

Round about.

LOCAL BUSINESS IS OUR BUSINESS

Issue 186. June 2022

FoodChain

Calling All Foodies: FoodChain is Ready to Deliver

Kurt Brehmer Walkway

CrestClean

Creating Healthy, Clean, Safe Workplaces



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Cover: Andy Fuge, FoodChains Chief Operating Officer



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From My Perspective

Phil Clode, Business Development Manager, phil@rosebankbusiness.co.nz



AMERICA

This May I was fortunate enough to have been able to spend a few weeks in the USA visiting my daughter, who has recently graduated from university and is moving towards the next phase of her life.

It is interesting to see how the world outside New Zealand is changing, and how its responding to COVID 19 compared to back home.

It was surprising that the moment we got out of LAX in Los Angeles there was very little mask wearing. It took some time to get used to not worrying about wearing a mask myself. In a way, it was quite liberating. I was surprised what a mess LAX is. For those who may not know, LAX is a famous, or infamous major international airport. Back in the late 1980's when I first went to LA, I thought it was average, but after 30 plus years its worse. They were doing some needed construction so not only was it average but now it's a building site as well. It was hardly the glamorous gateway to the world you might've expected from

movies and TV. The domestic gates however were great and had great food and shopping.

It was much nicer flying around the States than flying into it.

Then I was off to Tampa, Florida for a week, to see my daughter get her degree. It was a fantastic occasion to witness. Americans certainly know how to celebrate their success with pomp and ceremony. There is nothing better in the world than seeing a child of yours achieve.

Then it was back to Los Angeles for four days before sending my daughter off on her next adventure. We spent time doing the typical tourist thing. Venice Beach, Santa Monica Pier and Malibu. It was the smell of weed everywhere that put me off the place. The state of California made it legal a few years ago and while I don't have a problem people smoking it, it was certainly hard to ignore. We traveled down to San Diego for a night to see my brother who has lived in the USA for 20 years now. San Diego is a beautiful city that's built around a major US Navy



base. If you are visiting downtown San Diego, try see the Midway aircraft carrier that has been decommissioned and is now a museum. They have retired Marines explaining the workings of the boat, which is fascinating.

What did I learn from my experience?

It is time to move on and get back to a life that we had before this dreaded Pandemic hit. The rest of the world has.

Stop returning to a negative space with the negative outcomes which we are bombarded with. Maybe turn off those news feeds that spread negativity every day.

The cost of everything is going up and the countries that have spent the most in supporting their economies are now paying the most with inflation and high costs. A gallon of petrol in the LA is \$6.69. This is \$4 more than two years ago. The drivers in Los Angeles are worse than Auckland and that's saying a lot. Constant roadworks, abandoned buildings, and infrastructure 30 years out of date. Even the famous Hollywood sights were dirty. LA is the only place in the USA that I have felt unsafe.

Let's look at the USA for it's positive things but not how it treats its poor and homeless. It can be easy to see our constant roadworks, slow infrastructure projects, and rising petrol prices and be frustrated. But this trip gave me a perspective of New Zealand that perhaps many of us need; while we have our problems, we still have plenty to be proud of.

It was awesome to see my daughter again after so long, and to get out of New Zealand for the first time over two years.

Regards,

Phil Clode,
Business Development Manager



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Opportunities for Waste Innovators to get a funding boost for projects

Auckland Council's Waste Minimisation Innovation Fund (WMIF) is on the 'lookout' for innovative waste minimisation projects it can fund.

The aim of the fund is to create change in community behaviour and attitudes towards waste. Less than 20 per cent of Auckland's waste is actually from household collections, so private sector partners are needed to help lead the way in their industries.

Resource recovery projects are important for reaching Auckland's climate goals because they reduce emissions and preserve embedded carbon by extending the lifecycle of the materials they recover. The development of a regional resource recovery network has a big role to play in Auckland's aim for zero waste by 2040. In the next ten years, Auckland Council hopes that most people will live within 20 minutes of a Community Recycling Centre where they can drop off or pick up items instead of having to buy things new.

The Waste Minimisation and Innovation Fund use a portion of the funds allocated to Auckland Council from the national waste levy. It is primarily intended to provide seed funding to encourage and enable creative reuse and recovery and generate economic opportunities.

A minimum 50 per cent contribution towards the projects is

required from applicants. This can be achieved through additional funding from their own or other resources or time-in-kind. Private investment and funding from other providers are encouraged and considered favourably by the assessment team.

Construction and demolition waste is the largest source of materials for landfills - more than double the waste from all the weekly rubbish collections across Auckland. A typical new house build might waste an average of 4.5 tonnes of materials. This is the equivalent of around 30 years of weekly kerbside refuse collections for one person in Auckland.

Keeping construction materials out of the landfill and moving them into the circular economy is a priority for Auckland Council projects. Some of Council's own projects, like the City Rail Link, divert close to 100 per cent of their waste. More private-sector construction and demolition projects are measuring their waste and trialling alternatives to landfills. Projects being funded from last year include recycling of uPVC and HDPE plastic from construction. That project will also collect data on this common material to inform future investment in recycling infrastructure.

Last year more than thirty organisations and businesses received a boost in funding. Collectively, the thirty organisations and business grant recipients received \$528,782 for a range of projects designed to promote waste minimisation and reduce waste in landfills. Textile waste, fire extinguisher powder, polystyrene, medical supplies, and milk kegs also got funding as new recycling initiatives.

The waste minimisation activities ranged from \$5000 to \$50,000 in funding from the waste levy.

For more about the Waste Minimisation Innovation Fund and opportunities to fund your innovative waste idea in 2022/23 ... contact aucklandwastefund@aucklandcouncil.govt.nz

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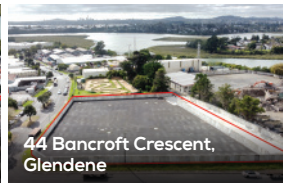
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Kim's Corner

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



It's really rewarding to acknowledge **effort** and that's exactly what the RBA did for everyone that was involved in the re-opening of the Kurt Brehmer Walkway on Monday 23rd May 2022, by celebrating with a morning tea.

This was a community effort involving conservation volunteers of Friends of Kurt Brehmer Walkway, and a joint presentation from Kim Watts (Rosebank Wellbeing Collab) and Gilbert Brakey (Whau River Catchment Trust) asking

for a Geotech report to be done, which resulted in partial funding from the Whau Local Board for the report, and finally Auckland Council doing their part to meet the funding for the upgrade of the path.

Robin Brehmer (Kurt Brehmer's daughter) has kindly shared the background history of the Kurt Brehmer Walkway with us.

Tucked away behind the industrial façade of Rosebank Road, Avondale, lies a wonderful coastal reserve. Running alongside the Whau River, the Kurt Brehmer Walkway leads you on a bush pathway from the end of Charann Place past changing river views through Saunders Reserve to emerge at the end of Timothy Place, or vice versa of course.

A middle section of the walkway, gated off for the past eight years (Aug 2014) because of unstable ground, has prevented walkers from doing the whole 1.5km stretch. Now the ground has been stabilised, the Kurt Brehmer Walkway has just reopened, and the

public can enjoy the complete walkway again.

A level track has been installed by Auckland Council this month to even out the rough slip area. The raised track will also protect the kauri tree's roots from kauri dieback disease possibly brought in on walkers' shoes.

The dedicated conservation volunteers of Friends of Kurt Brehmer Walkway have worked in the slip area over the past 20 months, wrestling with severe weed infestations and replanting with eco-sourced native trees. After 1700 hours of their volunteer input, the slip area now provides a far better outlook for the walker. Young trees are flourishing despite the dry summer. Native bird life is increasing.

Research is not really needed to tell us that being in the outdoor bush environment is beneficial to our wellbeing, physical and mental, and the walkway provides a close-by place where Rosebank Peninsula workers can unplug from technology, take a lunch break, and go for a meditative stroll in the fresh air, absorbing the peaceful atmosphere and birdsong.

The walkway first opened 20 years ago, and had its origins associated with Reckitt and Colman, the first factory on Rosebank Road in the late 1950s. Reckitts donated to the public the southern strip of the walkway (Charann Place to Saunders Reserve). Reckitt and Colman, founded on Quaker principles, were very community-minded and committed to the environment and the social responsibility of business. The council provided prizes for the best-kept Rosebank Road industrial premises and gardens, and it was always Reckitt and Colman who won first prize. Some beautiful trees, planted then, still green Rosebank Road at the former Reckitts site. Mr. Saunders, one of the





company's directors, had his name given to Saunders Reserve.

The walkway tells its own history with the tall pines and large bamboo a remnant of the shelterbelts when orchards and gardens covered the peninsula. North of Saunders Reserve to Timothy Place, the walkway originated when hundreds of loads of fill had been tipped into the mangroves as an illegal reclamation. Kurt Brehmer alerted the Auckland Regional Authority who ensured all the illegal fill was removed. Gorse and wattle then flourished, providing a habitat for the Painted Apple moth invader. Diggers removed the weeds, leaving behind the beginnings of a track. Auckland City Council's Parks Mike Leaity took up the torch and generated council funds for the valuable new project, a community walkway.

The walkway was then tended for years by Friends of the Whau, of which Kurt was a life member.

Today the bush strip along the walkway is a vital link in the Northwest Wildlink project, providing a passage for birds from Tiritiri-Matangi across the city to the Waitakeres.

The last words should go to the late Kurt Brehmer: "The walkway is a very valuable asset to the Avondale environment and will be

widely used by the public and the schools; there is so much to learn by walking and observing and comparing past events with present times.

"We trust the public will treasure it and care for it and remember those who made this walkway possible by their generosity. We must all help to make good things happen."



Rosebank News & Events

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

Crimestoppers

Tēna Koutou Katoa

My name is Constable David Kraay. I am a Community Constable in the Central Western Auckland area based at Avondale Police Station and will be working closely with the Rosebank Business Association, Auckland Transport, New Zealand Transport Agency, and the local community board in relation to crime prevention in the Rosebank and Avondale area.

For Police to prioritise resources in crime prevention or traffic management, we need to be informed. For Police, our crime prevention patrols and traffic patrols are largely governed by where our intel team can identify crime hot spots. These hot spots are identified by incidents or offenses reported to Police. If we don't know about it, we can't include it.

Please report all incidents by calling 111 if it is currently happening. If it is historic, then you can report the matter through our crime reporting line on 105 or the Police website [105.police.govt.nz](https://www.police.govt.nz). You can also walk into the Avondale Police Station front counter, which is staffed Monday to Friday between the hours of 8:00am and 4:00pm.

For tips on how to prevent crime, you can visit the Police website at: <https://www.police.govt.nz/advice-services/businesses-and-organisations/protect-your-business>.

Tip for the Month: Rather be safe than sorry. If you see something suspicious or someone behaving suspiciously, give 111 a call. If we have a free unit in the area, they can check it out.

Thanks

Constable David KRAAY
Auckland City West Community Policing
Avondale Police Station

New Initiative gives students computers

A new education and sustainability initiative is set to reduce rates of digital inequity for school aged tamariki.

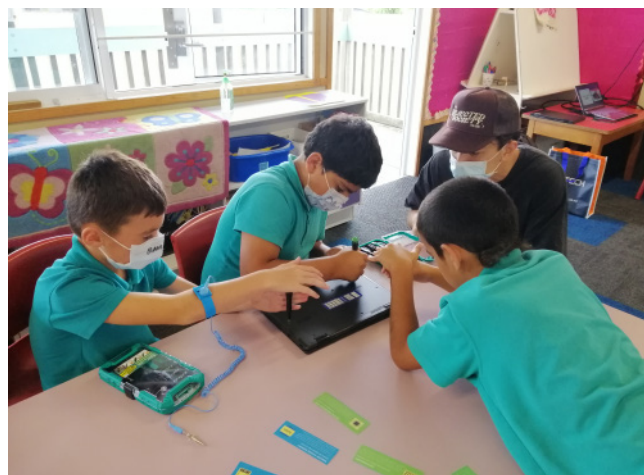
Ministry of Education figures show up to 150,000 students do not have access to an internet connection at home. Government research also suggests Maori, Pasifika, and those living in social housing or with disabilities are the most digitally disadvantaged.

Industry experts say that while the mass provision of devices during Covid lockdowns by the Ministry is believed to have gone some way to close this gap for secondary school students, this support does not address growing digital inequities among tamariki of primary school age.

The new initiative, which is to be implemented following a successful pilot programme at a local primary school, sources used laptops and desktop computers from businesses and households and teaches students, as young as eight years of age, how to diagnose, disassemble and refurbish their components into devices with 'as-new' operating capabilities.

The devices are then gifted to the students - providing them with refurbished tech products to help further their education.

According to industry figures, only around 2% of the 80,000 tonnes of electronic waste is recycled in NZ annually. The project aims to upcycle over 1,000 devices in the coming year, eventually increasing this to meet an estimated shortfall of 20,000 devices annually - the equivalent of taking 80 cars off the road for a year and preventing up to 460 tonnes of e-waste from entering landfill.



Rosebank HR Managers

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Are the impacts of COVID continuing to disrupt your organisation?

Our Rosebank Wellbeing collab programme has a range of free resources to support you including:

Auckland Unlimited's 'Future Ready Training'

Short, in-work financial and digital literacy courses for employees of Rosebank Businesses.

Haven Financial Advisers 'Financial Wellbeing Webinars'

A series of short webinars to help your people understand how they can better manage their household finances.

See how the Rosebank Wellbeing Collab (RWC) Supports the team at Direct Office Product Depot.

"As a manager grappling with the uncertainties the last two years have brought us, I am grateful for the support of the RWC and how I have been helped to deliver valuable wellbeing tools for my team." - **Dave Speedy, General Manager, Direct Office Product Depot, Jomac Place.**

The upcycled computers, most of which would have otherwise entered the waste stream, can also be provided to whanau and others in the community by students who graduate the programme - to help reduce access barriers to technology.

The West Tech project is a partnership between Auckland Council's innovation unit The Western Initiative and youth development charity Zeal. Funding is provided by hospitality group The Trusts. A parallel programme with local libraries will also increase access to internet connections in the homes of rangatahi.

Chris Winder, spokesperson for Zeal, says a pilot programme carried out across a partner primary school found participating students reported increased levels of self-confidence.

He says their research also found students face additional barriers to home-based learning with those who received devices during lockdowns often had no one at home able to support them in using the technology.

Based on studies carried out by our partner schools, as many as 27% of akonga went without internet connection during the first lockdown.

"A third (33%) of these students didn't have access to a learning device and over half (59%) of those with devices were sharing with siblings. A quarter (24%) were sharing a parent's phone," he says.

Winder says that with just seven hours of learning time a student can learn to refurbish a defunct device.

He says laptops and PCs tend to slow over time, becoming bloated with software and poorly managed file storage. They may also encounter common errors which cause the computer to crash.

"At this point most devices would then be considered surplus to many businesses who will look to upgrade with a new product.

The devices will then usually enter the wastestream in some way, however most can be restored to their original condition or broken down for salvageable parts.

"Part of our programme aims to show students the whakapapa of a device and the principles of a circular economy and will help them to return more devices to the community.

"Based on the first cohort of students that participated in our pilot, 90% will report feeling a growth in general personal confidence as well as feeling more skilled in technology than what they were previously.

Winder says they are aiming to expand the programme further - providing more advanced componentry such as graphics cards which could support more students into a career in graphic or game design.

Allan Pollard, CEO of The Trusts, whose organisation is providing logistical and financial backing to help expand the initiative throughout the region, says a series of workshops held in schools and kura will also be provided for whanau to help address low rates of digital literacy.

He says the workshops will be co-designed by whanau, helping to improve and share technology knowledge in the home.

"We know that parts of West Auckland have some of the lowest levels of internet access in the wider region and what we have learned from the current pandemic is that building technology infrastructure and knowledge capability in the home has become an integral part of education in a Covid environment.

Our support of this programme is designed to help reduce the widening digital divide that is seeing too many students left further behind in their educational development," he says.





FoodChain

Calling All Foodies: FoodChain is Ready to Deliver

Nick Archibald is a man of action. Over 20 years ago, while running his own fish and chip shop in Christchurch, the hardworking entrepreneur couldn't believe how much fresh seafood was costing him. While some in his position might have accepted the status quo or bowed out of the business entirely, Nick decided to change things up. He began dealing with the fisheries directly, and soon after, his journey as a wholesaler began. In 2003, the Archibald family moved the base of operations for their growing business up to Auckland, and FoodChain has been going strong ever since.

FoodChain is a food service wholesaler supplying high-quality meat, poultry, seafood, deli products and dry goods to a range of customers, from local bakeries and cafes to large manufacturers. Their combined warehouse and office on Honan Place in Avondale is expertly equipped to store a wide range of foods; there's an in-house butchery, a fish room, a chicken room, dry goods storage, separate chilled and frozen

storage, and a fleet of chilled and frozen trucks on hand to offer next-day delivery to customers from Whangarei down to the Bay of Plenty.

Nick still owns and operates the business with his wife, Director Jodie Archibald, and their close-knit team, including Chief Operating Officer Andy Fuge.



Nick Archibald

"No two days are the same," says Andy, who runs on six coffees a day minimum and thrives on the variety inherent in the food service industry and his role at FoodChain. "We have customers who want our Premium AWHI portioned steaks right through to food manufacturers wanting 1,000kg of diced beef."

It's that adaptability and range of offerings, he adds, that has kept the business running throughout the Covid era - not to mention the team's resilience and their heart for community. As suppliers to the hospitality industry, FoodChain was hit hard by the lockdowns of 2020 and 2021. Early on, Nick partnered with Colour Community Managing Director Jo Stafford



to work with iwi across the North Island and provide kai boxes to those in need, potentially saving lives - and FoodChain jobs - in the process. And the innovation didn't stop there.

"We quickly set up an online ordering platform for everyday consumers to

order directly from us," Andy explains. Their online store, FoodChain At Home, provides "food service for foodies," and it paved the way for the recent opening of a retail site in the North Shore suburb of Pinehill: FoodChain Wholesale Meats. The in-house butchery team there is

proud to provide restaurant-quality products for local customers' BBQs, parties, or meals at home. "We can also support local businesses with their food needs," says Andy, "whether it be catering for functions or offering meat packs and products for fundraisers."





Andy, “and as we’ve started to grow again post the lockdowns, we’ve quickly brought on more new team members. We’re always on the hunt for team members in the night crew and Class 2 drivers.”

Whatever the role within the FoodChain team, and whatever the customers’ requirements, the number one goal for this homegrown New Zealand business is to meet their customers’ needs—if not exceed them. “Seamless food service supply” is the company’s slogan, and as they continue to grow, quality service remains firmly at the top of their priorities.

“Local businesses can buy any of their food needs from us, from our online shopping for individuals living and working locally to businesses needing food events or catering,” says Andy. He welcomes you to explore FoodChain’s offerings and career opportunities on any of their websites below, and to get in touch with your food service needs.

www.foodchain.co.nz

www.foodchainathome.co.nz

www.foodchainwholesalefoods.co.nz

With over 85 team members across the business in roles varying from night shift pickers and packers to butchers, truck drivers and office and sales teams, there’s plenty of variety within the FoodChain team, too. “We are a very hands on, can do, adaptable team,” says Andy, who himself can be found doing legal or governance work one day and driving a truck the next. “No task

is above or beneath anyone. I love that about FoodChain and my role in it.”

Now that the New Zealand hospitality industry is slowly returning to normal, demand for FoodChain’s top-notch service and quality product offerings is picking up—and that means there’s always room for fresh faces. “A bunch of the team have been here for years,” says



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CrestClean

Creating Healthy, Clean, Safe Workplaces

Every day, CrestClean teams are working hard behind the scenes to provide professional cleaning services to hundreds of businesses and schools in the wider Rosebank area.

In an era where health and hygiene are at the forefront of people's minds, there has been a renewed emphasis on cleaning in the workplace, says CrestClean's Auckland West Regional Manager Caro Wedding.

"Over the past two years, we have seen an increase in demand for our cleaning services, as employers strive to provide a healthy environment for their staff," says Caro, who has been an active member of the Rosebank Business Association for more than a decade.

"Our well-trained, owner-operator cleaning teams follow step-by-step safe systems of work to perform cleaning tasks. This ensures that our customers receive consistent quality and hygiene outcomes every time we clean for them."

While CrestClean has experienced an increased demand across the board, one of the growth areas has been in healthcare, where an extremely high standard of cleaning is required.

"CrestClean has a lot of experience in cleaning medical centres, private hospitals, and healthcare facilities. Our franchisees are specially trained to meet compliances and satisfy DHB reporting

requirements," says Caro.

"We are finding more and more healthcare providers are seeking our services because of our stringent processes and reputation in this sector."



CrestClean's Caro and Chris Wedding

CrestClean is also a leader in sustainable cleaning, being the only nationwide cleaning company to meet the strict environmental criteria as set by Environmental Choice New Zealand, enabling customers to verify sustainable procurement.

of the first franchises founded in New Zealand, CrestClean, is celebrating its 25th Anniversary this year. Proudly home-grown, the company has more than 670 franchise teams throughout the country, with a total headcount of 2000 people from 59 different countries.

CrestClean was also recently awarded the supreme Westpac Franchise of the Year 2021 award and Business to Business Franchise System of the Year for its "outstanding, successful and very well structured franchise system."

Its success is due largely to the programmes and systems it has developed over the years to ensure the delivery of a consistently professional service — including the establishment of the Master Cleaners Training Institute (the largest private trainer of commercial cleaning personnel in New Zealand) and its bespoke

Health, Safety and Environmental Management System.

“We take cleaning extremely seriously and are proud to be working in local communities, such as Rosebank, to keep premises healthy, clean and safe. We have some fabulous customers in the area,” says Caro.

The long-standing relationship with the Rosebank Business Association has

always been and continues to be a very positive one, she adds.

“The association has been nothing but supportive over the years. We are very thankful and grateful for the relationship. It’s an excellent organisation that is run very well and is very supportive of the whole community.”

Caro has a career in the health and hygiene industry spanning 29

years, having held various sales and management roles with Rentokil Initial for 19 years before joining CrestClean 10 years ago.

“Achieving and maintaining high levels of customer satisfaction through excellent service delivery is what drives me. Giving back to the community is also very important to me. I always look for ways to add value to my customers and the communities my teams work in. This is something I take great pride in doing,” she says.

Caro has recently been joined by her son, Chris, who is providing her with administration support.

“He’s definitely ‘new school.’ Everything is technology-based. He’s got a logistical brain, whereas, for years, my forte has been in new business development. I can teach him all that and add modern technology to it. Together, we’ve got a nice recipe.”

CrestClean

Phone: 09 836 9945

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Member Profiles

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



Being Smart about Water

Stormwater Systems and its sister company, WaterSmart are proudly Kiwi-owned family businesses founded by Andrew Olsen and his son Elliot.

Stormwater Systems solves stormwater challenges faced by engineers, architects, and developers using lateral thinking and cutting-edge innovation to find the very best solution, right from the initial design to the supply, installation, and servicing. They take water detention and reuse challenges off your hands and deliver bespoke solutions that are efficient, smart, cost-effective, and easy to install.

WaterSmart are rainwater harvesting experts who specialise in

all things tanks and pumps for residential consumers, however, they have rapidly expanded to cater to commercial plumbing maintenance and service all areas Auckland-wide.

With their certified products and systems, you'll meet Council requirements for detention and retention of stormwater in new buildings, as well as territorial authority requirements for hydraulic neutrality.

They proudly support local manufacturers, with all their products made right here in New Zealand. This investment back into the local businesses, people, and communities of our whenua is hugely important to Stormwater Systems, and they value the many close relationships built with their manufacturers and suppliers over the years.

Stormwater Systems care about the environment and want to leave the planet better than they found it. They have started their journey to integrate sustainable practices into everything they do, and hope that future generations will see them as leaders in this space. Their innovative solutions harvest rainwater that would otherwise be destined for vulnerable urban waterways, or ailing infrastructure, and reduce reliance on urban water supply.

Stormwater Systems
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With you from the start

The team at The Mortgage Hub are a small team of five Mortgage Advisors who provide guidance for first home buyers, refinancing, or on how to increase the scope of your property portfolio. Their team is passionate about supporting clients on their journey to homeownership and are dedicated to sourcing the best loan for you in your current financial situation.

The Mortgage Hub provides the best information and support to help you make sound decisions based on the current property market. The Mortgage Hub prides itself on that personal touch and are well aware of how challenging it now is with banks and the stringent restrictions in place to get a pre-approval across the line. It is their job to make the process seamless for you and your family.

They have recently launched their 'My Fale' Programme which is dedicated to Pasifika people in New Zealand but can also cater to those from all walks of life. Their My Fale initiative identifies the support needed regarding homeownership and explores the available options.

The Mortgage Hub carries out seminars in the workplace or community and identifies various products and avenues to make your dream of owning your own home a reality. Our lovely Mario Holo is the Programme Lead for My Fale.

Along with launching their My Fale programme they have also invested in their social media platforms. The Mortgage Hub strives to make a difference in communities through better financial literacy habits and prides itself on its friendly and trustworthy team to bring its clients a unique and happy experience.

The Mortgage Hub has been trading for three years and every year is getting bigger and more exciting for them.

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Janine Roberts
Director, Haven Accounting

Managing your money when you're self-employed

There's a lot to handle when you're contracting or freelancing. Not only do you have to manage your time, marketing, and relationships, but you also have to ensure you're keeping your tax and expenses in check. We've put together some tips on how you can manage your money when you're self-employed.

Create a budget

When you're self-employed, it's important that you know exactly where your money is going and where it needs to go. Because you need to be more aware of your tax obligations, setting money aside every couple of months can help you avoid getting caught out.

It also helps to have a separate account for your business income and pay yourself a wage from that account. As a freelancer or contractor, you don't receive leave benefits, so don't forget to put aside a little extra to cover holidays, quiet periods, and sick days.

Understand your deductions

As a contractor or freelancer, you're able to claim business expenses, but you need to get it right. There are some things that you can't claim for and some things where you can only claim 50%.

Keeping track of all of your receipts is a good habit to start from the beginning, but it's not too late to start now if you've been operating for a while. Whether you keep paper copies or use an app, it's important to have them all on hand as proof of purchase.

Get your cover right

Without sick leave, becoming ill is more of an issue, especially if you can't work. It's essential that you're covered where you need to be. You'll likely be paying for your self-employed ACC cover, but that only goes so far. It's best to sit down with the professionals to talk it through, and in some cases, they might be able to advise on how to reduce your levies.

If you use a vehicle for work purposes or you make a professional mistake that costs your client, you'll need to have the right cover in place to keep you protected. You might think you don't need that much coverage, but if the worst happens, you'll be fronting the cost, and that's likely to be a significant loss to a self-employed person.

Sort your KiwiSaver

Unlike traditional wages from an employer, your KiwiSaver contributions won't be coming out automatically. This means you'll proactively need to set up payments for this to receive the annual Government contribution and ultimately enjoy a comfortable retirement.

To receive the full government contribution of \$521, you'll need to contribute at least \$1043 during the KiwiSaver year (1 July - 30 June) - this is around \$20 per week. If you're not contributing regularly, you can also put in a lump sum to make up this amount before the end of June.

Talk to the experts

As you can see, there are definitely more financial things to consider when you're self-employed. From tax obligations to keeping yourself protected, there's a lot you need to understand, so that's why it pays to have the professionals on board.

If you'd like to chat with someone about your self-employed finances, get in touch! At Haven, we have a team of experts across Accounting, Insurance, KiwiSaver, and Mortgages who'll get you on the right track to success in your role.



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Rob Morris
RGM Consulting

Without the One Page Strategic Plan, a perfect plan can lead to no plan at all

Imagine the whole strategic plan for your business on one page. A document so succinct and crystal clear that everyone understands where the business is heading (the goals), how it's going to get there (the strategy), and how it's going to happen (the execution).

Every business needs a clear direction. A plan that works hard for you, driving alignment, accountability, and focus. A plan that's action-oriented, making it easy for everyone in the company to know where they're going and what they need to do to get there without being bogged down by complexity. That's what you'll have when you create a One Page Strategic Plan, and it is the lynchpin in Scaling Up Methodology.

For some leaders, however, the pursuit of the perfect plan can lead to no plan whatsoever - so before we get started on explaining the One Page Strategic Plan (OPSP), there are three planning roadblocks we need to address.

Aiming for Perfection

If you're aiming for the perfect plan, you'll never get started, and you'll never finish! First, get it down, then get it right. The first step is often the hardest.

Sticking to the plan like glue

Yes, it's a plan - but as we all know, life generally doesn't go to plan. The plan will change. It's a live document - consistently revisit and update it.

The Bottom Drawer

A big mistake many businesses make is to work on a strategic plan, consider it 'done' - then park it in the bottom drawer, rarely revisiting and reviewing it. Keep it alive! Talk about it, review it, and challenge it (and the assumptions). You need to be constantly asking - what has changed, and how do we respond?

The OPSP explained

To follow along with the description below, go to rgmconsulting.co.nz/resources and download your free copy of the One Page Strategic Plan.

The main components of an OPSP require you to answer seven basic questions: who, what, when, where, how, why, and the often challenging question, "But should we or shouldn't we?"

The left side of OPSP starts with the core of your business: the

long-term foundations that don't change much over time.

- **Core Values/Beliefs** - a handful of central beliefs that define who you are, how you roll, and what behaviour is expected in the team.
- **Purpose** - what's the reason your company exists (beyond making a profit)? What compelling purpose gets you out of bed in the morning and engages your employees?
- **BHAG** - your Big Hairy Audacious Goal, exciting and scary in equal parts, which pushes your thinking and challenges you to greatness.

As you move from left to right, the OPSP gets closer in time and more specific.

- **3-Year Plan** - where will you be in 3-years' time? What are the five key strategic capabilities that are going to get you there?
- **Year 1 Execution** - what financial metrics are you shooting for this year? What are the five most important priorities to achieve over the next 12 months? What's your Critical Number - the single most important metric to move the business forward this year?

If you're aiming for the perfect plan, you'll never get started, and you'll never finish! First, get it down, then get it right.

- **Quarterly Execution** - what are the top five priorities for the company to achieve in the next 90 days? Who's doing what? Treating the quarter as a '13 week sprint' is a great way to turbocharge execution.
- **Theme** - how can you engage your team in the plan for the quarter? How will you celebrate if you hit your targets?
- **Finally, Individual Accountability** - what parts of the plan are you personally accountable for?

The key to making rapid progress in a business is getting everyone on the same page. But first, you need the page! The OPSP gives you that page - it's the key to scaling your business successfully.

To learn more about the OPSP, contact Rob at 027-525 6785 or rob@rgmconsulting.co.nz.



Jocelyn Visser
HR Business Partner at MyHR

Restraint of trade clauses: All you need to know

The recent case of media personality Tova O'Brien, challenging the restraint of trade in her employment agreement, has shone a light on these clauses and what they can be used for.

When O'Brien left her job at TV3 to work for a radio station run by a rival media company, her former employer enacted a clause restricting her ability to work in a business in competition with them. Despite taking the case to the Employment Relations Authority (ERA), O'Brien had to wait seven weeks before she could start her new role.

This sparked a lot of discussion as the majority of previous ERA rulings had been that restraints of trade are unenforceable. So let's have a look at these clauses, whether you need them, and if so, how to make yours compliant and enforceable.

What is a restraint of trade?

A restraint of trade is literally what it sounds like: a clause in an employment agreement that restrains an employee who leaves a company from starting a business or working for one that is in direct competition.

However, restraint of trade clauses is notoriously hard to enforce because case law has established that every person has a basic right to earn money and work in their chosen field. The Tova O'Brien case was unusual in that it hinged on her being a well-paid media personality whose brand and IP were intrinsically linked to her as a person.

Do I need restraint of trade clauses?

If you're thinking about using restraint of trade clauses for your employees, here are some questions to ask:

- Is the position senior enough to warrant it?
- What access does the person have, i.e., will they have access to commercially-sensitive strategic information, IP, or trade secrets?
- What potential risk does this pose? The person needs to have access to enough knowledge or information to potentially damage your business if they took it elsewhere. In most scenarios, this would be your executive team and no one else.
- Is your industry highly-specialised, or do you have niche or proprietary technology?

If you do include restraint of trade clauses, you have an obligation to act in good faith. They are to protect your business interests, not to discourage people from leaving the company, or to stop them from working in their chosen field when they go.

So, to increase the likelihood of them being enforceable, they need to be reasonable while not unfairly restricting a person's ability to earn a living. This means the combination of the time period, geographic radius, and scope of coverage should not be unreasonable.

In general, you should also compensate the person for this - either in their salary or some form of payment - so if they leave, they can get by without working for the period of time the restraint covers.

Restraint of trade vs. non-solicitation clauses

Restraint of trade

Restricts the ability for an ex-employee to work in or set up a business in direct competition with the company they leave.

Restricts an ex-employee's freedom to earn a living and/or work in their field of expertise.

Harder to legally enforce.

Recommended for senior roles or all employees if the business is in a highly-specialised area or offers a unique service.

Non-solicitation

Restricts the ability of an ex-employee to poach clients, employees, suppliers, or other stakeholders from the company they leave.

Protects commercial interests but doesn't put onerous restrictions on an ex-employee.

Relatively easy to legally uphold for a wide range of roles.

Recommended for most employees.

Sometimes known as non-competition or non-compete restraints, they are useful to protect intellectual property (IP) or trade secrets, especially in highly-specialised areas, so people can't take exclusive technology or specialised ways of working to a competing organisation.

Restraints of trade are typically for a set period of time (e.g., 3 or 6 months), a defined geographic radius or area (e.g., all of NZ or the wider Auckland area), and scope (e.g., specific to your company's product or area of specialisation).

Editing current clauses

In light of this, you may want to review any existing restraint of trade clauses in your employment agreements.

Have a look at the radius, bread, time length, and how you compensate. If you don't have these things in your current clauses, or they are unreasonably restrictive, they need amending.

In doing so, you must consult with the affected employee before you make changes to their employment agreement, even if they are beneficial to them.



Aaron Martin
NZ Immigration Law

The Green List and Border Re-opening

Opinion piece: Aaron Martin, principal lawyer for New Zealand Immigration Law.

Over the past two years, Covid has turned the immigration tap off, leaving New Zealand desperately short of some much-needed skills.

The Government argued that the situation produced the perfect opportunity to reassess decades of “unbalanced immigration.” A “reset” was promised, and expectations built up that something significant

was in the works; a major reform of New Zealand’s immigration system was designed to address this skill shortage.

When the announcement finally came on Wednesday, the Government had rebranded their “reset” as a lesser “rebalancing.” This downgrade of terminology was warranted - rather than a “reset,” the reforms turned out to be the same policy as before dressed up as something new.

From a big picture point of view, the new settings equate to “business as usual,” with some new mechanisms for selecting and encouraging migrants to this country.

In essence, the announcement falls flat, both in terms of a vision and in the delivery of any real change for employers.

The positives:

As part of border reopening and immigration changes, the Government announced a new “Green list” of 85 hard-to-fill, high-skill roles that provide a priority pathway to residency.

- The new Green List is welcome, as some industries now have some certainty for those they need to employ.
- It’s great that Accredited Employer Work Visa (AEWV) holders who are paid \$115,500 will have a pathway to residence after working for two years.
- It’s also great that some occupations are going to have a temporary reprieve from the \$27.76 median wage.

What’s wrong with the announcement?

The new work visa system is not new. It’s been in the planning well before Covid. There is nothing innovative here.

The Green List is the Long-Term Shortage List in disguise. It’s also too narrow. You don’t get on the Green List just because the job title matches the list; the visa applicant’s qualifications must also be equivalent to the New Zealand qualifications on the list.

Although it is wonderful that some skilled occupations can apply for residence directly, others on the list, such as nurses and teachers, will still have to wait after two years of work.

Additionally, what about all the other occupations, such as accountants, construction trades, hairdressers, and all the other ICT occupations, just to name a few.

All the rest may qualify under the Skilled Migrant Category, which is still under review with no precise word on when it will be released or what the criteria will be.

How do you encourage this group of workers to bring their valuable skills to New Zealand if we have no residence category and no indication of what it takes to qualify? “It’s coming” is not a good enough answer after two and a half years of waiting.

The Green List job titles are still associated with an ANZSCO job description

Is this operationally directing INZ back to the bugbear of the old Skilled Migrant Category, with the arguments and large quantities of evidence being supplied to prove the employer’s job description “substantially matches” the ANZSCO description for the role?

The purpose of these new rules is to attract needed skills and talent. To do that, New Zealand needs to be easy to move to. As Brett O’Riley, Chief Executive of the EMA, pointed out on Radio New Zealand on Thursday, “the New Zealand employment brand has been a bit damaged.”

If you are trying to repair that, why do changes in December this year remove the ability for partners of workers to enter on an open work visa? The open work visa makes them “work-ready.” It assists the family in settling quickly by facilitating the employment of the partner.

The December change openly acknowledges most partners won’t enter on a work visa - it’s reserved only for work visa holders with a job on the green list or being paid 200% above the median wage.

With most candidates we help apply for a work visa, the second question asked is usually: can my wife get a work visa for the same period? Under current rules, I can say yes.

With the December rules, I have to say, no, your partner only comes in on a visitor visa.

If he or she can find a job with an accredited employer, then your partner will get a work visa tied to that employer.

The immigration minister tried to dress it up as something beneficial because the work visa would allow part-time work. Guess what? The open work visa already does this! And imagine how hard it is searching for work only holding a visitor visa!

It’s hypocritical of the Government to require accredited employers to provide settlement information to assist workers to settle but to then introduce a policy that makes that hard to do.

How are employers going to attract workers when their families must go from two incomes to one in the current New Zealand environment and stay on that one income for an undetermined length of time?

The policy suite, therefore, lacks logic.

We’ve waited over two and a half years for a new residence programme, - and a work visa system we all knew was coming - and all we got was this? The Government definitely could have done better.



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Kate de Lautour
The Icehouse

Leadership styles - why many courses don't work

If you don't know your leadership style, how can you effectively implement actionable plans and strategies back into the business?

Most business owners understand the importance of top-to-bottom training, giving your people time, communicating well, and setting your own expectations - vital areas of leadership.

However, there's a bigger picture here because your leadership style and the type of leader you are impacts employee motivation, effectiveness, and productivity. But are leadership programmes on top of this?

The hunger for leadership learning is there - '90% of CEOs are already planning to increase investment in leadership development because they see it as the single most important human-capital issue their organisations face (McKinsey)'.

But many trainers are getting it wrong.

One of the first things addressed in The Icehouse Leadership Development Programme (LDP) is understanding leadership style and preferences and how that can drive business growth.

It's a vital area that is often overlooked by the majority of leadership training courses - not surprising then that 75% of organisations rate their own internal leadership development programmes as ineffective (Brandon Hall Group).

It's obvious when you think about it - different business situations often require different styles of leadership, and individual employees need to be mentored in a myriad of different ways.

Even if you think you've got it right and business is flying, there are still problems. It's estimated that 55% of companies face talent challenges as a result of fast growth (World Economic Forum) - in the areas of motivation and staff retention.

The best people managers understand that you need to deploy

different techniques and practices to each individual team member to get the very best out of them - just like a sports coach.

What's your leadership style?

The academic textbooks will state that your leadership style will be an extension of your personality and most likely fit in the eight or nine accepted leadership styles defined by the experts.

Transformational leader? Do you inspire employees in an environment of intellectual stimulation? Maybe you lean toward the laissez-faire style of leadership by taking a more 'hands-off' approach - leaving employees to get on with their tasks.

Perception over reality

Hopefully, you're not a David Brent, as it's virtually impossible to decode subjectively what type of leadership style you have. You may think you know, but impartiality in this matter is practically impossible. Thankfully help is at hand - because more often than not, the leadership style a leader thinks they have could be very different from reality.

Once you have your style identified, how can you align it closer to a successful and winning business strategy? What improvements can be made to make sure your leadership style is harnessed in a way to get the very best out of you and your team.

Why do many leadership courses fail?

Great. You attend an internal course, get told you're an x, y, and z leader, and then you're sent away to go and run your business exactly as before.

But rarely are you given actionable plans and strategies which you can implement into the business based on your leadership style or discover how that can impact other areas of the business. This is where many leadership development courses do not deliver. Without any practical application and tailored advice relevant to you and your business, it's hard to make a difference.

Whatever type of leader you are, the Leadership Development Programme is designed specifically for managers in privately-owned businesses who want to refine their leadership skills and contribute more to the success of the business.

**Contact Kate de Lautour to register interest - k.delautour@theicehouse.co.nz
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Taina Henderson
Henderson Reeves

Friends with benefits can have its disadvantages

Couples who are planning to move in together, or already live together, now more than ever need to understand the implications this has for separate property rights.

A recent Court of Appeal case *Sutton v Bell* [2021] NZCA 645, clarified that if a couple is even “in contemplation” of a de facto relationship, a court has the ability to set aside a disposition of property (e.g., to a trust) when the person knew it would defeat a partner’s claim or rights.

In this case, property was put in a family trust for the purposes of asset protection about eight months after the partner moved in as a flatmate. The Court said that even though the couple didn’t yet qualify as a “de facto couple,” the Court could nevertheless set aside the transfer to the trust because they were “in contemplation” of a de facto relationship.

A couple is presumed to be “in contemplation” of a de facto relationship when they mutually contemplate living together “as a couple.” Moving in together is one of a number of indicators a Court will look at in deciding whether a couple is “living together as a couple.” So flatmates who are also in a sexual relationship (“friends with benefits”) may not be living together “as a couple.”

Interestingly, despite living together, the Court, in this case, held the couple was not in a de facto relationship until later when there

were additional indicators of a mutual commitment to a shared future - in this case, a holiday together and conceiving their first child.

The effect of the Court’s finding was that the family home was brought back into the relationship property pool and available to be divided with Ms. Bell. The Court said that the transfer to the trust would be reversed even though Ms. Bell had at the time encouraged Mr. Sutton to put the house into his trust. The reason that wasn’t enough to protect Mr. Sutton is that that sort of decision would have had far-reaching effects, which is why it is one that requires independent legal advice and a written and signed agreement (aka a pre-nuptial or ‘contracting out’ agreement).

If you wish to depart from equal sharing of the home you live in with your partner, and you don’t have a contracting out agreement, you should get relationship property advice now. The law is now clear that it is not a requirement to be in a de facto relationship to receive protection for or be subject to claims against dispositions of land. If you think you may be affected and would like more clarity than this couple had, speak to a relationship property lawyer at Henderson Reeves: Taina Henderson 027537 9222 www.hendersonreeves.co.nz. We’re located at 703 Rosebank Road!

“So flatmates who are also in a sexual relationship (“friends with benefits”) may not be living together “ as a couple.”



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Scott Carter
Matrix Security

Alarm monitoring: the difference between Unmonitored, Self-Monitoring and Professional-Monitoring

In an age where DIY and cost-saving is prevalent, businesses may consider leaving their alarm unmonitored, hoping that sirens alone will deter criminal activity or self-monitoring, where the owner takes responsibility for keeping track of activations and responding to alarm events through mobile applications and/or remote access tools.

While these options may appear to be more cost-effective in terms of recurring monthly costs, there may be additional costs associated with the alarm system design and installation to cater for self-monitoring. Some alarm systems come with their own free mobile application, but it is important to assess the functionality that is often richer in paid for apps.

There is also the question of how you might respond to an activation. It will be important that you always have access to your phone, great battery life and a strong internet connection to know when an event has occurred. In the event of an actual emergency (as opposed to an accidental trigger) you need to decide who will attend onsite.

Professional monitoring offers many benefits to the business and homeowner. Not only providing timely responses to alarm activations, monitoring can also be set up to ensure the alarm is set within agreed time schedules and notify of unauthorised unsets.

Other benefits include:

1. Round-the-clock monitoring

Your business is protected 24/7 by an experienced team of

security professionals ready to respond to alerts at all times and in accordance with a personalised response plan as agreed with you. Every time you step away from the office, you can have complete confidence knowing there's someone actively monitoring your premises.

2. Fast response times

When an alarm is activated, a fast response is vital. With monitored alarms, the operator will deploy the appropriate solution immediately, whether that is to contact the business, despatch a patrol officer to investigate or to alert the police and emergency services.

3. Reduce any losses or damages

A swift response means any loss or damage is kept to a minimum. Criminals and vandals may well be caught red-handed.

4. Deter crime and vandalism

Monitored alarms are a powerful deterrent. Thieves and vandals prefer soft targets. Monitored alarms send a clear hands-off message to would-be criminals who know they are being watched.

5. Lower insurance premiums

Many insurance companies now offer lower premiums to companies with monitored alarms. They recognise the reduced level of risk that comes with monitored alarms and reward you with discounts. These savings may contribute to the costs of professional monitoring.

6. Peace of mind

Professional monitoring allows you to rest assured that trained security experts will be available to respond to potential criminal activity at any time.

Matrix Security offers effective and affordable alarm monitoring. We'll ensure your assets are protected, and your workplace is kept safe and secure. We also provide residential alarm monitoring, so you can enjoy the same level of security at home.

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Tracy Mulholland,
Councillor Whau Ward

Bracing for the budget

Council is facing a budget headache; simply put, Councillors have two options to balance the books in this year's annual budget, cut services or increase rates, and neither option is popular or has outright support from the Councillors.

Levels of service are already stretched, and the backlog of service requests continues to grow. There are still Covid 19 disruptions and increasing costs just to maintain business as usual. Council staff has already advised that regulatory and enforcement responses are now subject to an updated "prioritization matrix." In short, this means some low priority requests for service may result in no action from Council. Levels of service cuts may also mean deferral of capital expenses. Any deferrals in the capital program would be significant, and any cuts could be between \$250 million and \$750 million. While cutting projects on the balance sheet is an easy exercise, it has real-world effects. This may include infrastructure not being built, community assets not being maintained, and further stretching of resources. I am weary that Auckland Council's inherited failed /failing infrastructure from legacy councils because of this exact issue.

Rates increases are never popular and affect everyone. An increase in the general rate is the last resort for Council to consider when setting the budget. Auckland Council has multiple revenue streams that have previously buffered any increase in cost pressures being directly felt by rate increases. However, two years of slowed economic activity has meant reduced income and

cost shortfalls from these other streams. A very simple example of this is public transport; there has still been an outgoing cost of capital during the pandemic, yet a significant reduction in farebox revenue.

To be fair and balanced, Council is active in looking for other ways to improve its financial performance. Asset disposal approvals are common on Council agendas, most are selling land holdings that no longer serve a strategic purpose, or their purpose has been superseded. Council is also ensuring that it's keeping to its core business and reviewing its holding in assets that don't relate to its local government responsibilities. It is hoped this focus on value for money and asset recycling will ease some of the budget pressures.

I have received a significant response on the parking strategy and climate action targeted rate, and I would like to thank those who provided constructive feedback and considered opinions. To provide a brief comment on both, my concern with the parking strategy was Councillors were asked to approve a consultation on a plan that AT has already decided on. This is not consultation but merely going through the motions of a PR exercise. I also listened to the debate of my fellow Councillors before taking a stance, many raising the issue of funding and should we be making decisions that have future funding implications when budgets are already stretched?

I am guided by community feedback on the climate action targeted rate and understanding of the climate data. I have an open mind on the issue and will listen to the council debate, as both action and inaction comes with considerable consequences.

The overall task for Councillors is now a balancing exercise between cost-cutting and increasing revenue. How much capital expense do we defer? what projects are affected? versus what rates increase is palatable for Auckland?

As we approach these important decisions, I welcome anyone getting in contact with me to share your input and views. Regardless of it being an election year, the vote I cast around the council table is to represent the community views, not the political ones.

Tracy Mulholland, Whau Ward Councillor
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