienced with working to heights of 100 meters, you would expect them to be an expert with port container cranes, which they are! Rich Rigging have been the main assembler of Port Container Cranes for Liebherr in Australasia for the last 20 years. Additionally, Rich Rigging has decommissioned 50



container cranes and various other heavy Port equipment - recycling all the materials through scrap and nonferrous metal companies.

Rich Rigging is also a partner to the company Pro Services which owns access equipment, cranes, forklifts, excavators, and general hire equipment. This allows Rich Rigging to easily supply the solutions needed to all projects it undertakes. They specialise in welding and industrial rigging - but when you think of Rich Rigging would you think art installations? Well, you should!

Rich Rigging are at the forefront when it comes to unique areas of expertise, in fact Murray Rich who established the company in 1994 prides the company as being creative thinkers, always looking for a better way to do things. It was this way of thinking that began their expertise in art relocations and installations when a person came in the door one day and asked if they could move a sculpture for them. That was many years ago now, and they now have a plethora of art sculpture installations under their belts, including the Boy Walking Sculpture, Government House Sculpture installs, Dibble Sculpture installs, and Aotea Centre installs including the Waharoa and New Zealand's largest tapestry. Murray says "I've been as far as Venice to do an install over there, it's a unique space to operate in." Rich Rigging is a main supplier to Auckland Council, Auckland Art Gallery, Auckland Museum, Gow Langsford Gallery and Rotorua Museum. Transporting and installing art works, both public and private, throughout New Zealand from Dunedin to the far North!

Another exciting industry they are involved in is Super Yachts. This started when an agent for Marine Travelift approached Rich Rigging asking for their help when they were looking for a local company to assemble machinery called a Travelift for Orams Marine. A Travelift lifts super yachts and personal watercraft out of the water and moves them to an area for cleaning and maintenance. The travelift has a massive bridge span of 800

high x 2 metres long and can not only detect a change in terrain but also alter to accommodate. As you would expect, some of these super yachts are worth millions of dollars. The travelift must be capable of lifting the yachts without failure! The Travelift is worth US\$4 million and can take the weight of an 820 tonne boat, which is the first of its size in Australasia, with the previous biggest Travelift being based in Brisbane managing to lift up to 600 tonne.



Due to Covid, the assembly crew from the factory could not come to New Zealand to do the assembly work. This was then Rich Riggings responsibility to ensure this Travelift was assembled correctly via zoom meetings every morning to discuss specific requirements.

The job was started on the 9th November 2020 and completed on the 12th December with only testing left to do.

Rich Rigging supplied an experienced crew of six workers, which increased to eight on lift days.

The majority of the machine was lifted in one day and then subsequently hoses etc. were connected afterwards. The Travelift is driven by hydraulics and it took a staggering 1200

litres of oil to fill the hoses. To give you an idea of the enormity of it, the parts came in 29 x 40-foot containers with its 16 wheels coming separately!

Starting off as a 19-year-old fitter welder for an engineering company in Palmerston North, Murray has now been in the business for 32 years and moved the company to Rosebank five years ago. Murray says, "There's not many ground hog days for us around here, which suits me just fine." Murray is supported by his "right hand man" or more officially the General Manager Steve Armstrong. "He's got an equal amount of experience as me on the cranes," Murray says. "Without him I simply wouldn't have a business. He's been involved right from the start."

With an impressive inventory of specialist equipment, supported by terrific staff and operating throughout New Zealand, Australia and the Pacific, Rich Rigging is truly unique.

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Prime Minister Jacinda Adern with Kayne Mulcahy and the apprentice team outside the company's plant in Avondale.

PM visit recognises Mulcahy's commitment to apprentice development

As part of the government's drive to increase the number of trade apprenticeships across New Zealand, Prime Minister Jacinda Adern visited the Mulcahy workshops in Avondale this week to learn more about the company's ongoing commitment to apprentice development.

Managing Director Kayne Mulcahy took the Prime Minister and fellow Labour Party Ministers Chris Hipkins and Carmel Sepuloni on a tour through the 6000 square metre plant, introducing them to apprentices along the way.

Mulcahy currently has ten apprentices in their team, ranging from Year One to Year Four.

"Not everyone wants to be a lawyer or an accountant, so learning a trade needs to be promoted as a really acceptable and prosperous career path," Kayne says.

The Government agrees. They're running a major advertising campaign over the next four years to achieve just that.

Kayne goes on to explain that while people want to be qualified, "those qualifications don't always need to be through universities. As an apprentice, they're learning on the job - and earning while they do it."

Apprentices have always been an integral part of the Mulcahy team. The company has trained over 60 tradespeople since starting business. "We take on at least two new apprentices every year," says Kayne.

When the four-year apprenticeship is successfully completed,

there's the security of knowing a full-time job awaits the now fully qualified tradesperson. Kayne adds that "we're also working hard to ensure further career opportunities are available to those who want to transition into more senior roles within the company."

"Our aim is to fulfil our internal fabrication resource requirements from our Apprenticeship Programme," Kayne explains. "It provides us with skilled tradespeople who understand our business."

Mulcahy have trained unit standard assessors in-house as part of their Apprenticeship Programme. This is supplemented with external assistance from Competenz.

Vic Jacka, who is Mulcahy's dedicated Apprentice Mentor, coordinates the training programme. This includes access to digital learning tools (such as 2D drawing and 3D modelling), one-on-one mentoring with a tradesperson, e-learning and block courses.

"Our apprentices are lucky to have the mentorship of such an experienced tradesperson who is also passionate about sharing his knowledge," Kayne says. "Vic has been in the industry for over 40 years and is keen to see apprentices succeed."

Kayne is rightfully proud of his company's Apprenticeship Programme. "It's critical in the development of our future work force. It's good for our business - and it's a great way to put people on a pathway to a rewarding lifelong career."

The recent visit by the Prime Minister is further proof of the Programme's ongoing success.

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We're all about enabling innovation. If you have a concept or product that pushes the boundaries, we have the skills and technology to make it real.

We've been doing this for 40 years, for leading names in food, dairy, materials handling, manufacturing, marine and general engineering.

Let's talk about how we can put our years of manufacturing experience to work for you.

Coconut Sugar Brownie

by Fran Mazza (dairy free, gluten free)

Prep time: 15 minutes

Cook time: 40 minutes

Oven: 170°Celsius (fan off)

Easy to make

Ingredients:

- 300 gms coconut sugar
- 6 large eggs
- 60 gms dark cocoa powder
- 60mls cooled espresso coffee
- 110 gms almond flour
- 260 mls coconut oil
- A pinch sea salt
- 2 tsp vanilla essence
- 2 1/2 cups chopped 50% plus dark chocolate (use darker chocolate if you prefer, or Paleo chocolate to make it a Paleo recipe)
- 1 cup walnuts (optional)



Method: Using a whisk attachment on a standing or handheld mixer, place the eggs and coconut sugar into a bowl and whisk for around 5-8 minutes until the egg and sugar mixture become pale and fluffy.

Add the almond flour, sifted cocoa powder, salt, vanilla and coffee. Carefully fold into the egg and sugar mixture until well combined.

Melt the coconut oil in a microwave for around 2 minutes until the coconut oil has melted into a liquid.

Add 2 cups of the chopped chocolate into the melted oil and quickly stir until the chocolate dissolves completely. If it doesn't dissolve enough, place the mixture back into the microwave for 30 second increments on medium until the chocolate and oil are mixed well together.

Add the coconut oil and chocolate mixture to the batter and fold through until completely combined. Line a 20cm x 30cm slice tin with baking paper. Pour the brownie mixture into the tin. Sprinkle the remaining chocolate and walnuts on top of the batter, then place in the centre of a pre-heated oven and bake at 170°C. It will take around 40 minutes, turn the tray every ten minutes or so, but keep an eye on it, once the batter stops wobbling in the centre, it should be cooked. Remove from the oven and place a small sharp knife into the centre of the brownie (you want it to come out clean). The brownie should be just cooked as it will continue to cook once taken out of the oven. Cool completely before cutting.

Coconut sugar and coconut cream icing: (optional)

- 1 cup chilled coconut cream
- 1 tbsp coconut sugar
- pinch of salt
- 1/2 tsp freeze dried raspberry powder

Whip the coconut sugar, coconut cream, salt and raspberry powder using a whisk attachment on a handheld or standing mixer until a firm whipped consistency has been reached.

feed me feed me

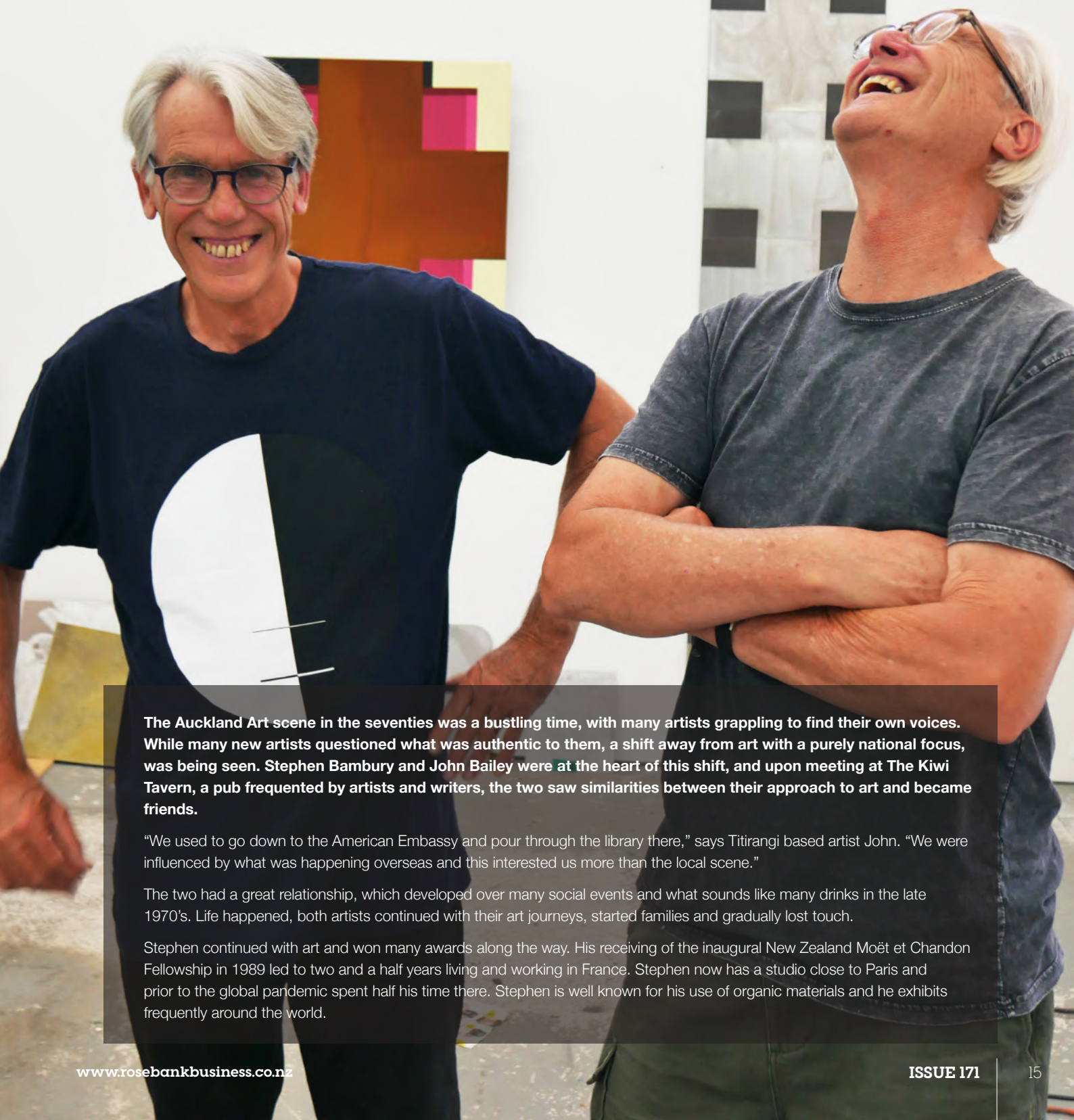
By Fran Mazza

From the owners of Piccolina at 610 Rosebank Rd, this beautiful book offers over 100 great recipes for people who enjoy tasty food that can be cooked at home with readily available ingredients.

AVAILABLE IN-STORE OR AT PICCOLINA.CO.NZ \$40



Stephen Bambury and John Bailey: Before Now



The Auckland Art scene in the seventies was a bustling time, with many artists grappling to find their own voices. While many new artists questioned what was authentic to them, a shift away from art with a purely national focus, was being seen. Stephen Bambury and John Bailey were at the heart of this shift, and upon meeting at The Kiwi Tavern, a pub frequented by artists and writers, the two saw similarities between their approach to art and became friends.

“We used to go down to the American Embassy and pour through the library there,” says Titirangi based artist John. “We were influenced by what was happening overseas and this interested us more than the local scene.”

The two had a great relationship, which developed over many social events and what sounds like many drinks in the late 1970's. Life happened, both artists continued with their art journeys, started families and gradually lost touch.

Stephen continued with art and won many awards along the way. His receiving of the inaugural New Zealand Moët et Chandon Fellowship in 1989 led to two and a half years living and working in France. Stephen now has a studio close to Paris and prior to the global pandemic spent half his time there. Stephen is well known for his use of organic materials and he exhibits frequently around the world.



As he shows me through his Saunders Place studio, a large air-filled warehouse, he tells me he makes everything himself, including some of his paints. Some parts of his studio look much like a metal workshop; albeit a very stylish one.

John's works can be found in private and public collections throughout New Zealand as he exhibited frequently in the eighties. His last exhibition was in 1995 although he has never stopped making art. He ran a successful IT recruitment company for many years and his recent selling of his company has allowed space to shift his focus back to art. John's home in Titirangi was designed by an architect on the fringe of 'the Group', a mid-century inspired group of architects who formed in the late 1940's. The home, with a purpose-built art studio is where John spends his time creating his art which is conceptual by nature. More recently he has expanded his colour palette in a series of works on paper.

By chance, some thirty years after having lost touch, Stephen noticed one work permanently installed on the wall at Homestead Framers in Henderson each time he visited. The picture demanded his attention whenever he saw it so when he eventually asked who the work was by; he was excited to discover it was a recent work of John's. Once again, the two were reconnected.



La Rambla by John Bailey

In 1980, both Stephen and John held individual shows at the Peter Webb Galleries. Both produced posters with a similar feel and when comparing the two today, the joining of both artists for the upcoming show, Before Now, seems a natural fit.

The idea for the exhibition came about during the many hours of catching up. While looking at each of their posters from 1980, both were struck by the correlation between the two.

Stephen said they quickly realised they should exhibit together, looking at the past, yet drawing inspiration from where they are now.

"Chances like this don't come about coincidentally," he says. "Our meeting again seems very serendipitous."

So, what will the show look like? Both past works featured on each poster will be on display - this much they know. How it will look is

still in development and will achieve its form during the installation of the works selected to show.

"We have no obligations to anyone else," says Stephen. "We can stand outside of other restraints which is exciting and provides freedom to the project. It would never occur outside of this situation of independence."

By not showing at a gallery and having an exhibition directly in Stephen's studio, the show is entirely in the two artists hands. John will be selecting a group of works and then Stephen will be responsive in what he decides to exhibit. The two also tell me they will be working on a collaborative piece on a wall at the exhibition and this will likely be ethereal, developing as the exhibition progresses.

Having an art exhibition at a studio is not often seen. For Stephen, doing so makes him feel slightly vulnerable as he opens his personal space, but he says it is good to feel out of your comfort zone at times. Both artists feel the exhibition is deeply personal and the gathering up of past histories and putting them on record is important.

When Stephen moved to his Rosebank based studio four years ago, he joined the RBA

immediately.

"There is so much going on in this area and it just fascinates me. I draw inspiration from all I see going on outside my window. I have huge respect for the enormous range of skilled people working in Rosebank. Here I feel an art worker and not some oddity."

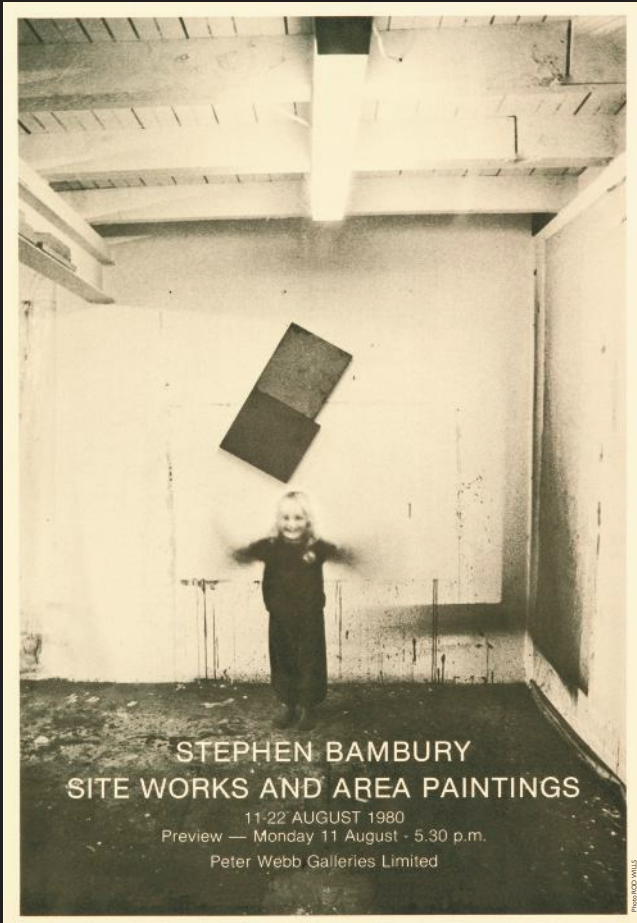
Both are looking forward to the local community coming to the exhibition and extend an open invitation to all.

"This is a great chance for people close by to walk in and see some art in their community," says Stephen who will be on site with John for the duration of the exhibition.

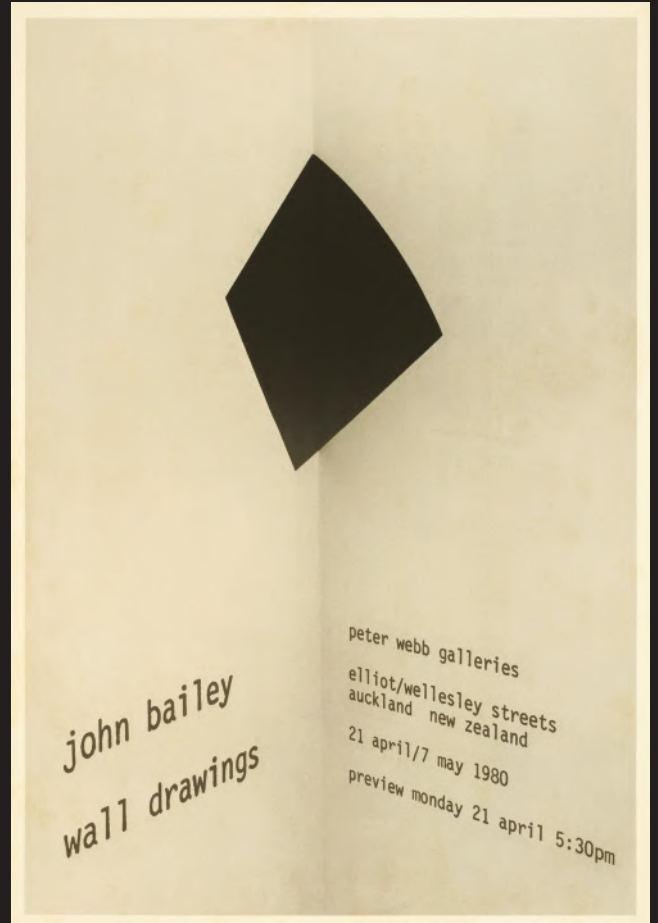
The show runs from 25 February - 13 March with public viewings happening between Thursday and Saturday each week from 11 am - 5pm at Bambury Studio, 24A Saunders Place, Avondale. All are welcome.

1980

before



Exhibition poster, 1980, Stephen Bambury Archive



Exhibition poster, 1980, John Bailey Archive

now

2021

25 february – 13 march

Viewing 11.00am to 5.00pm, Thursday – Saturday
Bambury Studio, 24a Saunders Place, Avondale
Or by appointment. Tel. + 64 27 294 0046

bambury bailey



Clint Ryder with his *Dukes of Hazzard* General Lee at the village that Jack built.

The Remarkable Ryders

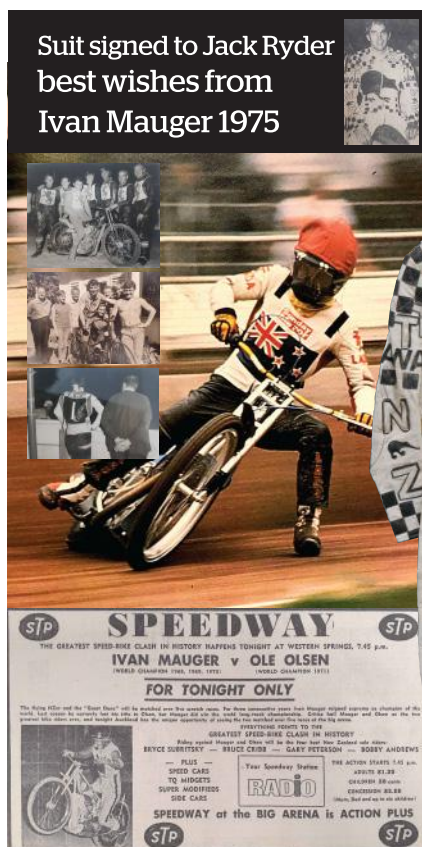
Story by John Subritzky

Right down near the end of Riversdale Road is an extraordinary place run by some remarkable people.

This hidden gem is a testament to the Ryder family and some determined collecting by the late Jack Ryder. So, what does a cannon from the *Bounty*, a staircase from Sir George Grey's house and the singlet that Peter Snell wore when winning his gold medal in the 1964 Olympics in Tokyo all have in common? Well, nothing really except that Jack collected them and brought them home to Avondale.

In recent years Ryders (formerly Westwind Cinema) has been better known as a boutique private cinema and dining venue for groups, but that is not how it all began.

Old Auckland pubs were being demolished decades ago and some of the beautiful features were just being dumped or burned. Jack saved windows, bars, beer pumps and even the entire front of Kelvin House Pub in Hobson St. The Avondale Hotel was the



Suit signed to Jack Ryder best wishes from Ivan Mauger 1975

Ivan Maugers Racing suit collected by Jack Ryder

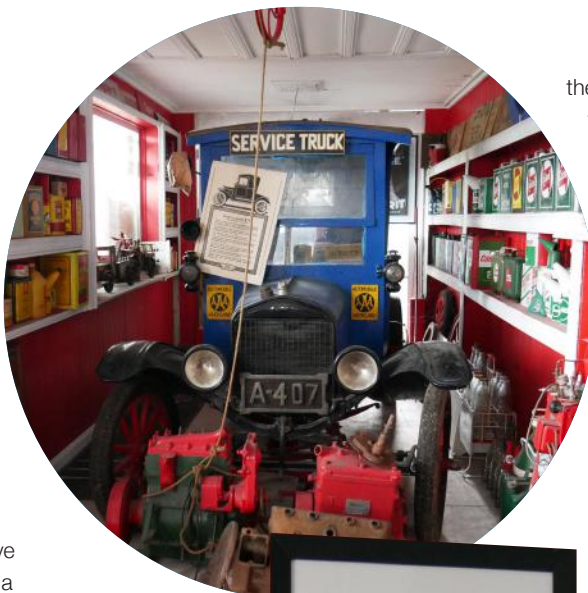
most prominent local building that he was involved with, scoring some interior doors and the 1860 Welsh slate floor. He re-laid the slate in his first building project.

His collecting earned him the nickname "Junkie Jack".

Jack's vision was to create a village modelled on old Auckland, so that people could see what the city was like back in the day. He wanted his village to have the 'feel' of old Auckland more than total authenticity, so the buildings are a mash up of materials from different pubs.

Part of one building even includes the wheelhouse of HMNZS Kiwi. The Kiwi was a minesweeper in WWII and had the distinction of repeatedly ramming the much larger Japanese submarine I1 at Guadalcanal, until the sub's crew ran it aground. The attack was a heroic action

under continuous light arms fire. The 140mm gun from the submarine is on display at the Torpedo Bay Navy Museum in Devonport. The radio mast from the Kiwi is also at Ryders, along with a wheelhouse off the old double ended Waitemata vehicular ferry, EagleHawk. There is even a pump from the Edwin Fox in Picton.



There are limits to what one man can achieve but Jack gave it a pretty good go, setting up a garage, fire station, railway station and two pubs. His wife Margaret once commented, "It's an interesting hobby, and he doesn't drink or smoke".

As a coachbuilder, he also loved vehicles and transport in general. Then for good measure, one day he decided to go into sports memorabilia as something different because so many people at the time were getting into antiques. His mother had trained Jack to know and appreciate antiques. A relative, another (John) Jack Ryder 1889 - 1977, had been an Australian cricketer, so maybe there was something in the family. The more recent NZ cricketer Jesse Ryder is not a relative.



The coachbuilding trade was in decline, so Jack started working on the Auckland wharves and stayed there for 35 years. His spare time was spent collecting artifacts and developing his village. He also worked alongside some sportsmen, as it was before the professional era. He seemed to get on with everyone and became well-liked by many prominent sportsmen of the day, who happily gave him autographed sports gear and uniforms, in addition to the items that he purchased.

He covered many sports. Several racing drivers and speedway riders were represented including Stirling Moss, Ivan Mauger and Ole Olsen. His cricket collection was really extensive with signed bats, gloves, uniforms, and caps. Cricket memorabilia came from sportsmen like Geoffrey Boycott, Colin Cowdrey, Mark Taylor, Sir Donald Bradman and Mark Waugh. Jack also prolifically collected rugby, league, and boxing items.

There was some ill feeling by the sports codes that gave Jack access to the players when he tried to auction off the collection in 1987. Fortunately, Jack had set unrealistically high reserves, and nothing sold. In the years since, many of the less important items have been sold to maintain and develop the museum.

The Ryder family moved to the property in 1943 after their land was bought by the government for the then US Naval Mobile Hospital 6, which later became Avondale College. It had previously been an orchard owned by Major Rastrick. This part of Avondale had an extensive horticultural history and a huge, protected pecan tree still stands in the middle of the village.

In recent decades visitors would be more familiar with the lunch/dinner and movie experience in the 60-seat private cinema. The cinema was built in 1975 by Jack and Margaret's son John, who still runs the projection room, and they started

the catering side in 1985. Clint Ryder is the face of the catering operation and the famous roast meals that are cooked on wood fired ranges. This takes huge commitment, with a 4am start to cook a lunch. The roast cooks until 10am, then Clint lets it rest for an hour before cooking it some more then carving for the guests.

They cater for groups from 25 - 60 people, so if you want to experience it gather 24 of your close friends and book your date. You get to choose the movie. Some of the great feedback includes:

"This place is a suburban treasure hidden away in the back streets of Avondale... great little movie house and an amazing collection of artefacts from my childhood and early New Zealand - well worth a visit." - Glen

"This is such a unique place to come to for dinner and a movie. The theatre is intimate and comfortable and the setting with the historic collection of old New Zealand items is great to wander around." - Annette

Car Clubs and seniors' groups are the primary customers. Indeed, I first went to Ryders for a mid-winter dinner and movie with my group from the NZ Military Vehicle Club. It was such a great evening that we have been back annually for the last five years. The dining room is toasty warm from the wood stove. Even

the windows are historic from the Market Hotel. They still have the gold leaf sign writing on them advertising products like "Waitemata Draught Beer from Dominion Breweries 100% hygienic system." It's a unique venue which makes people really comfortable socialising together.

In our changing world and with COVID19 affecting businesses, we cannot take places like this for granted, so enjoy the hospitality while you can!

Ryders, 177 Riversdale Road, Avondale. Phone 09 820 4663



Sir Donald Bradman signing his hat with Jack Ryder

ROSEBANK BUSINESS CHALLENGE:

As challenging as you want to make it!

Here's your chance to create a company team and compete in a challenge of fun filled activities while being part of an event with other local Rosebank businesses to find out who is the Top Business in Rosebank!

A trophy and flowers will be awarded to the winning team, plus there are lots of spot prizes kindly donated by our Rosebank businesses for individuals to win.

You can make it as competitive as you like or treat it as a team building exercise while having fun along the way.

You don't have to be super fit; the pit stop activities are based around kids' games. Pit stops include making up a kids' puzzle (we timed ourselves in the office and it only takes a couple of minutes!). A pie eating contest for all those out there who love eating pies - just remember 'you must always blow on the pie!' Next up is hopscotch, a favourite amongst the girls, and who didn't love making paper planes, this one's for you!

How is your local knowledge? The Trivia pit stop will test how well you know your Rosebank neighbours, before you move on to edible snakes and ladders, (I promise they are the sweet kind and don't bite!). There is a nut/bolt and spoon race with no crying over spilt yoke! And then the final pit stop – the tyre flip. It is advised that someone with a bit of brawn do this! Each team member will be placed at a different pit stop at the start of the event and as they progress will pick up the next member so that all team members will cross the finish line together, e.g. the first team member will complete the puzzle and then proceed to the pie eating pit stop, when the 2nd team member has finished eating their pie the two team members will move onto the hopscotch



activity together etc. until all team members have been collected.

Don't worry if you can't make up a team of four to eight members, some companies may want to enter and only have two or three people. We can make up a composite team for you as we want everyone to have an opportunity to join in.

We encourage you to bring along something to eat and drink to be shared with your team after the event, or there is the option of Pita Pit, Subway or take outs from our local cafes if you don't have the time to organize food.

For peace of mind, we have two Red Cross first aiders at the event to be on hand to help if need be.

So, don't miss this exciting and fun opportunity to partake in something unique to our Rosebank business community.

For more event information contact our Event Manager Anouschka de Gourley anouschka@rosebankbusiness.co.nz and we look forward to seeing you there.

Rosebank Business Challenge

A mixture of events involving brawn and brains!
(Teams are made up of four to eight people).

Company Name: _____

Wacky Team Name: _____

Team Details

1 Team Captain _____ Mobile: _____ email: _____

Team members names:

1
2
3
4
5
6
7
8

SIGNATURE



\$200 inclusive
per team

TUESDAY 23RD FEBRUARY
2021, AT 4.30PM

RIVERSDALE RESERVE,
93-123 RIVERSDALE RD,
AVONDALE

REGISTER NOW!!!
EMAIL REGISTRATION FORM TO
ANOUSCHKA@ROSEBANKBUSINESS.CO.NZ
FOR MORE INFO CONTACT US
ON **021 639 509**

Event Bags will be dropped
off to your business one or
two days before the event

Registration Form

Do you have what it takes to be the top Rosebank business?



The Rosebank Business Challenge

Use your brains and brawn to compete in a fun course of activities.

Rally the troops, think of a wacky name and register!

Where: Riversdale Reserve
Tuesday 23rd February 2021 at 4.30pm.

For more information contact Anouschka.

Anouschka@rosebankbusiness.co.nz



Sustainability



REDUCE



REUSE



RECYCLE



BIODEGRADABLE



COMPOSTABLE



RECYCLABLE



André Hendriks
Off The Wall Marketing

Every step towards Zero Waste is a Step Up.

When you start a zero-waste lifestyle, you soon notice that shopping at a supermarket becomes less common. There is so much plastic packaging! Fortunately, there are package-free and bulk food stores, where you can shop without guilt!

You might think of a bulk store as a place where you have to buy big. But that's

not necessarily the case. Think of it more like an organic supermarket, greengrocer, or specialty food shop. Some stores also let you order online, but it can be just as much fun to visit them.

Lucky us, we have a wholefoods refill store called Refill Nation, located in the heart of Te Atatū Peninsula. Founder and owner, Jackson Mulligan, set out to offer everyday shoppers a chance to reduce their waste when they shop, and help eliminate single-use plastics in New Zealand.

After opening his flagship store two years ago, Jackson is now opening a second store in Titirangi in April this year. It goes to show that the concept is working, and that us Kiwis are thinking more conscientiously about how we shop and the waste we make.

What does a package-free store look like?

What immediately stands out is that there are rows of bulk food containers. In these containers are a diverse range of products,



such as rice, flour, pasta, legumes, herbs, sugar, nuts, dried fruit, and much more. There are also dispensers for liquid products, such as oils, vinegars, syrups, kombucha, and eco cleaners. And then there are products already packed in glass jars, such as confectionary, milk, and peanut butter.

How does it work?

Simple. Use the store paper bags or take your own packaging (think glass jars or plastic containers), weigh them first and record the weight. Then fill your container with your choice of products – take as much or as little as you need. At the counter, the friendly staff will deduct the weight of your empty container off the total weight. You only pay for the contents!

What about the prices?

Prices in package-free stores are very competitive with the supermarket. The big advantage and point of difference are that you can buy as much or as little as you like. So, you don't have to buy a 500g pack of pasta, if you only need 200g for a meal. And if you only need a few tablespoons of a certain herb, you don't need to buy a whole jar. In short, if you shop more conscientiously, you can help save the planet and your wallet!

Off The Wall Marketing plays a proactive and leading role in the use of sustainable material in advertising and packaging.

We know that creativity and a different mindset could improve your business becoming more sustainable.

Our mission is trying to convince you that things can be done different.

It's just a matter of doing.

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
info@offthewallmarketing.co.nz**

Fortunately, there are package-free and bulk food stores, where you can shop without guilt!

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Ideal for:

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Gantry/Huka Bins



Ideal for:

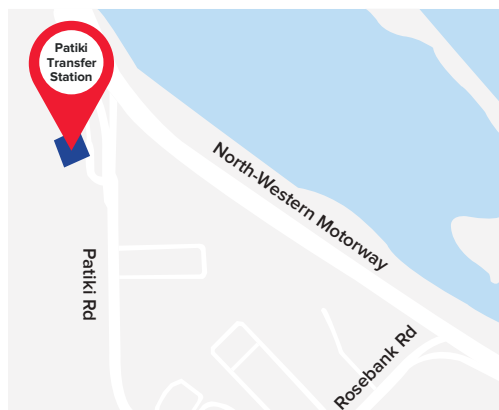
- Large commercial sites
- Construction and demolition waste
- Bulk haulage and product disposal
- Sizes from 3m³ – 30m³

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Saturday: 7.00am – 4.00pm
Sunday: 8.00am – 4.00pm



We accept general rubbish, green waste and managed fill.

Kim's Corner

Kim Watts RBA Membership Engagement Manager
Phone: 021 639 509, kim@rosebankbusiness.co.nz



My one-year anniversary just ticked over mid-January and I can genuinely say that being part of the Rosebank Business Association has been full of surprises and unknowns. Who would have guessed a year ago how Covid19 was going to affect us all, both personally and from a business perspective? Here I was just starting to venture out to introduce myself as the new Membership Engagement Manager and because of unfolding events was then reduced to finding a new means of communication as we moved into Level 4, hence the creation of Kim's Blog to keep everyone in touch with what was happening and provide help and advice where we could.

A lot has happened over the past year

with the introduction of a neighbourhood watch set up by me to notify our business community of any undesirables that frequent our area and of burglaries that have already occurred. I can only keep reinforcing the importance of being vigilant and taking measures to safeguard your premises.

The biggest driving force over the past year has to be the formation of the Rosebank Wellbeing Collab in collaboration with Healthy Families Waitākere, and the input from a co-design team of supportive local businesses with the intent of creating a shared vision and roadmap for growing wellbeing in the Rosebank Business Community. We all know that workplaces impact on the health and wellbeing of staff and their families, communities and the wider society around them. Workplace wellbeing is a key driver of engagement and is strongly linked to employee attention, retention, improved safety, productivity and positive workplace behavior. 2020 saw the introduction of free Health Checks for staff and the opportunity to work with The Whau River Catchment Trust to enhance and improve our surrounding backyard. Planned for the beginning of this year, we have the Rosebank Business Challenge coming up on Tuesday 23rd February 2021. This will

be a great opportunity to participate in a fun filled local event that you can use as a team building exercise while getting to know your business neighbours. Local businesses are being very supportive and enthusiastic, with many donating spot prizes for this upcoming event. For more information contact Anouschka anouschka@rosebankbusiness.co.nz

It is interesting to note that when I knocked on doors this past year, I was always greeted with a friendly smile no matter the position the business visited found itself in after the destruction Covid had left in its wake. Overall, our Rosebank businesses have fared ok and I believe that if we can increase the lines of communication between each other, we will form a business bond that will not only make us stronger together but also open new doors.



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Member Profiles

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

Barfoot and Thompson Commercial

Acknowledged as Industry Leaders

Meir Alfassi and Max McCarthy are Commercial sales and leasing Industry brokers with Auckland's preferred agency Barfoot and Thompson Commercial, part of Auckland city's leading real estate company, which also boasts the biggest network and were winners of the 'Large Agency of the Year' award at the 2020 REINZ Awards for Excellence.

Barfoot and Thompson are an institution which sets the highest of standards and are recognised for providing clients with outstanding service and results. They employ over 2,300 people and take their responsibility to the local community seriously by supporting many worthy causes.

Meir Alfassi has an extensive background in sales. He understands the needs and subtleties of working in the commercial arena having successfully started and sold two profitable businesses prior to entering real estate.

He places great importance on open communication and knows this is paramount in every stage of the process.

His skills are evident in not only the many 1st place industry awards he has received but also through the amount of repeat and referral business the company receives.

Max McCarthy's focus is on the sale and leasing of industrial and commercial real estate, particularly in Central West Auckland. He has an established reputation with the team at Barfoot & Thompson City Commercial and is respected for his negotiating skills.

His traditional values blend with an outside-the-box thinking and a cutting-edge approach to the marketing and transacting of property. He regularly achieves record prices per m² for sale and lease transactions within his specialized areas.

He recognises that every client has unique requirements for their real estate needs and ensures to find the best possible solution to yield the ideal result in the timeframe required.

If you are looking for a passionate agent that minimises the stress involved in the sales and lease process and provides an effective, results centred service contact Meir on 021 2210155, meir.alfassi@barfoot.co.nz or Max on 027 6103786, m.mccarthy@barfoot.co.nz at Barfoot and Thompson



Meir Alfassi
Phone: 021 2210155
email: meir.alfassi@barfoot.co.nz



Max McCarthy
Phone: 027 6103786
email: m.mccarthy@barfoot.co.nz



Gary Gonsalves



Vikas Jain

Broca

Reinventing the work wheel

Broca Consultancy Services uses established technology namely UiPath's Robotics Process Automation (RPA) and Microsoft's Power Platform to accelerate business growth and keep you prepared for the future of work. They assure labour productivity is optimised and defects are eliminated or mitigated to allow a seamless flow of work. In this day and age organisations must empower their workforce, wow their customers and optimise processes in order to transform their service delivery enabling a better Customer Experience (CX) and Employee Experience (EX) leading to organic growth. This technology wave is not to be missed.

The above can be achieved by automating any repetitive low value adding tasks via RPA which will mimic human actions. RPA bots work scheduled or unscheduled 24/7 executing user tasks thus eliminating labour downtime. The Bots work across multiple systems namely CRM, email, SharePoint, websites, databases, MS office suite and custom enterprise applications. RPA will improve data accuracy up to 90% and increase resource capacity.

Business challenges have increased overtime. Increased compliance and rigorous data security have impacted the bottom line. Increased operating costs due to process variation has further exacerbated the problem. Owing to the business challenges and start stop created by the pandemic, organisations must build resilience and employees must learn and unlearn systems and processes quickly. This paradigm shift in technology to address these challenges has accelerated Digital Transformation (DX) and those organisations which have harnessed the technology are witnessing growth.

To achieve scalability and reduce operating cost, businesses must formulate a strategy, align with a capable partner, and choose the best technology platform for them. Every small step is a step in the right direction towards achieving your DX goal. Check out case studies at <https://broca.co.nz/case-gallery/>. Free assessment tools are also available at <https://broca.co.nz/resources/tools/> or drop them an email info@broca.co.nz.

Broca
Phone: 09 535 635
Level 9, BizDojo, 4 Williamson Ave, Grey Lynn, Auckland 1021
www.broca.co.nz

FoodChain

Linking food with people

FoodChain is a fully New Zealand owned and operated food distribution company supplying the hospitality industry (B2B) in the upper North Island with high quality meat, seafood, poultry, deli, and dry goods. To add to this, they also operate an online retail food distribution business (FoodChain at Home) supplying business and residential consumers (B2C) in Auckland and Hamilton with a similar product offering.

Owner/operator Nick Archibald has been in the Food Service industry since the early 90's. In 2003 the FoodChain brand was created to better reflect the national reach of the business based in Auckland, and a hub was created in Hamilton to service the central North Island. The past 17 years has seen significant growth through a relentless focus to serve customers and find solutions to their needs positioning FoodChain well in the Food Service industry. With this growth has come investment in people, capability, and infrastructure which saw FoodChain moving to a new site in Avondale in October 2018 with purpose-built rooms for the processing of beef, pork, lamb, fish and poultry to optimize operational flow.

FoodChain operates a fleet of twin zoned temperature-controlled Class two trucks and delivers six days a week. With recycling a focus, FoodChain at Home offer to pick up their packaging from Auckland customers the next time they order.

FoodChain's in-house butchery, poultry and fish processing team prepare each cut with the care it deserves so you can be sure it is of the highest quality. FoodChain has partnered with Awahi Farms for

its supply of Ruapehu Angus beef. Awahi is an ancestral collective of close-knit Maori families. Based in the foothills of Mt Ruapehu, Awahi takes pride in providing premium Angus beef while sustainably protecting the land they farm.

With strong industry and product knowledge coupled with quality products at a competitive price, FoodChain is your partner in food.

As a special offer to our Rosebank business community, we are offering a 10% discount across the range of products on www.foodchainathome.co.nz

Just enter promo code **Rosebank** to redeem. Valid until February 28th, 2021.



FoodChain

40 Honan Place, Avondale, Auckland

Phone: 09 579 1880

Website for trade: www.foodchain.co.nz

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Business Nuts & Bolts

Business to Business advice from **RBA Members**



Trends for 2021

2021 is the year that businesses will be transitioning to the new normal as we adapt to the changes brought about by COVID-19.

Here are some of the trends that will shape the next normal, how they will affect the direction of the economy and how businesses will adjust.

Shaping the Economy

Warwick Russell
SMEric Insights

There is not expected to be a further surge in retail spending, but a low level of overall growth is expected. There will be an eventual switch away from categories of boom in 2020 such as renovations. Much of the shift to online retail will stick.

Export education, and inbound and outbound tourism are unlikely to rise much until 2022.

Leisure travel will bounce back. Domestic travel is surging in New Zealand, but international travel will continue to be depressed while we still have pandemic-related border restrictions.

Business travel will lag behind and is not expected to be at the same level as before with video calling and collaboration tools enabling remote working and replacing some onsite meetings and conferences. However, there will still be some companies who will want to resume in-person sales and customer meetings.

Residential construction and infrastructure will grow. The primary sector will increase, particularly with a shift away from dairy to horticulture. The health sector and IT will also grow. There may be a push towards green technologies playing a part in the recovery.

Growth of Innovation

During the COVID-19 crisis, digitisation has seen tremendous

growth - in online customer service, remote working, telehealth, supply chain reinvention as well as the use of AI and machine learning to improve operations.

The crisis is thought to have sped up transition in many of these areas by several years and has created an opportunity to transform them. Greater productivity and improved business performance should follow.

Supply Chain Rebalancing

“Just in time” has moved to “just in case.” With supply chains disrupted, there has been a need for a more sophisticated supply chain management. Lack of critical components is shutting down production, slowing construction and leading to empty shelves.

Cost differences among developed and many developing countries are narrowing. Manufacturers that adopt Industry 4.0 principles (data analytics, advanced robotics, and 3-D printing) can offset much of the labour-cost differential with China, creating options for diversifying supplier options.

The Future of Work

The pandemic normalised working from home, essentially overnight, in a wide range of industries. But while many can effectively work remotely for most of their time, it is difficult to train and supervise junior staff members, maintain company culture and a sense of belonging.

Another challenge is in adapting the workforce to the requirements of automation, digitalisation, and other technologies. This also applies to sectors not associated with remote work. With increasing automation, many workers will need to upskill.

The COVID-19 crisis has also highlighted the interconnectedness of business and society, leading to increasing prominence of the ideal of stakeholder capitalism. Together with the changes in productivity and innovation, this could lead to an enduring foundation for the long term.

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Aaron Martin
NZ Immigration Law

Businesses will need to demonstrate they have a commitment to hiring locally and upskilling their existing workforce.

New Accreditation Rules

In April 2019, the New Zealand government proposed a legal requirement that any business wishing to hire a migrant be accredited first. This is part of a new work visa system being brought in in mid-2021.

Businesses seeking accreditation must demonstrate their “trustworthiness” across several areas, including labour law compliance, human resources, worker training, benefits, and pay. Labour hire companies, who supply builders, will be subject to further verification.

While not compulsory until mid-2021 (or so the plan appears to be at this stage), accreditation is intended to streamline the visa process, better aligning the immigration, education, and welfare systems to decrease the likelihood of migrant exploitation. But does the change actually make the immigration system easier for employers and migrant workers to navigate, as the government is claiming? Not necessarily.

The underlying goal is to ensure that New Zealand employers have access to the skills and labour they need, hiring temporary workers for labour shortages only while hiring and training more New Zealanders. But as with all things Immigration New Zealand has a hand in, the accreditation process takes time. Even with the borders currently closed, INZ’s backlog is already overwhelming, so businesses that plan to hire an overseas worker in the next 24 months should be getting ready now. Be aware that this includes staff already employed on a work visa. To renew that visa and continue employment, your company must be accredited.

We will see increased pressure on employers to train local workers as a by-product of the new work visa system.

My concern is that INZ discounts any training that relates to job performance, not acknowledging that this provides readily transferable skills, in many cases. People who have no experience and enter the workforce gain skills they never had before, even if it is a skill that ensures they can perform their job.

Additionally, businesses will need to demonstrate they have a commitment to hiring locally and upskilling their existing workforce.

Under the current rules, businesses that are already accredited will have a two-year grace period before they need to reapply, to allow for transition to the new system, which will likely be introduced mid-2021. Businesses accredited under the new system, however, will be granted accreditation status for one year initially then have to reapply about nine months later, to accommodate the massive backlog INZ will be facing. From there, accreditation status will be granted for two years, assuming renewal is successful.

My advice to employers: Look hard at your training, revisit your HR practices and processes, and re-evaluate your pay scales if you already know that you can’t find the skills you need in the local labour market.

You’ll need proof that you actively comply with current employment standards and good workplace practices regarding safety and fair treatment, such as human resources documents and health and safety policies. You’ll also need up-to-date employment contracts that include recent law changes such as the 2020 Privacy Act and Parental Leave Scheme.

Although some will be tempted to do nothing because of the current state of the border, that’s not going to last forever. We already have evidence that labour shortages are hampering businesses. That will have to be addressed. With the rollout of vaccines, New Zealand employers can’t afford to be caught short when borders reopen. Trying to negotiate a backlog of applications to gain accreditation status so you can recruit from offshore when borders resume normal operation may prove to be an added frustration if you are underprepared for the new work visa system and the compulsory requirement for accreditation status.

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Jason Ennor
MyHR Co-founder and CEO

The new year is a great time for a “HR health check”

Many companies I speak to realise they are long overdue for a review and refresh of their staff documentation and people processes. But in the normal course of business, there are so many other priorities and pressing tasks that there’s never enough time to quite finish this “HR health check”.

So here we are, back at the start of a new year. We’ve been through the crazy pre-

Christmas period followed by a wind-down where we all give a shared sigh of relief (even those of us in industries that don’t close down over Christmas and New Year’s).

This is the perfect time to fully review and update all your employment systems, documents, practices, policies, agreements, contracts, job descriptions, pay rates, and performance reviews.

Add it to your New Year’s resolutions. Now is the time; it’s never been easier to tick those boxes.

Tips to ensure your HR is in good shape

The best way to start your health check is by answering these 10 questions:

1. Do all your employees have a signed employment agreement? This is a legal requirement for all employees, whether they are casual or permanent.
2. Have you reviewed the content of the employment agreements in the last 12 months? Keeping your employment agreements and job descriptions up-to-date means they reflect the current responsibilities and requirements of the role.
3. Do you have company policies? If you do, have you relied upon or referenced all of them in the past 12 months? You might have too many policies or they might need to be better targeted to your business.

If you don’t have any policies, have you been able to deal with all

issues adequately without referencing a policy? It might be time to draft some up.

4. Are you retaining all your best people? High employee turnover can really hamper your business and could be a sign your HR processes aren’t cutting it.
5. Are you conducting regular performance reviews for key people? Performance reviews are important for bringing out the best in your people and keeping your business running smoothly.
6. Are you satisfied that your leave management (calculations, accruals etc) is 100% accurate? Having an accurate, efficient leave management system is crucial for reducing or eliminating errors and keeping your business on the right side of the law.
7. Are you confident when managing employment processes such as restructures and disciplinaries? Getting these things wrong can put you at risk of personal grievance action.
8. Do you feel comfortable that you are up-to-date with the Health and Safety at Work Act? By law, your business needs to ensure workers’ health and safety, manage work risks, and engage and share health and safety information with your team.
9. Do you always get the best results from your recruitment campaigns?
10. Do your people have the right skills to recruit effectively? If you’re regularly struggling to find and hire good people, it’s probably time to get some help.

If you answer “no” to any of these questions, you can’t afford to wait to give your HR processes a revamp. Make it happen, seize the day!

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How to reach your business goals in 2021

If you own a business, the last year might have really made a mess of your goals and your plans for growth. Hopefully you're now back on track, but to make up for lost time, here are some tips to help you reach your business goals in 2021.

Work backwards

The best place to start is actually from your end goal, and then work backwards. Set a date for when you want to achieve your goal, then work backwards to plan what you need to have done at each step to get there. It's a good idea to set milestones as you go so that you have smaller goals to achieve each week or month to get you where you need to be.

Set SMART goals

You might have heard about SMART goals, but do you use them regularly? Making sure your goals are SMART will make a world of difference when it comes to actually achieving them.

What are SMART goals?

Specific - your goals should be clearly identified and include specifics like a number value.

Measurable - to make sure you're always moving in the right direction to achieve your goals, you need to make sure they are easily measured.

Attainable - set goals that are actually going to be achievable for you, otherwise it can be easy to just give up if your goal seems impossible.

Relevant - any goals you set should be in line with your business model and relevant to the direction you want your business to grow in.

Time-Based - if a timeframe isn't set for you to achieve your goals, it's unlikely you'll ever reach them. Create a timeline with actionable steps to help you.

Review your goals

Your goals shouldn't be a set-and-forget approach.

Circumstances might change, and the way in which you reach your goals should change with them. Make sure you're taking the time to review your goals regularly to check that you're on track. And remember that your goals and how you achieve them can be flexible where necessary, so don't be afraid to tailor them a little more when you review.

Remember your 'why'

As you go along, it can be easy to lose the motivation to achieve your goals, even when things are running smoothly. This is where your 'why' comes in handy. All of your goals, even though they might be related to your business, should have some significance to you personally - perhaps you want to expand your team so that you have more time to spend with friends and family. This makes it easier to stay motivated and remember why you have those goals in the first place.

If you aren't really sure where to start, or what kinds of goals you should be aiming for in your business, call in the professionals. Our expert team at Haven can help you put a plan in place for the year ahead so you can get your business back on track, fast!

For more help contact Haven on 0800 700 699 or haven.co.nz



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