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Cover: Fairfood Executive Director, Veronica Shale

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From My Perspective

RBA CEO **Mike Gibson** gives his perspective



Mike Gibson,
RBA CEO

The cupboard is bare

As all those before me have endeavoured, I try and stay politically neutral in most of my Central and Local Government observations but by golly, via the current timing of the fourth Budget from Finance Minister Grant Robertson and local Auckland Council Mayor Phil Goff, this magazine issue #175 may prove to be an exception.

As I move closer to retirement from

my current role, finding true balance in representing all businesses in Rosebank from a political perspective is becoming increasingly difficult. The over whelming election victory from the left wasn't simply that the left had a far more resilient support base than National, it was also driven by a right wing based election audience that fell in love with Jacinda, and with the reality that business leaders formed part of the left majority. Judging by the most recent budget announcement from the government, any recognition of moving to financially support the Business sector in a sustainable manner has left that audience bereft of any meaningful financial help. This is exacerbated by the government vis-a-vis Andrew Little being successful in having annual sick leave increased from 5 to 10 days.

Not much you might say but for each SME with 10 or more FTE's they lose annually one day's productivity and this is coming at a time when Auckland Council is preparing to hit Auckland households with an average increase of 111% water cost over 10 years and aggregated

annual Residential rate increases of 43% for the same period. For many observers this smells like taking (by not providing) from the right to fund the left.

Not much of an incentive to those without jobs because of a shrinking business economy stemming from this pressure. And the immediate question is how on earth will our GDP (that's what we need to pay our foreign exchange bills) find the necessary room in our already shrinking financial headspace to avoid the balance of payment deficit. That room is provided by borrowing more offshore from world banks at higher interest rates. That's called living beyond our means.

Now, if you're in the Import / Export market add into this jigsaw the increasing Ports of Auckland prohibitive freight costs only to find the cupboard is bare.

Thank you for our "Wellbeing Budget."

Mike Gibson
Chief Executive
Rosebank Business Association

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From My Perspective

RBA Treasurer and Board Member **Janine Roberts** gives an insight into her world



Janine Roberts

**Accounting Director
Haven Accounting**

Can you give us a brief history of your business and family life?

I developed an interest in accounting while at school, and it was an easy choice to study accounting and start my career as a graduate at an accounting firm. I was fortunate to spend 17 years at a 'Big Four' accounting firm where I progressed to Senior Manager and developed knowledge in a number of business areas, from trading entities, sole traders, family trusts and not-for-profit organisations.

I joined Haven Accounting in 2017 and have enjoyed working with businesses in the Rosebank area, as well as across New Zealand. My previous experience means I can help business owners and finance managers understand the financial and tax side of their business.

After growing up in Howick, I moved to West Auckland in 2007. I enjoy the views across the harbours, the local bush walks, and the laidback West Auckland lifestyle.

I have an 11-year-old son who attends Green Bay School and I look forward to him continuing his education in West Auckland.

What does Haven do?

Haven is one of the largest financial advisories in New Zealand. For over 13 years, our full-service offerings have helped Kiwis secure their future through sound advice and tailor-made services across mortgages, accounting, KiwiSaver and insurance. Regardless of what stage you are at in life, or what goals you are chasing, Haven's team of passionate financial advisers are on hand to provide good, sound advice that will put you in a position to succeed.

As the Accounting Director, my role is to help New Zealand businesses grow and thrive. Haven Accounting provides a wide range of services, from GST and taxation to rental property advice and cash flow forecasting.

I enjoy being able to provide support to local businesses and take a holistic approach, helping them not only to get their finances in order, but also working with them to sort any commercial insurance they might need.

What makes Rosebank a great place to work?

Rosebank has a fantastic community feel. The range of events and promotions allow each business to shine and take turns in the spotlight. Everyone helps everyone, regardless of what it is they do, and they're always willing to engage and collaborate.

It's great to meet and network with local businesses that we may otherwise not have known, and see how we can help and support one another, particularly during times like these when some may be doing it tougher.

What attracted you to the RBA?

When I first joined Haven, I attended a lunch hosted by the RBA at Unitec. This was a great introduction to Rosebank Road, and I connected with local businesses. Since then I have attended a number of events and built some great relationships with RBA members.

My involvement with the RBA increased when I was approached to become a Trustee of Pathways to the Future Trust in 2018. With my previous not-for-profit experience this was a great opportunity

to help young people in the local business community. I have interviewed a number of amazing young people who have received awards from Pathways including courses and tools to help them further their careers, as well as learning about the broad range of businesses on our doorstep.

As a board member, I now understand the public good and advocacy that RBA undertakes for the Rosebank area. From traffic safety to environmental issues, there is so much good work done behind the scenes. And with the introduction of Rosebank Wellbeing Collab, I am excited to see what the RBA does for the local business community in the future.

**My role
is to help
New Zealand
businesses
grow and
thrive.**

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Jim Beam

BOURBON WHISKY, USA

Jim Beam's White Label, Jim Beam's Original, is a classic bourbon. An aging process of four oak barrels gives Jim Beam its elegant character. Its mashbill is comprised of 100% corn. Aged in new, charred oak, this Jim Beam's entry level on the rocks or mixed up in any number of cocktails is like a spring. Jim Beam's extra aging creates an refined whiskey that pleases with

peppery vanilla aroma, this (Jim Beam's) mellow hints of caramel, is flavoured with a lightly sweet, toasted

wood of freshly vanilla and a spicy

mellow hints of caramel and oak and a robust Jim Beam's spice.

It's sweetest to finish.



Jim Beam

DEVIL'S CUT, BOURBON WHISKY, USA

Profile

When bourbon ages, oxidation of the liquid evaporates through the barrel and up toward the heavens, believed to be angels claiming their due; this has been dubbed the "angel's share". Jim Beam Devil's Cut is not that perfect. Instead, it's made from the liquid that gets trapped deep inside the wood of the barrel—the devil's share. And through Jim Beam's proprietary process, they've found a way to extract it.

Tasting Notes

Jim Beam takes the liquid extracted from the barrels, blends it with extra-aged Kentucky straight bourbon whiskey and bottle it in 40 proof to create a premium bourbon with extra depth and complexity. Designed to be enjoyed neat or on the rocks.

Nose

Intensely woody, fresh cut oak and a whole heap of vanilla spice.

Taste

Full-bodied with more oak and vanilla notes.

Finish

A deep char aroma with a smoky backdrop to finish.



Jim Beam

BLACK LABEL, BOURBON WHISKY, USA

Profile

Jim Beam Black is, and always will be, one aged to taste and bottled only when it's just right. The result is a full-bodied bourbon with an extra level of elegance and refinement that's meant to be sipped and savoured. The premium, 46 proof bourbon whiskey spends years longer being aged in American white oak barrels than original Jim Beam. By those extra 10 years of aging that plus Jim Beam Black is full-bodied for you with notes of smooth caramel and warm oak.

Nose

Traditional bourbon nose of caramel, vanilla and spice. Some wood notes, more than in the white, and it carries across less medicinal and more earthy. Hints of baked pastry and a bit of corn and yeast.

Taste

Caramel and oak followed by vanilla and a robust Jim Beam spice. Citrus, dark fruit preserves and a bit more of that corn and yeast from the nose round out the palate.

Finish

Woody caramel slowly fades to oak and vanilla.



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Rosebank Advocates

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



Dr Grant Hewison

Auckland Economic Development Action Plan: Draft for feedback

Local boards are being asked for feedback on the draft Economic Development Action Plan, a plan setting out Council's role in Auckland's economic recovery 2021-2024.

This Plan arose out of the CCO review, which recommended that council and all substantive council-controlled organisations (CCOs) should together define the economic outcomes for Auckland and agree on how

to achieve and measure them. The review also acknowledged the need for better coordination and definition of responsibilities for local economic development within the council overall. The Economic Development Action Plan forms part of council's response to that review.

The draft Economic Development Action Plan is not a long-term strategy and does not replace the Economic Development Strategy 2012. The priorities and focus over the next three years, however, align with the Auckland Plan 2050, Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan and Kia Ora Tāmaki Makaurau: Council's Māori Outcomes Framework.

The council organisation and council-controlled organisations have worked collaboratively to develop the draft Plan. The Plan defines and agrees, for the next three years, the council's economic objectives and priorities and determines a coordinated course of action. The plan is limited to actions that are within the remit of council and council-controlled organisation (CCO) activities. Key areas are:

- Use assets to provide what Aucklanders need;
- Stimulate through procurement;
- Support businesses and development through right-land use zoning;
- Support businesses and development through regulatory processes;
- Reduce congestion, improve travel and supply chains;
- Get people into town centres;
- Incentivise productive activity;
- Grow skills and investment;
- Fill the tourism gap;
- Provide social support commensurate with Auckland Council's size and role;
- Coordination of responses through partnerships.

The draft plan aligns with the 10-year budget and will inform the work programmes of relevant council family departments. The draft plan outlines detailed actions within six areas of focus:

- Destination Tāmaki Makaurau: attracting people and investment
- Destination marketing and management.

- Major events, shows, performances and exhibitions.
- Investment opportunities.
- Talent attraction.
- City centre.

Local Tāmaki Makaurau: enabling thriving local economies

- Town centre development.
- Local board support.
- Local economic places of focus.
- Local businesses.

Skilled Tāmaki Makaurau: supporting quality jobs and skill development

- Young people.
- Labour market transitions.
- Fourth industrial revolution.
- Supplier diversity and development.
- Advocacy and influence.

Future Tāmaki Makaurau: preparing businesses for the future

- Build on our industry strengths to diversify Auckland's economy.
- Expand Auckland's innovation support and infrastructure.
- Prepare for a more uncertain future.

Enabled Tāmaki Makaurau: infrastructure enabling economic development

- Impactful procurement.
- Infrastructure costs.
- Transitioning to a climate positive future.

Enabled Tāmaki Makaurau: regulations that enable economic development

- Planning and zoning.
- Resource and building consents.
- Governance.
- Bylaws, licensing, compliance and permitting.

The Plan reflects the guiding principles of transitioning towards a regenerative and low carbon economy, supporting economic opportunities for Māori, and responding to our communities of greatest need. The actions presented in the draft action plan will go through a further climate impact assessment using tools developed by the Chief Sustainability Office. The results of this assessment will be incorporated into the final plan.

Each workstream of the plan will have a local impact, acknowledging the interdependency of local economies and the regional economy. The draft plan includes the focus area 'Local Tāmaki Makaurau: enabling thriving local economies' and has been informed by the recent local board plans' local economic priorities.

There will be targeted engagement on the draft plan, including with iwi, advisory panel members and business groups. Feedback is being sought until 14 June 2021.

The final Economic Development Action Plan: Council's role in Auckland's recovery 2021- 2024 and its monitoring framework will be presented to the Auckland Council Parks, Arts, Community and Events committee on 8 July 2021 for adoption.

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Kim's Corner

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



Isn't it a great feeling when you can tick off a job, and it doesn't always have to be something that is completed, it may just be, getting it off the ground?

Last month was one of those months. You may recall from our last Roundabout magazine that Gilbert Brakley from the Whau River Catchment Trust and myself (RBA) presented a joint deputation to the Whau Local Board requesting they look at taking steps to reopen the Kurt Brehmer Walkway. It was decided that night that the Board would make a formal request for the Parks Department to reopen the Geotech investigations for the walkway and they are already looking into funding for the investigation.

With the increase in burglaries and boy racers over the last couple of months and no sign of it diminishing, it was felt that a round table meeting was needed to discuss crime prevention in our Rosebank Business Community. Spearheading the meeting was Michael Alofa from Auckland Council, Ashley Gore, Meika Campbell and Junior Fiu from the Avondale Police, Kay Thomas, Fasitua Amosa and Warren Piper from the Whau

Local Board and Stefan Crooks and Kim Watts representing the RBA.

The idea of the meeting was to come away with some positive suggestions and the basis of a plan on how we can be creating a safer business community. It was agreed that a small working group would be created from the people sitting around the table, who will meet once a month to implement and monitor the approaches. We are never going to completely rid ourselves of these undesirables but if we can put into place systems that show we are serious about the security of our businesses and the safety of our workers then this is a good start. The discussion covered the topic of 'boy racers' and what measures could be taken to curb this issue. These boy racers love cul-de-sacs with very smooth surfaces and Jomac Place and Timothy Place are perfect. It

was suggested that the end of the road be roughened up and big bright lights be put into place, along with Anti-cruising signage on every cul-de-sac as a deterrent. Other discussions included re-deploying the New Lynn/Kelston Community Patrol vehicle to carry out some random visibility patrols in the RBA area along

with the Avondale Police increasing their usual patrols and visibility, and NZCP Mt Roskill also contributing to randomly patrolling the cul-de-sacs in the Rosebank business area.

At the time of writing this Avon Lines from Neighbourhood Support has already contacted and informed me that they have a business division who will be able to equip us with tools to create a safer business community.

It's always nice to finish off with a feel-good story, and on Friday 28th May the Rosebank School held a special assembly to



celebrate the Hon Carmel Sepuloni, Labour MP for Kelston. The school is made up of a very large, diverse group of children from 41 nations, and with the help of Jamie & Michelle from Ray White Mt Albert, Southern Spars, Kitchen Mania, OmniGraphics and the Rosebank Business Association, the flags from each of these nations are now proudly hanging in the school hall. This not only gives the children a sense of ownership but reminds them of not only where they are from but also being proud of where they are now.

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Rosebank News

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

Obituary: Brian Phillip Najib Corban 1946 -2021



West Auckland stalwart Brian Corban CNZM QSO has passed away aged 75.

A lawyer for 42 years, Brian was a founding partner of Central Park Drive's famous Corban Revell Lawyers. Since the late 1980's, Brian was involved in leading companies through restructuring and deregulatory changes in the health (A+ Auckland Healthcare), radio, television, telecommunications, transport (KiwiRail) and electricity sector (Genesis).

Brian served as chair of KiwiRail Holdings Limited and the New Zealand Railways Corporation from July 2019, following a year as deputy chair of KiwiRail. He was directly involved in establishing Radio New Zealand and TVNZ as State Owned Enterprises and received in 1990 a Commemoration Medal and Queen Service Order (QSO) from H.M. the Queen. Brian became a Companion of the NZ Order of Merit in the 2009 New Year's Honours.

He served his community through chair, trustee and director roles

with the Melanesian Trust Board, Auckland War Memorial Museum and Auckland City Mission, as well as being a member of the Waitangi Tribunal and a pillar of the Lebanese and West Auckland communities.

Brian was known for his business skills and generous heart. He was especially proud of his Chairmanship of the Henderson Corban Estate Art Centre he served with Martin Sutcliffe (Director), offering subsidised art classes with a strong commitment to serving the arts and cultural needs of the young people of West Auckland. He also served the Citizen Advice Bureau, offering free legal advice.

Brian was also known for his role in the New Zealand wine industry. His grandfather Assid Abraham Corban came to New Zealand from Lebanon in 1892 and settled in Henderson, West Auckland, in 1902 when he started Corban's Wines. There is great book written by Dick Scott called 'A Stake in the Country' that tells the story of the family back in Lebanon, their settling in Henderson and their pioneering of the NZ wine industry.

He was married to Lindsay, and they have three children, Benjamin, Sarah, and Sam (deceased), as well as many grandchildren.

"I know Brian was seen as a transformative leader within KiwiRail, well respected for his wisdom, honesty and sense of humour. Mr Corban selflessly devoted much of his life to serving the community and his legacy will endure." State Owned Enterprises Minister David Clark says.



Community regatta cleans up

The annual 'Whau River Clean Up Regatta' was held on Sunday May 2nd on a glorious sunny day. The event was organised by the Whau River Catchment Trust, who partnered with the West End Rowing Club, Sea Cleaners, New Lynn Sea Scouts, Te Atatū Boating Club, and Sustainable Coastlines. The event was also supported by the Rosebank Business Association, The Whau Coastal Walkway Environmental Trust, the Whau, Henderson and Massey Local Boards.

Over 70 people attended, cleaning up the river estuary and mangrove

areas, along with a shoreline clean-up of Saunders Reserve and the Kurt Brehmer Walkway. Hauled out of the Whau were two nine cubic metre skips filled with rubbish, as well as a trailer load of tyres and a large recycling bin of recyclables. The West End Rowing Club provided a fantastic barbecue at the end of the clean-up which was appreciated by everyone. We are also very grateful to professional photographer Steven Neville of Auckland Sports Photography for donating his time to create a wonderful photo and video record of the event. WRCT would like to thank all supporters and particularly the people who turned out on the day to volunteer their help to clean up our Whau awa wahapū (Whau river estuary). Thank you.



EUROTECH – BRINGING THE BEST IN KITCHEN APPLIANCES

Sophia and Shawn Bristow, directors of Eurotech Design Limited (Eurotech), are celebrating a small milestone on the 4th birthday since they purchased into the company. During that time the Eurotech product range has grown significantly, bringing the latest in innovations and technology in appliances, from world leading manufacturers, to the New Zealand market.

A privately owned New Zealand company, Eurotech began its journey in 1996 and specialises in the importation and distribution of global brands in kitchen appliances. The company has nationwide retail distribution channels and is well recognised for its successful promotion of global brands in the New Zealand market from America, Europe and Asia.

Sophia says that Eurotech is passionate about promoting leading-edge products. With the support of its customers and suppliers, it has maintained strong growth with some interesting opportunities currently in front of the company. Shawn comes to Eurotech from a background in the building materials supply industry while Sophia brings her expertise in finance. They have focused on upgrading their ERP systems to create greater efficiencies as well as enhancing the Eurotech range, which now offers over 90 different products.

Sophia says that Eurotech is dedicated to forming strong long-term relationships with its suppliers, customers, team members and our community. It has been a preferred supplier to developers specialising in large scale apartment and hotel projects for nearly 25 years, and currently assisting in projects in Auckland, Wellington and Queenstown.

Sophia says that by keeping their finger on the pulse, they are able to offer their clients the latest products to meet their requirements. A good example of the company's dedication to innovation and bringing the latest products to the market is its companion products of compact oven and single dishwasher cabinet, now available.

"By focusing on design, innovation, technical support, project management and after-sales customer care, Eurotech will continue to deliver to its clients the results they require for a successful project completion."

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Vernon Logistics

This year, Vernon Logistics is celebrating 35 years in business. What started as a one truck company has grown to a leading commercial warehousing, distribution, logistics and transport company.

Owner, Neil Vernon purchased the company in 1986 when it was a small cartage business. Today, Vernon Logistics run a fleet of ten trucks and trailers for its logistic operations and has a modern warehouse with 7000 square metres of storage space. The company is proudly 100% Kiwi owned and operated and as the company has grown and moved, it has always based itself in West Auckland.

The next generation is now working at the company with Neil's son Andrew working as a Key Account Coordinator.

Based at 482 Rosebank Road, Vernon Logistics provides dedicated storage and distribution services for clients within the Auckland area. With expertise in supply chain management and logistical solutions, Vernon Logistics can work with any business, no matter its size or needs. Delivery or distribution beyond the Auckland area is available for businesses if required.

Neil and the team specialise in supply chain logistics and the services on offer make distribution easy for businesses. Services range from inventory management to distribution systems that ensure delivery to customers' doors on time, every time.

As a full-service storage, distribution and logistics company, Neil says Vernon Logistics can save clients' money and provide clear, unique solutions through each step. Over the 35 years in business, Vernon Logistics has worked with a variety of businesses with a focus on manufacturers, importers or distributors of food, grocery or general consumable goods.

When businesses work with Vernon Logistics, Neil says customer service is always front of mind as they operate. Neil and the 20 strong team have taken great care to ensure the quality of the service has not been compromised as the business has grown over the years.

"When a client works with us, they get a key account coordinator who can take control of the needs specific to their business," says Neil. "We offer solutions at every step and our clients have access to their account manager and their goods at all times."

When it comes to third party logistics, Neil says his team are ready to make systems easier for businesses. The company delivers an integrated supply chain management system through its purpose-built facility.

"We operate using modern technology to manage our warehouse. It's a cutting-edge system that ensures we can manage and track goods effectively at every step," says Neil.

The warehouse space is a modern facility with security and 7,000 square metres of space, with the capacity to store 7,000 pellets



Neil Vernon

at a time. The secure warehouse is close to the motorway making it easy for businesses to access or view their goods while they are being stored.

The company is a member of the National Road Carriers Association so businesses can feel confident they are in good hands. As an MPI approved transitional facility for import containers, Vernon Logistics handle in excess of 1500 containers per year.

Due to a recent operational change, Vernon Logistics has gained additional storage space. The company is ready to talk with



your business about how they can work with you today. Vernon Logistics has worked with a variety of businesses in the Rosebank Road area over the years and the relationships with these local clients has always been important to Neil.

Vernon Logistics joined the Rosebank Business Association over 15 years ago. Neil says he has enjoyed being part of a common body that can offer support to businesses such as Vernon Logistics.

Go online and find out more at Vernon.co.nz or phone 820 3000 today.



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Sir Bob

Wayne Brown

Politics and Ports

by John Subritzky

The morning after the Ports of Auckland Ltd (POAL) was the topic of a NZ Herald debate, Rosebank Business Association (RBA) hosted the chief protagonist, Wayne Brown.

Brown had not been at the debate the night before, which was probably a good thing as Phil Goff still seems to be pretty riled up over the report from the Upper North Island Supply Chain (UNISC) group. This was chaired by Brown, and the UNISC report concluded that the way forward was a two-port solution based primarily at Northport at Whangarei and secondly at Tauranga. To be fair, at the time it did seem a bit rude that Auckland Council, the main stakeholder in POAL, had been de-looped in the review. Brown poked the bear again in an article last March, where the newspaper headline writer chose to sum up the story with the title: "Councils led by former MPs never get anything done".

At the RBA meeting, Bob Harvey

introduced Brown and called him a legend. "He is a disruptor, and he has galvanised the debate around the port and will influence the debate over the next ten years", said Harvey. Both Harvey and Brown are ex-mayors, and both are surfers, so you can expect them to be a little different! Brown has an extensive track record over the last two decades for getting things done, and was on call as Mr Fixit under the National government. Turning around failing DHBs were a specialty. Brown was keen to come and speak to the RBA after reading in the Roundabout magazine about members problems with shipping delays and freight cost blow outs.

Brown noted that the three Ps are important: Projects, People and Politics. Good projects backed by the right people can sometimes navigate their way through the politics which are global, national, and local. National and local politics are massive obstacles to any progress in moving the port.

Brown has decided to dedicate a year of his life to promoting North Port as the logical replacement to do at least the heavy lifting of containers and car imports. Freight would be railed to a new inland port hub in the northwest of Auckland. Last year the \$130M upgrade to the Northland rail line overcame some of the issues that had limited container traffic by rail. Unfortunately, the crucial 21km rail extension to Marsden Point and Northport has been put on hold. Without this essential link, North Port is severely constrained in its ability to handle Auckland's container traffic, as we saw during the diversion of ships to Whangarei in the recent container handling crisis in Auckland.

Northport is the only port in NZ that is not connected by a railhead. This was scheduled to be fixed until politics got in the way again in the last term of government, when Shane Jones and Phil Twyford had different opinions on the rail extension. Now they are both political

footnotes in history, but North Port still has no rail connection.

Bizarrely, any further development of North Port can be blocked by its competitors. Port of Tauranga owns a 50% stake in North Port and POAL has 19.9%. Nothing will happen at North Port without their - and their local body owners' - agreement.



Brown is adamant that the Port of Auckland needs to move. "If you go down Queen Street and turn left towards the Wynyard Quarter you are in the very essence of a liveable city. There is the harbour, people everywhere smiling, nice cafes, fancy office blocks, high wages, and its terrific! However, if you go down Queen Street and turn right at the bottom, you are in Gdansk! Its an ugly several kilometres of unremitting ugliness. The Port doesn't pay rates and doesn't deliver your stuff on time. You can't see the harbour or Rangitoto because the view is blocked by car carrier ships."

The 2020 Sapere report ranked a new port in the Manukau Harbour as the preferred option, although it acknowledged challenges with the bar at the entrance, adverse weather affecting shipping, and it being on the wrong coast to integrate with cargo from other ports, especially export orientated Tauranga. As the authors of the report were primarily concerned with cost benefit analysis and future port capacity issues over the next 60 years, there was little consideration given to cultural, social, or environmental factors.

Phil Goff didn't hold back, saying "The Sapere report completely backs up my concerns and concerns raised by Auckland Council since the start of the Upper North Island port study led by Wayne Brown. The Brown report started

with a conclusion – wanting to move the Ports of Auckland to Northport – and worked backwards. It failed to engage with stakeholders and was quite frankly a shoddy opinion piece not based on facts," he said in a statement.

Brown disagrees.

In the Herald debate, Goff admitted that he had no idea if converting the expanse of mudflats in the Manukau to a major port was even a feasible proposition, but he at least wanted it fully investigated. He noted that his father was a 3rd Marine Engineer who had sailed ships year after year into the Manukau. The coastal shipping that Goff refers to this century was limited to ships less than 5,000 tons, to be able to cross the bar. The average container ship now weighs 100,000 tons and the largest can be double that. Brown says that the bar at the entrance would need to be dredged to a depth equivalent to the height of a 5-story building!

Onehunga used to be the main port for Auckland. It is a shorter distance by sea from Australia than the route around North Cape to the Waitematā.

But Onehunga fell away in use from about 1905 when ships became larger. POAL has now closed Onehunga to coastal shipping and sold off the harbour's only tugboat.

Future options for a sustainable port get ranked depending on the criteria being considered.

The Sapere Report primarily considered cost/benefit analysis and capacity over a 60-year horizon. Their brief was to consider the five options of Whangarei, Tauranga, a combination of the two, Firth of Thames or Manukau harbours.

The UNISC Report looked wider: at possible use of the current port land, return on investment, future land use and availability, community impacts, city roading congestion, environmental impacts and resource consent issues. There are significant ongoing costs of keeping the port in downtown Auckland.

Brown unashamedly advocates for a two-

port solution for Auckland shipping. The primary port should be the deep-water berths at Marsden Point. Northport has the resource consents in place to expand. Of the three current ports, Northport has the most available land with 180ha ready for development. Tauranga is favoured to continue its existing support role. Containers are railed daily to the inland port at Wiri. This is at no extra cost to the importer and Wiri is central for many



industries. Tauranga is constrained from being the main port for Auckland for the next 60 years by a smaller land area of 107ha that is skyrocketing in value.

Moving to a two-port solution would give far greater resilience and security for vital imports to Auckland. As the critical mass of growth starts to move to the north-west of Auckland, an inland port on the rail line there to receive containers from Northport makes more sense. Brown says that having the gateway port outside of Auckland shifts the requirements for land and infrastructure from the CBD. It would also be an employment boost for the North. Every borough council used to have its own landfill in Auckland. We no longer have landfills in Auckland City. Why do we still have the port?

Brown has his work cut out for him advocating for change. It may have just got a little easier though with one of the people opposing the idea, Ports of Auckland CEO, Tony Gibson, having now resigned after being under the spotlight of public scrutiny for port safety and performance issues.

Will the three Ps of Project, People and Politics finally come into alignment to deliver a robust solution? You can bet that Brown is working to make it happen.





Fairfood

Food distribution organisation saves food from landfill

While Fair Food may not be a household name, executive director, Veronica Shale takes pride in the fact the charity supplies food to thousands of households each week. Founded in 2011, Fair Food is Auckland's original food rescue charity, and it supports over 50 groups across Auckland.

Based in Avondale, Fair Food obtains surplus food that would otherwise go to landfill and re-distributes it to people in need. The approach and overall model tackles both social and environmental issues at the same time.

"At the very heart of what we do is the belief everyone should have fair and equal access to good nutritious food no matter who you are, where you live, or your situation," says Veronica.

Working with a range of groups, Fair Food is the only food redistribution group in the West Auckland area. From women's refuges, mental health agencies, refugee centres, teen parenting support groups, budgeting services, local schools, groups supporting people sleeping rough and groups creating community meals, Fair Food is there for them all.

"At last count, our food has been in 4,000 food parcels to help nourish 15,000 to 20,000 people a week," says Veronica. "On top of this, we are also proud of the environmental impact we are having."

In the last two quarters, from October 2020 through to the end of March 2021, Fair Food has diverted over 210 tonnes of surplus

food from landfill to feed people in need. This equates to over 600,000 meals and a reduction of greenhouse gases of over 163,000 kilos.

When Covid-19 hit New Zealand, the business exploded. Prior to the pandemic, Fair Food operated as a mobile service with two drivers who re-distributed surplus food through their vans. Overnight, the organisation realised they needed more space, and the main distribution 'hub' was set up.

"Suddenly, there was a real recognition around food recovery," says Veronica. "Covid-19 and its impact worldwide on the food supply chain and employment shone a spotlight on the importance of ensuring good surplus food didn't go to waste and went to those with less."

Fair Food had earned a solid reputation over its 10 years in service and its ability to step up in the pandemic cemented Fair Food as a key strategic player in food recovery.

In 2020, the organisation won the Greater Good, and overall Supreme Winner at the Massey University NZ Food Awards for its work.

"This was huge for us," says Veronica. "We were applauded as a small charity and could show that while we were small, we were mighty!"

The Hub, at 2/624 Rosebank Road, is bustling. The space



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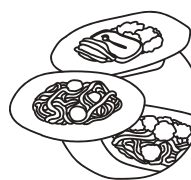
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includes an office, communal and kitchen area, and a large warehouse where food is received, sorted and then re-distributed. All the furniture at the Hub has been rescued and the core of the work happens with eight staff and eight volunteers each day. The organisation receives food from a variety of groups, including larger supermarkets such as Countdown and Farro Fresh. Quite simply, the organisation feeds people, and not landfill.

"We receive a surplus of amazing goods," says Veronica. "These foods aren't waste food that need to be thrown out, instead they are surplus foods that would otherwise go to waste. For example, a supermarket might order more than they have been able to sell, or a restaurant may bake more bread than they get through."

In the past, food banks have had a history of supplying long-life shelf products – canned goods, dried pastas etc. Fair Food is different as they have a focus on fresh, nutritious products. Through the interview I was lucky enough to see the sorting area and I was blown away by the variety, colours and overall deliciousness of the food being sorted. The thought of this food otherwise going to waste, was quite honestly shocking.

For charities receiving donations from Fair Food, they are first surveyed to see how they will use the food and what the needs are. Once this is established and the two organisations agree to work with each other, the group will come into 'The Hub' and pick up an allocation of food. Each charity or group receives a share of bread, dairy, protein, fruit and vegetables.

"We focus on fresh and nutritious food," Veronica says. "We are really proud of this. The model of food recovery is a great way to feed groups in need. I have seen people who are receiving food and I tell you; these are everyday people. There's been a lot of

people struggling out there."

When 'The Hub' was set up, Veronica says she wanted to ensure a mindful space was created with visitors and volunteers in mind.

She is proud to say they have achieved this. With a Master's in marketing and a Bachelor of Economics, with an environmental focus, Veronica's expertise in these areas has helped to shape and grow the organisation to where it is today.

Veronica was originally sitting on the board but when Covid-19 hit she stepped up and came on full-time as executive director.

"Fair Food is a welcoming and cool space that is joyful and proves you can have an immediate impact in a positive way," says Veronica. "We extend an open invitation for local businesses to come for a tour of our Hub."



For businesses wanting to align with an innovative and award-winning local charity, Fair Food has it all. Fair Food is always on the look-out for smart sponsors, enduring partners and a pipeline of volunteers interested in supporting both environmental and social impacts. For businesses wanting to get involved there are several ways to do so in addition to funding or supplying.

Fair Food offers team building opportunities - businesses are invited to do a DO-GOOD WORK DO, where the team can be involved with community cook-ups or sorting of food which is hugely rewarding for teams and greatly appreciated by Fair Food.

"One of the great things about volunteering with us is that the impact is immediate," says Veronica. "You know which charities you are supporting and how this helps to nourish our community, look after the planet and each other."

For more information, email info@fairfood.org.nz, donate at fairfood.org.nz, or visit 'The Hub' at 2/624 Rosebank Road.



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André Hendriks
Off The Wall Marketing

Waste Levy

What is the waste levy and why are we paying for this?

The Government introduced the waste disposal levy in 2008/09, initially set at \$10 per tonne for all material sent to landfill. The levy is designed to send a price signal to the market that landfill disposal is the least desirable option for dealing with waste.

The Government has now gazetted regulations to increase and expand the national waste disposal levy and reduce the increasing amount of rubbish ending up in New Zealand's landfills from 1 July 2021.

Last year, Cabinet agreed that the waste levy for landfills that take household waste will increase from the current \$10 per tonne - set in 2009 - to \$20 per tonne on 1 July 2021. This rate will progressively increase each year to \$60 per tonne in July 2024. The waste levy will also be applied to construction and demolition disposal facilities on 1 July 2022 and managed and controlled fill facilities on 1 July 2023. It's important to know that the money raised is reinvested in waste infrastructure and services. New Zealand's infrastructure needs a massive improvement when it comes to collecting waste. We are aiming to create a better platform between councils, so that we are able to recycle more within New Zealand. At this moment we don't have enough resources throughout the country to accept waste the same way between councils.

What increasing and expanding the levy will do

Increasing and expanding the levy will help recognise the real costs of waste, make it fairer for everyone and incentivise materials to be reused and recycled rather than just taking it to the tip. The levy increases are likely to have a minimal impact on a family's weekly budget. The Ministry for the Environment estimates that when fully implemented, the new levy could increase the cost of the weekly council kerbside rubbish bag by about 25c, depending on individual council decisions. The aim is to reduce waste, which will also reduce the greenhouse gas emissions from landfills.



Landfills and the Emissions Trading Scheme

The Emissions Trading Scheme (ETS), was introduced in 2008 to address climate change.

It helps New Zealand meet the international targets we have committed to as a country by putting a price on greenhouse gas emissions.

In 2013, organisations that own landfills were included in the scheme. This is because when the organic waste (collected from businesses and the community) in a landfill break down it naturally produces landfill gas, which is made up of a number of gases, including methane - a greenhouse gas. To significantly reduce greenhouse gas emissions from our landfills, companies like Waste Management invest heavily in technology and infrastructure, which enables them to capture over 95% of the landfill gas. This is then either converted into electricity to supply homes and businesses across New Zealand or destroyed to stop it entering the atmosphere. The emissions trading scheme also impacts on the cost of disposal at landfill. The landfill is an emitter of carbon dioxide and emissions are calculated and priced based on a tonnage rate applied to carbon. The carbon price is determined through the emissions trading scheme. The amount of gas that the landfill site produces is calculated annually and a 'surrender obligation' is generated.

What does this mean for the planet?

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About us

Off The Wall Marketing translates the growing demand for sustainability into practical tools and working methods for companies, industry associations, and governments. We want to make a change in doing business, not only because it contributes to a sustainable world, but also because organisations themselves benefit from it.

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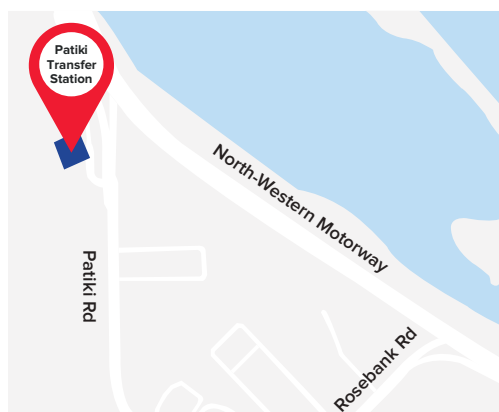
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To find out more about how ScotPac can help you to unlock the assets in your business, contact:

Wayne Goss
General Manager – NZ
D: +64 9 801 3832, Mob: +64 21 453 054 |
Email: goss@scotpac.co.nz | www.scotpac.co.nz

The Tile Depot

From our family to yours

The Tile Depot is a family business that was established in 1995 and has since grown into one of the largest importers and retailers of quality tiles in New Zealand. This year marks their 26th anniversary since they opened their first store in Panmure, Auckland and over this time they have expanded from their original range of 23 tiles and one staff member to 13 stores throughout New Zealand with over 90 staff members. Their range now exceeds 1000 tiles and now includes laminates, Neptune SPC flooring and a wide range of bath ware and fittings.

The team at The Tile Depot Rosebank are made up of five staff members who all take pride in showcasing the numerous tiles on display and bath ware products that are sold in store.

Tessa the store manager has been with the company for five years, originating from the Whangarei branch before moving back to Auckland and briefly working at the Albany store before locating to Rosebank.

Kale has been with the Tile Depot for 10 years and is currently the trade manager, he has a wealth of knowledge when it comes to trade products and is always happy to answer any of your questions.

Making up the rest of the team is Leigh their warehouse man, Tom who is a tiler in his spare time and very experienced when it comes to the tiling process, and the newest edition to the team Shane who has had previous experience working with tiles, colour matching and bathroom products.

The company mantra is 'from our family to yours' with the company firmly believing in the importance of their client's requirements and providing a professional and personal service to each of their customers.

So, the next time you are looking for tiles, bath ware or trade products, call in to see the team at the Tile Depot Rosebank and they will be more than happy to help you with your tiling needs.



The Tile Depot
662 Rosebank Road, Avondale.
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Canterbury of NZ

New Zealand's iconic sports and lifestyle brand Canterbury of New Zealand has been based at the end of Copsey Place since 2013. While Canterbury Clothing Company (CCC) has its origins in Christchurch in 1904, these days CCC's New Zealand and Australian operations are run out of Avondale.

The famous CCC logo is synonymous with rugby and rugby league and is also seen on virtually every New Zealand sports field or court. Canterbury has been worn by the All Blacks and Silver Ferns and they're proud to currently outfit the mighty Vodafone Warriors, Black Caps, White Ferns, Moana Pasifika, Counties and Taranaki NPC teams and the British & Irish Lions.

Their teamwear division outfits clubs, schools (including Avondale College) and corporates in their local community and throughout the country. All their stock is warehoused here in Avondale and they operate a stock service to their customers.

The brand's lifestyle range is undergoing a strong resurgence and their durable and hardwearing apparel continues to be a favourite of the agricultural and trade sectors.

Farmers and Tradies have worn their famous rugged shorts on the farm or work site for over 100 years. It almost seems like a badge of honour to see how long they can get them to last before trading up!

More recently, they have celebrated their heritage digging into archives with collections capturing heritage looks from styles as far back as the 80's and 90s and re-introducing pieces of NZ

clothing and sportswear history to the next generation in a fresh and authentic way.

All their products are locally designed and developed here in Auckland drawing on local talent and expertise. Their local design and development enable CCC to maintain a strong kiwi identity. Canterbury is owned by the UK's Pentland Group which owns and manages some of the world's most famous sports and fashion brands such as Speedo, Ellesse, Mitre, Berghaus and Lacoste footwear.



Canterbury of New Zealand
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Have your say

WORKPLACE WELLBEING SURVEY

Participate in the first Rosebank Workplace Wellbeing Survey. Your answers will remain anonymous and the survey takes about 12-15 minutes to complete.

The Rosebank Wellbeing Collaboration has been going just over a year now and we would like to hear from you about what affects your wellbeing when you are at work. Your voice will help build on ideas currently underway such as financial wellbeing workshops, know your neighbour events and new solutions for addressing traffic congestion.

All participants go into a draw to win a \$200 BARKERS or MAX voucher, the winner will be announced at the end of June.

Use the scan code to take part in the survey which is available in several languages. Please contact the Rosebank Business Association for more information.

Contact Kim Watts:

(09) 820 0551

kim@rosebankbusiness.co.nz



Rosebank
Wellbeing

RBA



**SCAN HERE
TO TAKE PART**

Mince Pie

by Fran Mazza from Piccolina Cafe, 610 Rosebank Rd

INGREDIENTS:

- 2 tbsp. canola oil
- 1 kg beef mince (80% beef)
- 1 brown onion finely diced
- 1 carrot grated
- 1 ½ celery sticks finely chopped
- 2 tbsp. corn flour
- ½ tsp. salt
- ½ tsp. sugar
- 1 tbsp. beef stock
- 1 tbsp. Gravox
- 1 tin peeled tomatoes 450gm
- 3 tbsp. Worchester sauce
- 250 gm store bought butter savoury pastry
- 250 gm store bought butter puff pastry
- 1 egg

METHOD

Heat oil in a large pot on a medium heat. Once heated add diced onion and cook while stirring until onions are soft.

Add the carrots and celery, cook until translucent.

Add the mince and gently break it up with a fork and cook until browned.

Add the chopped canned tomatoes, stir through.

Add the salt, sugar, Worchester sauce, Gravox, beef stock, and one cup of hot water and cook for 20 minutes on a high simmer until the water is reduced.

Mix the corn flour with enough water to create a slurry, then add to the mince and stir quickly.

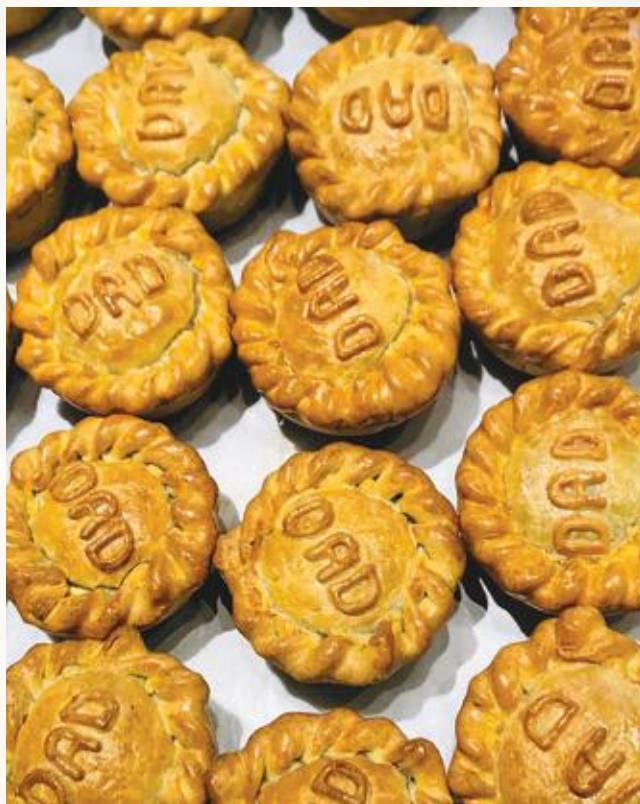
The meat sauce should thicken, add extra seasoning if needed.

Take off the heat and cool to room temperature and store in the fridge for up to three days.

Cut pre rolled savoury pastry to match the base of the tin for the pie. Spray the tin well with canola cooking oil to prevent from sticking. Line the tin with savoury pastry with about a 1 cm over hang. Fill the pastry with chilled pie filling. Cut the puff pastry for the lid in a shape that matches the top of the dish. Place lid on the top of the filled pie dish, and crimp the edges either with a fork or by hand. Make two small slits in the top of the puff pastry for air to escape.

Make an egg wash by beating the egg together with a pinch of salt. Brush the egg wash onto the top of the pie.

Place the pie in a preheated oven at 190 degrees and cook until the pastry is dark golden brown, around 20 mins depending on the size of your tin.



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.

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Business Nuts & Bolts

Business to Business advice from **RBA Members**



Janine Roberts
Accounting Associate at Haven

Are these 4 things stopping your business from succeeding?

Many factors might have affected the success of your business lately, particularly the global COVID-19 pandemic. You might be struggling to grow your new business or build your existing business back up. If you feel as though you've exhausted all

of your options, we've put together a few things that might help you see where you can improve.

1. No long-term thinking

Particularly in the wake of the pandemic, you've probably been focusing more on the next few months rather than the next few years. It's all been about survival rather than long-term growth. But now it's time to take a look at the longer-term goals you have for your business. Where do you want it to be in five or 10 years from now? If you're not sure where to start, or how to forecast that far into the future, our expert team of business strategists can help.

2. No Unique Selling Point

A USP should be one of the first things you think about when

starting a business, but over time, this will need to be reviewed. It's not enough just to think you have the best product or service in the market, potential customers also need to think that too. When was the last time you checked out your competitors? Maybe you have the same USP as another company but they're overlapping you with their marketing. Are you still the best? If not, it might be time to pivot.

3. Focusing too much on one thing

It can be easy to get caught up in one particular aspect of your business such as a new product launch. Whilst it's important to be across these things, your role as business owner is to look at the bigger picture. What are your plans for the few months after your product launch? You should always be looking ahead and planning for growth where you can.

4. Focusing on too much at once

On the other side of the coin, it can also be a mistake to focus on too many things at once. If you're trying to be involved in everything that's going on in your business, you could end up spreading yourself too thin. If you have a team you can delegate tasks to, be sure to do that. That way, you can check in with them for progress reports, but you don't need to be trying to manage everything at once.

If you'd like some strategic business advice, or just receive a fresh perspective on how to grow your business, then get in touch with our expert team at **Haven Accounting today on 0800 700 699.**







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Warwick Russell
SMEtrix Insights

Get to know your customer's journey

Regardless of how and what you sell, your customers make your business a business! Here's what you need to know about customer journeys, data analytics and how used together they can help your business grow.

What is a customer journey?

At a glance, a customer journey might seem simple. But as you look in more detail, the journey a customer takes to get from point A to point B is increasingly complex. In essence, a customer journey is twofold and outlines the channels that a customer engages with as they become aware of your business through to their decision to purchase and beyond.

Why is a customer journey important for your business?

Understanding the customer journey is important for your business as it provides insight into how different channels perform. As a business owner this is important to know as it can greatly impact marketing, sales, customer service and the customer experience. By defining your customer journey, you can be more strategic in your sales approach and efforts to meet customer expectations.

How to build an accurate roadmap of your customer's journey

To create an accurate customer journey roadmap, you need data. Having relevant data helps you distinguish your customers actual purchasing journey from the ideal one you've developed based on your own beliefs.

The roadblocks to determining data-driven customer journeys for SMEs

If you're running a small team with limited resources, generating data-driven customer journeys can be a time consuming and costly exercise as today, customer journeys comprise of a complex

mix of digital and real-world channels.

While these channels offer immense data sets, the disparate systems behind each channel can make correlating the data between each a complicated and drawn-out process - especially for those lacking the resources or know-how to do so efficiently.

How data analytics can help your business better understand its customers

Data analytics programs are changing how businesses utilise their sales and marketing analytics and map out their customer journeys; bridging the gap between disparate systems and offering detailed insights that businesses can use to make strategic actions. Data analytics can provide:

Churn prediction

Predict customer/employee churn and make effective actions to retain before its too late.

Recommendation systems

Leverage machine learning to tailor recommendations to each of your customers.

Customer segmentation

Achieve more profound customer understanding and better target customer marketing.

Lifetime value optimisation

Leverage CRM data with predictive analytics to optimise lifetime value.

Demand forecasting

Predict customer demand and as a result, improve handling of resources for future demand. Forecast, plan and place orders faster; reduce stock-outs and increase revenue; reduce overstocking and improve inventory turnover.

Promotion effectiveness

Boost your promotions return on investment with predictive analytics.

By using a data analytics program in your business you will have more quantitative data to make key business decisions with, and in turn, more key data to use to engage your customers throughout their key touchpoints in their customer journey.

Regardless of
how and what
you sell, your
customers make
your business a
business!

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- Having problems securing a work visa for an existing employee?

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Aaron Martin
NZ Immigration Law

New Immigration Rules

The anticipated announcement by the Minister of Immigration on Monday was expected to deal with the residence category most used by those who are in New Zealand on work visas - the skilled migrant category. This has been suspended since March with no alternative method of application available for those seeking residence based on their skills. There is a two-year backlog in the processing of existing cases. It was hoped that Monday would be an announcement about how the Government proposes to deal with that.

Instead we got foreshadowing of a “reset” that is supposedly intended to increase productivity. Rich, when Immigration New Zealand makes one decision a day as a rather sad effort to deal with the existing backlog of residence cases.

Businesses were told they cannot rely on low skilled migrant labour any longer. It begs the question of what constitutes “low skilled”. There are few jobs that could be regarded as low skilled. The aged care sector (which relies heavily on work visa holders) would not regard carers as being low skilled given the vulnerable, aged, frail and health compromised people look after, and what is required to attend on their care. Yet they like many businesses they suffer the same issues - New Zealanders do not see these jobs as aspirational, and no amount of wage increase or offers to up skill will resolve that perception.

While the government insultingly refers to the employees and the roles as “low skilled” - many of the work visa holders employed are in fact trained nurses, or have tertiary qualifications in health. While the job may not be regarded as “skilled” by bureaucrats, it does not mean the work visa holders who perform that role are unskilled or are low skilled themselves.

The government indicated the changes were to address an OECD recommendation to move away from reliance on low skilled workers. If the government is that paranoid about the opinion of the OECD - here is a solution: make these workers resident visa

holders. Problem solved: they are no longer temporary workers, they are permanent members of the workforce. More people in work and paying taxes will certainly assist the government to pay for the benefit increases announced for those who don't work.

We are advised by the government this constriction is necessary because of 10 years rapid growth that has put pressure on infrastructure. Talk about looking at the world with one eye open and one eye closed - strong 10 years of growth has been built on the back of businesses hard work, and the hard work of the migrant workers employed by them as well as the local workforce.

The most important announcement for business however was not Monday's, but the announcement that occurred on 7 May regarding compulsory accreditation status for every employer who wishes to have a work visa holder on their staff. In short, if your business does not have accreditation status under the incoming regime, you will not be able to employ staff who need a work visa, unless they have a work visa not contingent on employment in your business.

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Businesses need to very quickly ascertain whether they will require standard or high-volume accreditation and the impact the relevant criteria will have on their business. There will be new processes and record-keeping required to satisfy Immigration New Zealand the business takes steps to reduce the risk of exploitation; an element of pastoral care will need to be implemented by some.

For some employers the changes implement the living wage by stealth.

Training systems are crucial. We know its an expensive thing many find hard to address, but now is the time.

For labour hire companies and others who place migrants with third-parties, subsidiaries or branches will be subject to greater levels of compliance.

In June or July expect further announcements regarding a more restrictive labour market test that will need to be met before a work visa application can be filed. This will involve a significant shakeup of the skill shortage lists and the requirements for engagement with Work and Income.

Employers should expect greater scrutiny in regards to their training systems.

If your business is not prepared for the new regime come 1st November and when the borders open, you may find your ability to recruit new staff, and even obtain new work visas for existing staff, severely constrained particularly given the three Gateway process that will be implemented for work visa applications.

Employers need to get ready for this ‘transformational vision’ of the current government.



The trans-Tasman travel bubble, your business and employees

MyHR has been receiving a lot of queries from businesses about quarantine-free travel between New Zealand and Australia, so we created this article to answer them.

Jason Ennor
MyHR Co-founder and CEO

What is the trans-Tasman travel bubble?

Kiwis can now travel to all Australian states and territories without having to enter a managed isolation facility on arrival or return to New Zealand.

All other normal entry requirements (immigration, biosecurity etc.) apply.

Entry requirements could change at short notice so anyone planning to travel between New Zealand and Australia should check the latest government guidance.

Can I ask my employees if they're planning on going to Australia?

Yes. Normally, employees aren't legally required to tell you what they plan to do during their annual leave. However, having an employee travelling to Australia represents some risk to the business - because of the potential for them to be away from work longer than intended - so it's reasonable for you to ask employees whether they plan to travel to Australia, and reasonable for them to tell you.

Can I refuse a leave request if I know one of my employees wants to travel to Australia?

Probably not. Now the trans-Tasman travel bubble is open, requests for leave to visit Australia are legally no different to leave requests for an employee to travel somewhere in New Zealand (or to stay home).

If you wanted to decline someone's request for leave to visit Australia, you'd need to demonstrate that you're a high-risk workplace where employees are in close contact with other people, or that you're a workplace that cares for vulnerable people.

As usual, you can decline a request for leave if it doesn't suit the needs of the business or if the employee doesn't have enough annual leave available.

Can I put a contingency plan in place if one of my employees is travelling to Australia?

Yes, it's a wise move to have a plan to manage the risk of your employee(s) getting stuck in Australia or going into managed isolation on return.

Keep any policies broad and general, so your team knows the business intends to closely monitor and manage the situation, and to support people as far as practicable if the worst occurred and they had to stay in Australia or quarantine on return.

Should I talk to my employees about travelling to Australia?

Yes, you should discuss travel to Australia and potential worst case scenarios and contingency plans with employees.

Talk about what people might do if they had to take extended time away from work or work remotely.

These are the sorts of things you should discuss:

- Whether the person is able (and willing) to work remotely if they are unable to return to work as intended.
- How much of their role can be done remotely.
- Whether they have the resources to do so (devices, equipment, internet connection etc).
- Hours and schedule they might work.
- How any period of absence or hours not worked will be treated, i.e. paid leave or leave without pay.

What should I pay employees if they are unable to return to work as planned?

If the employee can work remotely, pay them as usual. If they can do some but not all their work, pay them for the work they can do and agree on an alternative arrangement for the rest of their time, e.g. alternative duties, a period of unpaid or paid leave, or a period of annual leave.

If they can't do any remote work, discuss how a period of extended absence will be treated, as either paid or unpaid leave.

If the employee must isolate on their return, and cannot work remotely, there is a good argument that they are not able to work and therefore not entitled to be paid.

If the period of absence extends unreasonably, you must consult with the person about their ongoing employment with you.



Bret Gower
Smith & Partners Lawyers

The value of having a commercial lawyer on tap

If you're an SME business owner, then there are many reasons why you should consider forming a long-term relationship with a commercial lawyer. You may think our position is purely self-interested, but consider the following:

Experience - a commercial lawyer can apply their broad experience from dealing with others across multiple industry types to your business, so you get the benefit of their years of learning and shared ideas of how others mitigate their risk and manage their businesses. Commercial lawyers are interested in how businesses work and commercial life in general and can be a valuable source of information and commercial advice – not just legal advice.

Risk - a commercial lawyer will help you understand risk in your business, whether it's about your contracting obligations (with clients, suppliers, or employees) or your statutory and regulatory obligations. An ongoing relationship gives you the ability to quickly mitigate those risks as and when they arise, or ideally put steps in place to prevent them arising in the first place. Because they understand how you operate and the day-to-day stresses in your business, your lawyer will not need to be brought up to speed every time you reach out to them. A good commercial lawyer will see themselves as sounding boards to their clients and the work considerably more satisfying when they truly get to know clients and their business.

Cost/benefit - having a good ongoing relationship with your lawyer will give you the ability to seek and receive advice quickly, without the fear that every six-minute unit will be recorded and invoiced to you. Obviously, they want to be reimbursed for their valuable advice, but a good commercial lawyer will be more interested in helping your business succeed than as a source of income for themselves. Commercial legal fees should reflect value received as much as time spent – and ideally your lawyer should be responsive enough so that you consider them a part of your virtual team, along with your accountant, and just an email or a phone call away.

Succession - every SME business owner needs to consider its exit strategy from day one. Having your lawyer on board early will help ensure you have a strategy in place, to locate the best buyer and get the best possible price, rather than making an unsatisfactory sale simply because time has run out and you are forced to sell. Often, the most likely buyer will be somebody already working in the business – understanding how you can bring that person into your succession plans will be vital. That may be through your employment law options or by creating employee share or option schemes or as a straight commercial transaction with the employee. Being clear about how commercial value is determined and being able to back that up with good legal and accounting structures is essential to getting the best price when the moment arises.

Commercial lawyers are interested in how businesses work and commercial life in general.

Prevention - it may seem trite, but you should consider your lawyer as the fence at the top of the cliff rather than the ambulance at the bottom. We see many examples where a client seeking some early advice could have saved themselves a lot of heartache and unnecessary expense further down the track. Better to spend a little money on prevention than a lot of money on the cure.

A full life - inevitably you'll need a lawyer in your personal life as well as in your commercial life, and every commercial lawyer will have a valuable referral to make when that personal life moment arrives.

To better understand how a commercial lawyer can provide valuable ongoing advice and support in your business contact Bret Gower, Associate - commercial, at Smith and Partners 09 837 6893 or bret.gower@smithpartners.co.nz.

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