

Round about.

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Rob Woolner

Autex Managing Director

BNZ's new Head of West Auckland

Avondale College sweeps NZ Microsoft Champs



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Cover: Rob Woolner, Managing Director of Autex New Zealand.

With thanks to our partners ...



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From My Perspective

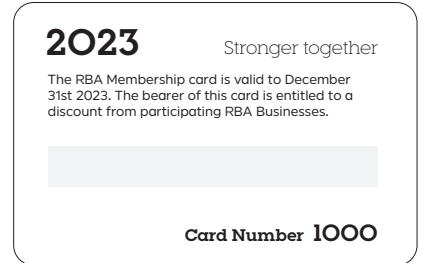
Phil Clode, Business Development Manager, phil@rosebankbusiness.co.nz



To encourage our members to connect with the local business community, cardholders will enjoy minimum discounts of 10% on business services and products across the RBA network. The membership card will be free for RBA members and employees, and family members are welcome to use them as well.

The new cards will launch in early 2023 and remain valid for the calendar year, expiring at the end of 2023. Each month, cardholders will receive a newsletter highlighting new offerings from across our network.

Participating in the discount programme is free. Register now to offer a discount of your choice to RBA members using the membership card; discounts can apply during a specific time period or for



the duration of the year.

To participate and/or order membership cards for your business, please email Phil Clode at phil@rosebankbusiness.co.nz with a list of your employees and their email addresses. Each business is entitled to a card for every employee and/or owner.

Christmas

This is our last issue of Roundabout for 2022.

The Rosebank Business Association team would like to wish our readers, members, partners and friends a very Merry Christmas and a Happy New Year.

Regards,

Phil Clode,
Business Development Manager

2023: New Year, New Things

RBA Membership Card - a new benefit for our RBA Members

Rosebank Business Association members will soon be able to enjoy discounts at local businesses across the network, thanks to our new RBA Membership card.

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Te Arotake ite te Anamata mō Ngā Kaunihera

Review into the Future for Local Government

Over the next 30 years, New Zealand will change a great deal. These changes will bring new challenges and opportunities to local governance.

Dr Grant Hewison

The Review into the future for Local Government is an opportunity to create a new system of local governance and democracy that will effectively respond to a changing New Zealand and create conditions for communities to thrive.

A draft report, He mata whāriki, he matawhanui, has been released for consultation that outlines the need for a local governance system that is community-focussed and citizen-centred, based on strong relationships and partnerships. The report intends to provoke further discussion, and invites submissions now to shape a final report and recommendations.

Because businesses across Aotearoa/New Zealand play a huge role in creating thriving and healthy communities, protecting the livelihoods of employees and enabling both economic and social growth, a Business Reference Group was established. This is made up of five business leaders who have provided the main panel with insight and advice to help shape the thinking about the relationship between business and local government.

Members of the group represent New Zealand businesses of different sized sectors in geographic locations. They are:

- Susan Huria (Ngāi Tahu, Ngāi Tūāhuriri), a partner at Huria Anders Te Ara Tika and a governance and marketing communications specialist;
- Dr Emma Saunders, founder and director of Empathy Design;
- David Kennedy, former chief executive at Ngāi Tahu Property and an experienced company director with significant experience in governance roles;
- Leeann Watson, CEO at the Canterbury Employers' Chamber of Commerce, the largest business support agency in the South Island;
- Kirk Hope, Chief Executive at BusinessNZ, New Zealand's largest business advocacy group.

Leeann Watson says: "The Business Reference Group can aid the Review's thinking by ensuring there is an emphasis on the role

of business in our community and that decisions are made for the greater good, not just the interests of individual communities who have elected them".

At the Business Reference Group's second meeting, they discussed how business might look in 2050, and what shifts were needed in local government to support business in the future. Some reflections were especially interesting and included:

- What business will look like depends on what society will look like. Where and how people work, where they live, the changing nature of families, religious beliefs and values, and other factors will impact greatly on the way businesses look and function in the future;
- Tax, social support, employment relations and collaboration will all need to adapt to a very different looking future;
- Our definition of community will change. This might mean the local community will be in competition with the online community;
- Climate change will drive changes to business and society. However, it is not only a threat but can also be repositioned as an opportunity.
- Markets will influence business in the future, and different markets require a different approach;
- Changes to society could also drive inequality. The gap may widen between those that have a home office and those that are living in multi-generational homes with many family members.

The Business Reference Group suggested a range of changes to local governance that would support business. Some of these ideas were where to use a business-focused lens when making decisions. This would improve the relationship between central and local government and allow for more self-compliance and regulation.

"Local government is not in a position to address the key issues alone. More can be achieved by creating the right environment for cohesive, collective collaboration across the community." Leeann Watson.



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250m² unit title warehouse with ample parking – Meir Alfassi



E/9 Westward Ho Road, Glen Eden

80m² unit title warehouse with roller door access – Meir Alfassi

Leased



6B Puriri Street, New Lynn

467m² warehouse with 85m² of office – Max McCarthy



23A Honan Place, Avondale

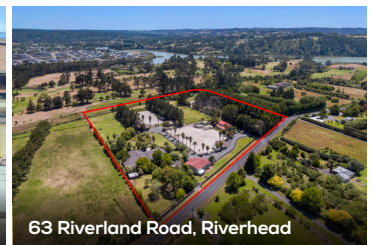
465m² refurbished industrial building with a 200m² yard – Max McCarthy

Sold



20/4155-4157 Great North Road, Glen Eden

70m² retail space in a large mixed use development – Meir Alfassi



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Max McCarthy
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Scott Whitten
021 685 063

Kim's Corner

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

Rosie Banks Scavenger Hunt



The week of Monday 14th through to Friday 18th November saw the RBA's Rosie Banks Scavenger Hunt play out down at the Kurt Brehmer Walkway.

Teams from our local Rosebank businesses were keen to partake in this inaugural event and received an instruction sheet laying out the activities to be completed.

With both group and individual spot prizes up for grabs, people created arrows from whatever was lying around, took selfies, counted yellow hats, and unscrambled letters to form the word ROSEBANK as part of the course.

As a new addition to our Rosebank Wellbeing Collab toolbox, the scavenger hunt was a fun way to not only give our Rosebank employees something different to do while being outside but for them to also discover the gem that we have in our backyard, - the Kurt Brehmer Walkway.

As the week progressed so did the deterioration of the weather and I take my hat off to the teams from Ara Security, Dimples,



and Designer Brands who braved the torrential downpours on Friday and got out there to complete the scavenger hunt.

Feedback from the participating companies was very encouraging with employees loving the experience and having the opportunity to not only get outside but do something as a group.



Gumboot Friday

Hynds Avondale on 88/98 Patiki Road have specialized in concrete drainage, stormwater, wastewater and water main products for New Zealand's civil and rural infrastructure for over 49 years. Their team of 11 are passionate about customer engagement, discovering solutions for their needs, and community involvement.

On Friday 4th November 2022, at the Hynds Avondale Branch, a Fundraiser for 'I Am Hope/ Gumboot Friday' was held. Gumboot Friday was designed to meet the needs of the young people of New Zealand. Using fully qualified, licensed practitioners, young people can book a session at www.gumbootfriday.org.nz and they will usually be seen by a counsellor within a week. Best of all, the bill is taken care of.

A team of their customers, C&S Civil, organized the event and managed the BBQ for Gumboot Friday, while the Avondale Branch facilitated the Event.

Graced with amazing weather, the BBQ was a success and included games such as 'toss the gumboot into a cesspit', with prizes given out to the winners. Together, with the support of local tradies, local businesses, and other members of the community, they managed to raise over \$5k for the 'I Am Hope' charity.

Hynds Avondale would like to thank and acknowledge the Aussie Butcher New Lynn, and Mamas Donuts North Shore who helped make the day a success, your presence helped make the day a triumph.

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Did you know..



EMA 'Go Global Conference'

The EMA hosted the Go Global Conference on Wednesday, 9th November which is targeted at existing and prospective exporters. A complimentary table was offered by the EMA, and seven local businesses took this opportunity to hear from industry leaders.



Hynds Gumboot Friday

Hynds Avondale pulled on their gumboots and supported the 'I am Hope Gumboot Friday Appeal' raising just over \$5k by holding a BBQ down at 88/98 Patiki Road on Friday 4th November.



Liquor Ban Signs

Making Rosebank a Safer business community – liquor ban signage has been erected on every street in our BID area thanks to the Rosebank Crime Prevention Group.



Bayleys hosting

NZ's largest full-service real estate agency, Bayleys presented a market update to our members on the 10th of November at Browne Street Café.



Upcoming - Holdson Hosting

Our last hosting for the year will be at Holdson's on Wednesday 7th December 2022. This NZ-owned company continues to delight toy lovers and puzzlers both young and old. RBA members will have an opportunity to buy for Christmas.



Rosie Banks Scavenger Hunt

Teams got down and slightly muddy as part of the Rosie Banks Scavenger Hunt by taking selfies, making an arrow, striking a pose, and unscrambling letters to form the word ROSEBANK. 70 people hunted for hidden discs to win spot prizes whilst enjoying the wonder of the Kurt Brehmer Walkway



Lisa Hummus new product range

Life Health Foods gave away 1200 pottles of Lisa Hummus's new dip range to some of our local Rosebank businesses to sample and enjoy.



The Icehouse presentation

The Icehouse 'Young Leaders' Programme finished on a high note with a lunch shared by attendees, their bosses, and Icehouse and RBA - Pathways to the Future representatives.



EcoMatters Zero Waste Awards

Thursday 3rd November saw two RBA members become finalists in the 2022 Tāmaki Makaurau Zero Waste Awards.

Congratulations to EcoMatters Environment Trust (Growing the Movement) Whakakanohi I te Kaupapa and Fair Food (Community Collaboration) Hā ora, Hāpori.



Diabetes NZ testing

November was Diabetes Awareness Month and the RBA worked with Diabetes NZ to bring one of their vans down to Rosebank to test our Rosebank employees for free. Thanks to Westie Food Group for supplying a packed sandwich and Vibe drink for all our participants.

Rosebank News & Events

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

RBA welcome you to join us for a hosting with Holdson

Stronger Together



We are thrilled to be holding a hosting with Holdson - one of the longest standing businesses in Rosebank.

Founded in 1939, Holdson is passionate about entertaining generations of people, both young and old alike. Holdson are a manufacturer, importer and distributor of jigsaw puzzles, games, toys and collectible brands and products throughout New Zealand. Whilst best known for their Holdson Jigsaw Puzzles and Wasgij; they also distribute world-leading toy brands such as Sylvanian Families, CollectA, Playmobil, Knex, Make It Real and Spirograph to name but a few.

Holdson's encourage each other to think the unthinkable, remain open to new possibilities and solutions and strive to be the best at what they do - a great sentiment for all of us!

Please join us to wind down the year, for some networking in this friendly and relaxed setting over complimentary nibbles and drinks. You will also have the opportunity to go on a factory tour and shop Holdson's warehouse - just in time for Christmas!

Holdson Hosting

Where: 386 Rosebank Road, Rosebank

When: Wednesday, 7th December, 2022

Time: 5pm - 7.30pm

RSVP: anouschka@rosebankbusiness.co.nz

Hospice West Auckland Trees of Remembrance Are Back!

We are excited to be back in the community this year with our wonderful Trees of Remembrance!

Christmas is often a time when we think of those we have lost and miss dearly. Our community Trees of Remembrance give you the opportunity to remember your loved one by leaving a heartfelt message on our remembrance trees in selected stores around West Auckland. We invite you to make a donation, which will help us in continuing to provide free end-of-life specialist care to our West Auckland community.



You can make a donation and hang your message on the tree at these stores up until 24th December:

- Bunnings New Lynn, 2/12 Titirangi Road
- Bunnings Westgate, 21 Fred Taylor Drive, Massey
- Pak' n Save, Alderman Drive, Henderson
- New World, 2/6 Crown Lynn Place, New Lynn

Avondale College sweeps New Zealand Microsoft Champs

Three Avondale College students have once again taken out the top places in the national Microsoft Office National Championships!

Zara Colaco (Year 13), Vivek Doddi (Year 12) and Giriraj Rathore (Year 10) gained the highest scores in the national competition, which tested their knowledge and creative thinking skills in different Microsoft Office applications.

As the world's largest IT competition, each year the Microsoft championship attracts around 1.3 million secondary school- and university-aged contestants from 116 countries.

Principal Lyndy Watkinson said she was very proud that Avondale College students had once again dominated the national competition.

"To achieve three top places in New Zealand is an exceptional achievement for these students, and is testament to our Innovation Academy," she said.

Zara, Vivek and Giriraj are all part of Avondale College's Innovation Academy which aims at bridging the gap between ICT education and the digital marketplace. The before-school programme offers students the chance to gain internationally recognised certifications in applications such as Microsoft, Adobe, Autodesk and more, as well as the opportunity to test their skills in international competitions.

This marked the second time that 18-year-old Zara has won the Microsoft



Avcol New Zealand's Microsoft Office Specialist Champions - Zara Colaco - MS Word, Giriraj Rathore - MS PowerPoint and Vivek Doddi - MS Excel. Photo: Avondale College

Office Specialist competition's Microsoft Word division.

"I was glad that I could keep the national title," she said. "I have been taking part in this competition ever since Year 9, and to get one of the top placings in both my last two years of high school was a big achievement for me. I've always wanted to attend the World Champs in the United States. Sadly, due to Covid I was not able to get that opportunity last year. Hopefully next year, if I'm given the chance, I would love to come back and represent the school and the country."

The students' success is impressive,

says New Zealand Industry Qualifications (NZIQ)'s Managing Director, Jonathan Jansen.

"We're always amazed at how incredibly proficient our student competitors become in Microsoft Office, so we designed this year's championship test to be unbeatable; hundreds of real-world tasks with less than an hour to complete them. Our expectation was to simply see how far a competitor could get. Needless to say, we were incredibly impressed when multiple Avondale College students completed the tests entirely and with almost perfect accuracy."



Light Up Hospice

Hospice West Auckland is lighting up our community with Christmas spirit! From 1st December, Hospice House at 52 Beach Road, Te Atatu Peninsula, will be ablaze with stunning lights and colours. Every light represents a precious person we have cared for in their final days. Visit Hospice House from 8:00pm until midnight during December and take time to remember those we miss the most. Share your pictures of you and your family visiting the lights and tag us on social media: @hospicewestauk

New Lynn Lions support Kai Avondale and Salvation Army

At their November meeting, the New Lynn Lion Club members resolved to donate \$1,000 to the New Lynn Salvation Army, and those funds were quickly made available to them. At this time of the year many there are many families needing the services of the Salvation Army and the prompt delivery means the funds can be used in a timely manner.

The Club also resolved to donate \$1,000 of groceries to Kai Avondale to help them provide groceries and food parcels to the most vulnerable families and individuals in Avondale and the surrounding area. Kai Avondale is an organisation New Lynn Lions have supported regularly over the past few years, also donating books and other items for children.

One of the books, *Rusty to the Rescue*, is based on a true story and was written by New Lynn Lions member Robert Findlay. If



New Lynn Lions Past President Lianne Sloan with Anne Riley from Kai Avondale and some of the groceries donated.

you are interested in purchasing one of his books at \$20 including postage, please email lianne.sloan@xtra.co.nz as they have some extra copies. Proceeds will go towards groceries for Kai Avondale. It would certainly be a great Christmas present for a young child.

Third place for Avondale College at netball nationals

An outstanding season of netball has culminated in Avondale College's Premier Girls team placing third in New Zealand.

The squad of twelve had come to the New Zealand Netball Secondary Schools Nationals tournament in a strong position, having qualified in fourth place at the Upper North Island Secondary Schools competition. The girls had also made netball history by winning back-to-back titles in both the West Auckland Secondary Schools Competition (beating MAGS 49-39 in the final), and the Auckland Lucca Trailers Secondary School Premier Competition, where they beat St Kentigern College in the final, 35-34.

Faced with the very best teams from around New Zealand at the national competition in Wellington in October, the Avondale College girls did not disappoint, producing outstanding performances in every game.

Victories against Manukura High, Napier Girls' High, Columba College, St Peter's Cambridge, and Trident High took them to the semi-final playoffs where they came up against St Margaret's College from Christchurch, another undefeated team who had previously won the South Island Secondary Schools competition.



Avondale College's Premier Netball team, management and supporters: Back row: Vaughan Perry (Driver), Rachel Rasmussen (Coach), Idra Gill, Priscilla Rasmussen, Losimani Latu, Gzelle Schuster-Aitui, Presayus Singh, Anna Nanai, Rachael Malafu, Grace Jarvie-Otufangavalu, Teuila Teau (Prem 2 Coach), Fifita Latu (Manager), Ruta Rasmussen, Miss N Paulin (Teacher in Charge). Front row: Lillian Henare-Vaihu, Jonni-Rose Chamberlain, Kaia Samuel, Rhienin Akauola, Amelia Perry.

Unfortunately, the closely fought match resulted in a 41-37 loss, which saw the Avondale girls face Howick College in the decider for third/fourth place. They won this match 40-44, and with it the bronze medals and national ranking of third in New Zealand.

An additional cause for celebration was the naming of goal shoot Priscilla Rasmussen in the NZSS team.

Outstanding throughout the week, Priscilla had delivered the perfect return, with 39 goals scored from 39 attempts. It's not the first time the Year 11 student has caught the eye of selectors; in 2021 she was selected for Netball New Zealand's National Development Camp.

Avondale coach Rachel Rasmussen, herself a former New Zealand netballer - and mother of 16-year-old Priscilla, said

she was delighted with how the girls performed.

"I'm really proud of the girls and happy with the progress," she said. "Most of our team are Year 10 and 11, so we've got babies right throughout, they're amazing kids and I'm just so proud of what they've done so far. They're hard workers and I couldn't ask for much more."

Avondale College's Principal Lyndy Watkinson says she is incredibly proud of each of the girls in the team.

"Their success this year is the result of consistent hard work and commitment. Placing third in New Zealand is a credit to themselves, their coach Rachel Rasmussen, and their families. We look forward to seeing what comes next for them over the next few years."

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The Art of Acoustics

Imagine yourself in a relaxed social atmosphere: good conversation, bubbles of laughter, stories traded with friends old and new. As you enjoy the ambience, you might not notice what's on the ceiling or the walls around you - but in any loud space, if you can comfortably hear what's being said, there are deliberate elements of design at play. Chances are, if those design elements are both effective and visually stunning, you're experiencing the innovative work of Autex Industries.

Autex designs and manufactures acoustic solutions and insulation products for commercial spaces, such as offices, libraries, school, gastropubs and airport lounges. Standing proudly on Rosebank Road, their engraved factory walls adding a touch of flair to the view along Highway 16, Autex is

a family-owned, global company that has been in business for almost 55 years. From their humble start manufacturing carpet underfelt to their now-worldwide renown for spectacular design, Autex has come a long way since their inception in 1967.

"We've done a range of different things over the years," says Rob Woolner, Managing Director of Autex New Zealand. "Initially it was industrial products, like jute underlay and blankets for UNICEF, and at one point we were importing car radar detectors and installing car sunroofs. But the business kept going back to what they know, which is textiles."

As the story goes, it all started with a drink and a handshake.

Decades ago, the five founders of Autex Industries met by





chance. They were connected through work, each having a background in the textile industry. David Robinson - father of current CEO Mark Robinson, who also owns rugby league team The One New Zealand Warriors - had emigrated from Northern England, where a regional heritage shaped by cotton mills and weaving sheds went as far back as the industrial revolution. He and the others began moonlighting here and there in the after-work hours, until the five officially founded their own textile manufacturing business over drinks at Auckland's Station Hotel Pub.

The decades that followed saw a shift towards the manufacture of polyester insulation, which led the business to polyester acoustic products.

"It's our interior acoustic range that's really driven our global growth," says Rob, proudly noting the positive environmental story that comes with their development of acoustics products. "The polyester we use is recycled PET plastic bottles, essentially. We use a high percentage of recycled content, and we're almost fully zero waste."

Autex's range of solutions includes wall panels, ceilings, and screens. Rather than treating walls to muffle outside noise, Autex's innovative products are

designed to clarify and improve the acoustics inside a space, especially where hard surfaces reflect and amplify noise.

"We deal with what's called 'reverberation,'" explains Rob, "which is how sound reacts within a space. If you picture a cafe you've been to, there are a lot of hard surfaces, and you end up shouting at the person across the table. Or in a swimming pool, it gets uncomfortably loud when the kids are trying to learn to swim. So our products are soft - they're essentially soft ceiling structures and wall structures that reduce sound and create a quiet environment where you can speak."

The business has been on the forefront of breathtaking design since trends in acoustics began to shift from plain to aesthetically pleasing over ten years ago. Today, looks are just as important as functionality, so forget old-school, unsightly wall panels best hidden away. "We do custom ceilings and treat spaces in a way that provides interest," says Rob. "We give architects and designers the ability to design beautiful spaces that also perform acoustically."

Always looking to innovate, Autex's investment in research and development has yielded exciting new ways to use

their products. What began with offering different colours evolved into the ability to print onto panels and create different shapes, opening up a world of design options. "We've had laser etching onto panels," details Rob, "and we now have water cutters that can cut intricate designs and start to fold panels into shapes. I think a really big part of that evolution has been the New Zealand attitude of 'We'll give anything a go.' If a designer says, 'Look, I want to hang a structure inspired by a stingray,' we've got a team of designers who work with them to turn that design vision into an actual, performing product."

The business's first foray into acoustics was in the education sector. "We developed a pinnable wall lining to improve acoustics. Walk into almost any classroom in New Zealand and you'll see our products on the wall."

From there, Autex forged a path to success well beyond our borders. The business has designed and manufactured acoustics products for companies around the world, including Meta, Google, and Amazon. "That ability to go offshore and grow this business has been fantastic," says Rob, who at one point looked after Autex's export markets. "I still can't believe where our

product has ended up. We're in schools in Egypt, we're in the Empire State Building in the US, we're in Google offices in Hong Kong... just truly amazing when you think that we manufacture here on Rosebank Road."

Autex has taken its team worldwide, too, with offices, warehousing and manufacturing now in Australia, the United Kingdom, and the United States. The team numbers around 360 people globally, with 170 working from the main office in New Zealand. CEO Mark Robinson's twin daughters work in the business, proudly carrying on their family legacy. Each country's team is headed by its own managing director, and everyone stays well connected through Zoom. It's a formula that works - there are plenty of people who've decided to stay with Autex for their entire career. "It's amazing, some of the long tenure we have," says Rob. "We've got three generations of families working within our manufacturing division, and guys who have been with us for 40 years."

Mark and his wife, Executive Assistant Amanda Robinson, are both keenly invested in the wellbeing of their



people. Over the last five years, they've set up a wellness centre at Autex's site on Rosebank Road, offering the Autex team the services of a personal trainer, physiotherapist, and nutritionist. They've also established a purpose-built commercial canteen to provide three different subsidised lunch options for all 170 of the New Zealand team. "The lunch programme brings the manufacturing and office staff together at

lunchtime," says Rob. "It's been huge for the business and the culture."

With a united global team and a firm focus on innovation, the future couldn't be brighter for this Kiwi success story. The Autex team welcomes you to visit their website for more information on how their acoustics products can help to transform the sound in your space. <https://www.autexacoustics.co.nz/>



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BNZ's new Head of West Auckland

Meet Kate Ross, BNZ's new Head of West Auckland, who is responsible for BNZ's business, commercial and retail banking operations throughout the mighty West.

Kate is a career banker, falling into it straight out of high school, with over 23 years of experience in the financial services sector. She's held roles across all spectrums of banking, starting out as a teller in a branch, before moving through various leadership roles. Kate joined BNZ three years ago to lead the Northern Region Private Bank team. When the chance came up to lead the West, she thought it was an opportunity not to be missed!

Kate is excited to lead and represent BNZ Partnership Banking in West Auckland. "I'm passionate about serving our customers well and working closely with our communities to help them prosper."

Kate leads a team who have grown in size and experience over the last three years, including Jamie Pickford, Senior Partner Business & Commercial, who in turn leads a ten-strong team of Partners dedicated to assisting customers in the West. Kate says, the region is especially important to BNZ, with the banks' Henderson site having been at its location for over 70 years.



Kate says she loves the collaborative culture within her team, and the passion they have for serving BNZ's customers, colleagues and communities.

"We pride ourselves on being New Zealand's business bank. We've supported local businesses of all sizes to invest in and grow their operations to drive New Zealand's economy, employ people, and help business owners find a way to get closer to their ambitions. We are local, we are on the ground, we are in the community and here to connect with you."

Outside of work Kate is a mum, with her son on his own new journey, having just started school in November. Her husband Jason is a secondary school teacher, also an avid surfer, therefore no stranger to the amazing beaches we have in the West.

Having met some of you at the AGM last month, Kate is excited to be present and available for future events, along with her team and to offer insights and knowledge for articles.

Kate Ross

Email: kate_f_ross@bnz.co.nz

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Shoreload & Propping are temporary propping providers based locally on Patiki Rd and operating across the greater Auckland region. Managing Director - Tim Smith took over the business in early 2015 and developed it into the business it is today.

Put simply - Shoreload & Propping are temporary falsework

experts who operate in the construction industry. Their solutions provide many of the projects in the greater Auckland region with temporary support during the construction phase.

They have approximately 25 qualified and experienced staff members that make up the business, in which family is heavily embedded in their values. They credit much of their success to their mantra "great mates, doing great things" – which emphasizes the culture within the business.

Recently completed projects they have been involved in include the Risland Apartments in Albany, and the Fisher & Paykel Healthcare building in East Tamaki. One of the projects they are currently working on is closer to home, being the Highbury Triangle in Avondale.

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Aaron Martin
NZ Immigration Law

Lose Your Fear and Score International Talent

As employers, are we losing our bottle when it comes to snagging international talent?

Overseas job seekers frequently ask me why they cannot get traction with New Zealand employers. If their applications aren't ignored entirely, they report that the recruitment process in NZ takes an extraordinary length of time, and NZ employers expect candidates to get on a plane to come for an interview. Employers here are

focussed on finding the perfect fit, accompanied by anxiety over what will happen if the candidate doesn't work out.

Is it any wonder we're losing to Australia in the contest for skills and labour?

Working with NZ Jobs Search <https://www.nzjobssearch.com/>, I have seen Australia take a very different approach to recruitment. The most significant difference? Prompt decision making. Australian employers' motivation is clear: if a candidate has the skills, get an offer to them fast, and get the visa process moving.

The chances of a New Zealand employer getting Immigration NZ's permission to recruit from offshore are the highest I've seen in 25 years, and currently, it's likely you will need to. However, many New Zealand employers are missing out on excellent candidates because they have failed to get to grips with the new Immigration NZ settings - and the fact that they are in an international talent, skills, and labour market. Even in this very tight market, most still advertise that only NZ citizens or people with work or resident visas should apply. Why do this unless you want to purposefully scare off overseas applicants?

Knowing the immigration status of a candidate is necessary, however this becomes obvious when the application is made. Yes, you need to be able distinguish local candidates from those offshore, however Immigration NZ only wants to know how many local candidates applied (and maybe why they were not suitable).

If you're an employer fearful of immigration processes and of making the wrong choice, don't be. There are three reasons why your anxiety is completely misplaced.

1. The decline rates for offshore recruitment are at the lowest I have ever seen. The median wage for work visa applications will rise, but there is still time to beat this - if you move quickly.
2. The international worker is as anxious as you are to make sure their employment with you goes well, so they're going to do their best to make it work. They have far more to lose than you do if things go pear shaped. Sometimes, incompatibility does not mean an end to the relationship. Often, it just means moving that person to a more suitable role in the business (following

Immigrations NZ processes).

3. In the worst case, if the employment relationship must end, immigration policy does not penalise an employer - it is the work visa holder who must find a new job quickly or leave New Zealand. Migrant employees are keenly aware of this. There is ample motivation on their part to ensure the employment relationship works.

The approach in Australia is best summed up as no fear: no fear of a recession, no fear of making the wrong choice of overseas candidate, and no fear of immigration processes. They just get on with business. Australian employers know the skills and labour their business needs, and they focus on securing that as fast as possible so they can continue to grow.

Even though New Zealand employers cannot compete with the wages offered by Australia and other developed countries, New Zealand does have features and benefits (often unrelated to the role) that can make us more attractive. If you need help with immigration processes, reach out to those who can assist and tutor you, so you can save on costs in the future by dealing with this in house. But dithering in making a choice often sees employers lose out - and our international competitors take the talent.

A lot of my articles are brickbats against the bureaucracy; now, finally, a bouquet. I recently experienced refreshing decision-making by the Associate Minister of Immigration, Hon. Phil Twyford. I've dealt with a lot of ministers over the past 25 years, and when seeking their intervention, often the response is something minimally favourable that forces the applicant to go through multiple temporary visa applications and a residence case to get to the final destination. This creates a lot more work for Immigration NZ.

On two occasions now, this minister has done something unusual: simply directed the grant of residence, subject to filing the appropriate formalities. This saves a lot of time and money for the applicant, but more importantly, it also saves a lot of administration for the bureaucracy, sparing them multiple applications to process. Well done, Phil, for taking a practical, big-picture approach that improves administrative efficiency and does not add to Immigration NZ's overwhelming workload.

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Jason Ennor
MyHR Co-founder and CEO

Fair Pay Agreements: What employers can expect

The Fair Pay Agreements Bill passed its third reading in parliament and the Fair Pay Agreement (FPA) system will come into effect on 1 December 2022.

FPA's represent one of the most significant reforms of the New Zealand labour market in recent times, a move the government says will "support the lifting of incomes and working conditions of everyday Kiwis".

There has been some controversy around the bill, but for all intents and purposes, FPA's are coming, so businesses should start preparing.

How will Fair Pay Agreements work?

FPA's will set legally binding minimum pay and working conditions for an occupation or industry as a whole. These terms will be set by negotiation between unions and employer groups.

Currently, the terms and conditions of employment are contained in an employment agreement, which is either individual (negotiated between the employer and the employee) or collective (negotiated between the employer and a registered union, that represents their member employees).

What will FPA's cover?

MBIE says all FPA's must cover certain terms and conditions of employment, e.g., base wage rates, ordinary hours, overtime and penalty rates.

Other topics must be discussed during bargaining but don't have to be agreed on, e.g., redundancy, flexible working, and health and safety.

Other terms can be included in an FPA if both bargaining parties agree.

When terms aren't agreed on, the employee would receive the more 'favourable' terms. This could be either the collective employment agreement, legislative requirements, or company policy.

Which industries will be impacted?

All Kiwi workers could eventually be covered by an FPA, but the legislation is aimed more toward low-paid occupations and industries.

The Council of Trade Unions has identified supermarket workers, bus drivers, security officers, cleaners, early childhood education workers, and the forestry sector as the first industries that could go through the pay agreement process.

How is the FPA process triggered?

Unions will initiate bargaining with employers when a representation threshold of 10% or 1000 workers within the industry group is reached (whichever is lower), or the union can

demonstrate there is significant public interest in the initiation of an FPA (by using a public interest test).

Unions must make their 'best endeavours' to notify impacted employers that the FPA process has begun, however, the details of what constitutes 'best endeavours' have not been clearly defined.

How are terms and conditions set?

The union representing the industry's workers will lead negotiations with employers, who will choose representatives to form a business interest group. Not all employers in an industry will be involved in the FPA process, but all employers will be legally bound by the terms and conditions set, even if they disagree with them.

FPA bargaining parties must do their best to represent all those in coverage (including non-members) and to ensure Māori interests and views are effectively represented.

If an agreement on terms and conditions is reached, the proposed FPA will be vetted by the Employment Relations Authority (ERA) and would then go to a vote.

To be ratified, it would require the support of the majority of employee and employer voters (employers have one vote per employee in coverage or a slightly higher vote weighting if they have fewer than 20 employees in coverage).

If parties can't agree after two rounds of negotiating, the ERA will determine a solution.

Is there any flexibility for employers?

An FPA can allow for exemptions for businesses that are in significant financial hardship.

An FPA can also set regional differences, and other differential terms if they comply with minimum employment entitlements and the Human Rights Act.

Could there be more than one FPA for my workforce?

Definitely, if you have a large business with a variety of roles.

FPA's can cover an occupation (e.g., all bakers) or an industry (e.g., all bakers in supermarkets). If there is an overlap in coverage between two FPA's, the agreement with more favourable terms applies.

Will there be support for the FPA bargaining process?

The government will provide support with funding (up to \$50,000 per bargaining side, with additional funds if the side has low rates of membership), training, and a bargaining support person.

This is in anticipation of four FPA's per year.

Will contractors be covered by FPA's?

Currently, contractors aren't included, but the government plans to begin work to incorporate contractors into the Fair Pay Agreements Act.

What should I do now?

Fair Pay Agreements will add more complexity to employment and require more administration for employers. To deal with this, the best solution is to get expert oversight or a dedicated HR provider. MyHR's combination of expert HR consultancy and agile HR software will ensure employers always apply the correct FPA to their workforce.



Jennifer Wyatt Sargent
Human Resources Consultant

Invest in yourself - it pays the best interest

My last few articles have focused on urging employers to prioritise implementing staff training programmes and career enhancing opportunities for their employees. However, this article looks at employees and what part they play in their futures.

You see, I firmly believe that the acquisition of skills is not the sole responsibility of the employer. The employee is equally responsible for their learning and development.

The employer's incentive to invest in skilling, reskilling and upskilling is that it benefits both the business and the workforce. Employees who have the opportunity to improve their skills and develop new ones are generally more satisfied in their work, partly due to the challenges of learning and partly from the knowledge that their employer cares enough to make that investment. Does this sound like your employer?

If it doesn't, then consider - have you become just too comfortable in your job? Think back over the past few years. Has your employer done anything that has enabled you to learn new skills? Has your pay increased as a result, or have you just received cost-of-living rises?

Have you taken on more responsibilities, or are you doing much the same job as when you started? And if your job hasn't changed, are you bored and find you have time on your hands?

Do your colleagues ask your advice or request your input?

Do you ever wonder if anybody would even notice if you didn't turn up one day?

If your responses to the above suggest you have become far too comfortable in your job, ask yourself if you really want to change, do you want to learn, do you have ambitions? If your answers to these are YES, then you must help yourself. And it isn't that hard.

When I came to New Zealand, my new job involved things like presenting to organisations, so I asked to go on a public speaking course. I found the course myself, took the invoice to the MD and suggested that if the company paid it, they could claim the GST and I would pay them the GST exclusive amount. He laughed at my cheek and authorised the payment, but most important he realised I was serious about my job and developing the appropriate skills.

Now consider the type of work that you do. Do you enjoy it? So, if you moved to another employer, would that provide you with the opportunities you are looking for? Or is this your chance to try a completely different industry altogether?

Even if you move to an organisation with an established training and development programme, it still pays to see what you can do for yourself. Many job categories such as accounting, engineering, IT, human resources, etc have groups to which you can belong. Meetings usually have an educational element, and networking with your peers can be invaluable.

The first lockdown during the pandemic was an eye-opener to me as I suddenly had the time to explore the internet more thoroughly. And there I found a wonderful array of one-off webinars and even whole courses being offered virtually, usually for free. I had a great time and sometimes sat in on topics that had appeared irrelevant to my work but sounded interesting, only to find the information would be useful to several clients.

Finally, read about people you admire. There's nothing like learning about how they became as successful as they did to motivate you.

Yes, theoretically it is down to the employer to ensure you can do your job to the best of your ability, to incentivise you by showing you the potential career paths within the organisation, and to nurture any desire for more learning experiences by involving you in different projects and in identifying and solving problems.

But you too have some responsibility for your future. So, if you want to change, want to learn and you have ambitions, then you must start doing the things that you have not previously done. Remember:

Invest in yourself – it pays the best interest.

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Kate de Lautour
The Icehouse

The Icehouse “Pathways to the Future Trust” Leadership Graduation

Last month we had the absolute pleasure of celebrating the success of three young leaders, who graduated from a bespoke Icehouse leadership programme, made possible by a collaboration with Pathways to the Future Trust.

Patrick Siple from Autex Industries, Connor Greyling from Project 360, and Aaron Leece

from Etel Transformers were all nominated by their managers for the three available places on the programme, facilitated by Icehouse specialist and business coach Kim Hill.

Nominations were open to any local Rosebank business that had identified young leaders in their organisations whom they felt could benefit from Icehouse training. Nominees needed to be new to management and supervisory roles, and under 35 years of age. A large number of applications were received with the successful candidates starting the programme in September.

Participants kicked off the programme via online one-on-one sessions with Kim Hill, giving them an opportunity to share where they were at with their roles - the challenges and the opportunities.

They went on to complete intensive fortnightly group sessions, giving them a strong feel for different leadership styles, learning new skills, frameworks, and tools to become more effective leaders and communicators in their roles.

Working together in the small group meant they could share ideas about how they could better lead in their individual businesses, dealing with stressful situations and developing heightened clarity and strong focus.

Speaking after the last session, Facilitator Kim Hill said she was extremely proud and impressed with the three graduates.

“The way the guys have embraced every single session and the



continuous improvement and the commitment they have made has been really, very impressive. In our sessions, every fortnight, we have talked about how to apply the learning, executing it, using it and the scenarios - the highs and lows. The way they have taken the useful learning and applied it in the business, executing and using their skills has been courageous. The courage and the vulnerability around the table they have shown to go out of their comfort zone, to identify the areas that they needed to work on, was just gold - they are most definitely emerging leaders.

They have their lists of what they need to do and I’m sure they will stick to them - I’ll be popping up now and then to make sure they are!”

Patrick Siple from Autex Industries who leads a team of 15 staff, took the opportunity to acknowledge the time Kim had spent with all of them and his appreciation for what they were taking away from the Leadership Programme.

“It’s one of the first courses that I have done that I can say I have definitely learned from it, and I will use what I have learned moving forward. “

Autex Manager Maree Pinkerton said the Programme had given Patrick confidence and growth, “it’s been fantastic for him – the short two-hour sessions provided fundamentals that applied to him and his role - he is actually using it because it is relevant, and he could relate to it. He could gel with Kim - which really helped.

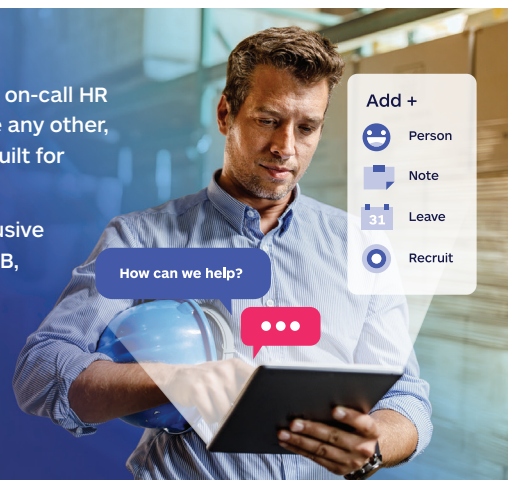
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Shelley Funnell
Henderson Reeves

What must you disclose when you sell your property?

When you are selling your property, the contract isn't just all about the price. The standard agreement for sale and purchase (S & P) also contains protections for purchasers called warranties and these can cause headaches for you if you are not aware of what you must tell your purchaser. This article runs through what warranties you are giving in the S & P, so that you can make sure you can deliver on those crucial little promises.

The key warranties relate to:

- Notices from Council and third parties about the property;
- Disputes that may turn into claims e.g. with neighbours;
- The condition of chattels and the working parts of the home;
- The compliance of work you have had done on the property.

It's easy to dismiss these warranties, but they are important rights that are relied on by purchasers. Breaches of warranties are often the cause of last minute claims for compensation, settlement delays and disputes tribunal claims after settlement.

Notices

Have you received any notice or directive from any local or government agency or any other that directly or indirectly affects your property? Has your local council done a flyer drop to ask for your consent for a subdivision down the road? Have you received a letter from Land Transport New Zealand notifying you that they are expanding the road that runs along your boundary? Has a tenant given notice of a failure to meet any Healthy Homes Standards? All of these notices must be passed onto the purchaser.

Claims / proceedings

You must tell the purchaser if you are aware of any fact that might result in proceedings against the owner of the property. Neighbourhood disputes are not uncommon, and flicking a property on (without making proper disclosure) is not a good way out of a brewing issue.

Chattels

If you are not selling a new build, it can be easy to assume you are selling your home "as is", with all the quirks you learned to live with. That is not the case. In the S & P you give a warranty that all of the chattels and any plant or equipment, systems and devices that provide services to the property are in **reasonable working order**. They do not need to be in a brand new condition - they should be in the same state of repair as at the date of the S & P - but they do need to perform the job they were designed to do. So if an element on your stove is out or the rangehood has never worked, and you have no intention of fixing this before settlement, let your lawyer know before you sign the S & P so an appropriate amendment can be made.

You are also promising that there are no charges over any electrical and other installations on the property, and that the chattels are yours to sell - think about solar units installed under a rent to buy arrangement or a retrofit plan with the Council. Again tell your lawyer before you sign the S & P.

Council Consents

Unconsented works are a common source of breach of warranty claims. If any works have been done on the property while you have owned it that required a consent or permit (e.g. under the Building Act or the Resource Management Act), you are promising that you obtained the necessary consent, the works were done in accordance with the consent, and that the works got final sign off if required. The costs of obtaining consent and a compliance certificate can be significant, so you don't want to get this wrong. Again, tell your lawyer before you sign the S & P.

Early legal advice avoids expensive fix ups later on. Tell your lawyer early about notices, claims, proceedings, broken chattels and unconsented works before you sign the S & P.

This article is general in nature and doesn't replace individual legal advice.

If you are buying or selling a property speak to your local legal experts, Shelley, Pierre, Amie and Sandra at Henderson Reeves Lawyers. We're just down the road at 703 Rosebank Road, and available by phone on 09 281 3723.



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