

WAIKATO BUSINESS NEWS

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Innovation Park plans expansion

EXCITING DEVELOPMENTS ARE LINING UP AT WAIKATO INNOVATION PARK AND ONE OF THE STRONGEST WHISPERS IS EXPANSION.

By **MIKE BLAKE**

And while he's not ready to put the spade in the ground himself, Business Growth Manager Peter Maxwell brushes that aside with a knowing smile and gets onto the business of the Park as it stands.

"We are always full, we have a waiting list of SMEs keen to come on board and share the

opportunities the Park has to offer and we also have several companies already in business that need to expand," said Peter.

The Park began with \$6m with great demand from small and medium enterprises and it was all go.

"When SMEs want to move they want to do it now...no waiting 18 months for things to happen."

"Our second building got underway, basically launched by



PETER MAXWELL

"I see three more buildings as a possibility by year's end," said Peter. "I'm taking a group to the UK, in fact by the time your readers spot this, we will be network-

ing with some strong players in the innovation field.

"Included in the six-strong group will be representatives from the Wynyard Quarter in Auckland, ATEED (Auckland Tourism and Economic Development), Grow Wellington, Epic Innovation from Christchurch and Canterbury University."

Some of the group plans to tack on a visit to Barcelona about the latest "Makerspace" developments. These are places where people go to experiment and develop ideas.

Waikato Innovation Park's Business Growth Team plays a regional role with seven people, including one in the Bay of Plenty, going into companies, to support

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IoD Fellows appointed



TWO NEW IoD Fellows, Bill McLeod and Tania Simpson with Waikato Branch chair Margaret Devlin.

Two members of the Institute of Directors Waikato Branch were recognised as Fellows for the significant contributions they have made to their individual professions.

At a special joint breakfast meeting with the Waikato Chamber of Commerce, which the Deputy British High Commissioner, Patrick Reilly was guest speaker, Bill McLeod and Tania Simpson received their certificates from Waikato branch chair Margaret Devlin.

Members may apply or be nominated as a Fellow if they have been a member of the IoD for at least three years and have 10 years' experience as a director of two or more of the following:

A listed company of substance; an unlisted company of substance; a government or quasi body of substance whether incorporated or created by statute; a director, or equivalent of a not-for-profit organisation of substance or in the opinion of the IoD's council, have the experience and background to make one suitable for entry to the category of Fellow.

Entry is by application or nomination.

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Bernie gets 'em straight
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Skills gap hampers recruitment – threatens growth

More New Zealand organisations are planning a hiring spree over the next 12 months as their growth prospects improve, but four out of five CEOs are concerned they won't be able to find the people with the skills needed to fill these positions.

PwC's report The Talent Challenge: Adapting to Growth surveys more than 1300 CEOs in 68 countries, including 43 New Zealand CEOs.

It reveals that, after a number

of years of headcount cuts, half of these organisations are looking to hire again globally, including 54 percent of New Zealand's CEOs. Although worryingly, 80 percent of New Zealand CEOs say the availability of key skills is the biggest business threat to their organisation's growth, compared with 63 percent globally, with technology and engineering firms struggling the most with the shortage of skilled employees.

PwC New Zealand chief

executive officer Bruce Hassall says: "The gap between the skills of the current workforce and the skills businesses need to achieve their growth plans is widening."

"Despite rising business confidence equating to more jobs, organisations are struggling to find the right people to fill these positions," said Bruce.

"Competition for talent will be intense at the same time as the battleground has been re-drawn."

"Business leaders are looking for people with a far wider

range of skills than ever before and gone are the days of life-time careers; chameleon-like employees who apply their skills whenever and wherever they're needed are now in high demand.

"Businesses need to get out of the mindset that new skills equals new people. The most successful organisations will combine recruitment with developing their own people to be more adaptable to its changing plans," he said.

An overwhelming majority

of New Zealand's business leaders (90 percent) say they need to change their strategy for attracting and retaining talent, although three in five haven't taken any steps to do this yet.

"CEOs need to re-think the way they think about, look for and value their employees."

"Taking advantage of the developments in HR data analytics to predict the skills they will need and plan for changes in demand and supply will be crucial," Bruce concluded.

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Top animal health executive appointed to Simcro Board

Simcro has appointed a top animal health executive, Dr. Jorge E. Solé, to its Board.

Dr Solé has worked for more than 30 years in the animal health and crop protection chemical markets, where he has gained extensive experience in global business operations and mergers and acquisitions.

His most recent position in the animal health industry was vice-president of International Business Operations for leading animal health company, Merial, where he was responsible for the Asia, Latin America, Canada and Oceania markets.

"We're pleased to welcome Dr Solé onto the Board. We plan to double the size of the company over the next three years and to expand our export markets," says Simcro chief executive, Will Rouse. "The Riverside Company



DR. JORGE E. SOLÉ

made an investment last year and we believe that with Jorge coming on board, we can evaluate new growth opportunities, including acquisitions, more quickly. Dr Solé's considerable international experience will be invaluable."

Dr Solé started his career in the animal health industry with Elanco Argentina in the technical and marketing departments.

His relevant leadership positions include four years as managing director of the agricultural business of American Cyanamid in Argentina and five years in the United States' corporate headquarters, responsible for the operations in Latin America.

He spent nine years as vice-president of Rhone Merieux/Merial operations in Latin America based in Brazil. He was head of global marketing for the ruminant franchise and head of companion animal business for the international region based in Merial's global headquarters in the USA.

Dr Solé received his doctorate in veterinary medicine from the Buenos Aires University, Argentina. He is fluent in Spanish, English, and Portuguese. He is a native of Argentina and currently resides in the USA and Uruguay.

Life Care scores highest review

LIFE CARE CONSULTANTS, A HAMILTON BASED FIRST AID TRAINING AND HEALTH ASSESSMENT COMPANY, HAS RECEIVED NZQA'S (NEW ZEALAND QUALIFICATIONS AUTHORITY) HIGHEST EXTERNAL EVALUATION AND REVIEW GRADING.



JANET BROTHERS

Life Care, celebrating its 20 year anniversary this year, came from humble beginnings when managing director Janet Brothers saw a need for customised First Aid training and left her nursing position at Waikato Hospital to set up the one-man-band in a 3x2 metre office at home.

Life Care now employs more than 45 staff, from four regional offices providing a nationwide service to its large and loyal client base, which includes some of New Zealand's largest and most

“Life Care now employs more than 45 staff, from four regional offices providing a nationwide service to its large and loyal client base.”

successful companies. NZQA is the standard setting body for education insti-

tutes in New Zealand and it 'evaluates and reviews' every registered organisation.

This review results in an outcome which describes NZQA's confidence level in educational performance and capability in self assessment.

The results are public information and published on NZQA's website to assist learners and clients to make informed decisions when they are choosing a training provider.

Janet says: "We have a clear vision and our core values - Attitude is Everything - Positive, Fun and Passionate are the cornerstone of all we do and how we do it."

Even after 20 years Janet says she loves going to work on a Monday morning so she knows she is in the right job.

Life Care has won the Westpac Waikato Chamber of Commerce Business Excellence award for Service industry and has gone on to win the national Vero Business Excellence award for education provider.

Ngati Kahungunu and Sealord announce fishing deal

A deal allowing New Zealand's third largest iwi to be more directly involved in the use of its fishing quota has been signed in Nelson.

The arrangement between Ngati Kahungunu and Sealord will see the two organisations work together in the sustainable utilisation of fishing quota, employ and develop iwi members while at the same time maximising profitable returns to iwi.

According to Mike Paku (Ngati Kahungunu) the deal is more substantive

than the year-by-year sale and purchase of ACE (annual catch entitlement) approach previously used by the iwi.

"Ngati Kahungunu and Sealord share a common recognition that quota is taonga that must be protected for future generations and that this can be achieved while maximising the income from this valuable asset," said Mike.

The agreement includes a programme to increase training and employment and for Ngati Kahungunu to gain valuable experience in the different elements of the

fisheries value chain.

General manager of Sealord Fishing, Doug Paulin explains that the former includes scholarships at the Westport Deepsea Fishing School, similar to those established with Tainui.

"Sealord has been developing relationships with iwi through our 'Ihu to Mai' programme which we believe benefits all parties. Ihu to Mai increases the long term access to quota for Sealord and provides a more direct influence in the way fishing assets are sustainably utilised for iwi."

McPaulin said.

The deal includes a range of species including hoki, bluenose, alfonso, jack mackerel and orco. This ACE will vary each year according to the Total Allowable Commercial Catch set by the Minister of Primary Industries as part of the New Zealand quota management system. Ngati Kahungunu has the third largest iwi population. The 2013 NZ Census and Local Government statistics show that 61,626 people or 9.2 percent of the Maori population belong to Ngati Kahungunu.

Introducing your local ANZ Deal Team



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Chamber answers members with training initiatives

Training and development initiatives are underway for the Waikato Chamber of Commerce offering skills development and engagement-based programmes for individuals and businesses as a whole.



CHAMBER CEO, Sandra Perry

The chamber surveyed its members last year, asking what they wanted from the chamber, among the answers was training. Now the chamber is offering the Productivity Skills training and Engagement survey with the help of Craig Purcell.

Craig is the facilitator of these programmes, assisting the chamber in delivering the courses and survey.

He has a knack for looking forward in business and has a

background in HR, implementing training programmes and high performance work systems. The Productivity Skills training consists of 101, 102 and 103 levels, covering topics such as team work, selling and customer service, workplace communication, measuring your business success, time management and communication, strategy and

planning and team leadership.

The Engagement Survey is a tool for a company to measure an employee's engagement in the business by offering them a short 17 question survey which Craig will analyse. This is anonymous to the individual. The survey offers a business a stake in the ground, trends over time of how engaged staff are, a gauge of the high performance culture and comparison against other Waikato businesses.

Chamber CEO, Sandra Perry said continuous improvement and personal development is important for individuals and businesses.

"Training keeps your team motivated and inspired, and makes them feel part of the

company," she said. "Every company should incorporate training for team members in their budget. "Up-skilling needs to be

part of the company culture so the team is aware they can approach management suggesting they would like training in specific areas," said Sandra.

For more information email events@waikatochamber.co.nz or head along to the training page on the chamber website, www.waikatochamber.co.nz

Waikato students on Japan trip

Three Honours students and a Teaching Fellow from the University of Waikato are among 10 young New Zealand multimedia specialists heading to Japan this month for a fully funded trip aimed at raising the profile and understanding of Japan among young people.

Students Kristy Wright, Stefan Dimitroff and Shawnee

Kitson, along with Teaching Fellow Sean Castle, will spend 10 days in Japan from June 22 and visit businesses, government organisations and educational facilities as part of the JENESYS 2.0 programme, launched by the Japanese government last year. Costs for the visit are covered by the Japanese government, which intends offering the programme to up to

30,000 young people from the Asia/Oceania region.

Among the programme's objectives are promoting interest in Japan among high achievers in Asia/Pacific countries while raising awareness about Japanese values, promoting mutual understanding and friendship, strengthening diplomatic relations and revitalising the economy in selected areas of Japan.

Innovation Park plans expansion

From page 1
their growth and research and development plans.

"Over the past three years grants worth \$40million were injected into some of the region's companies. Taking into account that this figure on average represents 40 percent of the cost of R&D projects supported, with companies footing the remainder - it means that more than \$100 million was invested in technology and the development of new products," said Peter.

"We are not just Hamilton - focused, we look to develop across the region and as to networking we undertake that regionally, nationally and internationally.

"Out of Bay of Plenty came Heilala Vanilla Products. The company owns a vanilla farm in the Pacific Islands. We got them talking to several of the international heavyweights in

the food industry," said Peter. "We saw them involved in an Open Food Innovation seminar at Cambridge University in the UK.

"They went, pitched and ended up talking with Unilever... where it goes from there is anyone's guess."

Peter says the Park is the conduit for creating stepping stones for companies wishing to step into Europe.

"Through our strong networking bonds we are able to find a potential partner. The UK is especially good because of language and culture. We also have the links working back down under with UK companies wanting to partner up in the Pacific.

"There are 120 innovation parks in the UK, but more importantly they house some five-and-a-half thousand technology companies which we are able to

network into" he said.

The setting up of the open access spray drier at the Park at a cost of about \$9million was heralded with much fanfare and while it is not the largest unit in the country has had much use in the milking flush, according to Peter.

It has been used by Dairy Goat, Taitua, Open Country and Fonterra for dried milk products.

"It is able to handle all specialist products and is a facility in which businesses can trial and produce their products," said Peter. "It is not used for blood products although requests have come in from time to time.

"Our objective is to assist in the development and commercialisation of new ideas and increase access to market by facilitating links to relevant research; export certification and markets and experienced people."

This all comes about through

the NZ Food Innovation Network which is an accessible, national network of science, technology, production and business development resources that support the growth and development of New Zealand food and beverage businesses of all sizes.

In addition to the national network Food Waikato has strong links to other hubs and researchers in AgResearch, Plant and Food, NIWA and Waikato University.

"The Bay of Plenty avocado industry is benefitting from a stroke of genius with the drier," said Peter.

"After extracting avocado oil, they are left with a huge volume of sludge (70 percent) and it was a world first when we put the sludge through the drier and produced pure avocado powder which as a value-added product was a top earner," said Peter. "It's not out there for guacamole but it

is used broadly in pharmaceutical and cosmetic industries.

"We are looking to support the development of other value added products such as using the seconds from the kiwifruit orchards," he said. "So much fruit is binned for being the wrong shape and not making the export grade so we reckon there may be a future in drying the pulp.

"We are adding a 'wet space' in the near future which will allow customers to bring their products in liquid form which can be mixed and developed to the specific formulae required."

Talking with Peter gives one the idea that all is positive at Waikato Innovation Park.

"It's challenging and all companies must meet the entry policy criteria. We began majoring in agribusiness and now food and technology are driving forces running in tandem.

"I believe we are going in the

right direction with more international presence," said Peter. "We started small and are working hard to grow it... and I believe we have the ability to do just that."

A recent survey of 34 Park tenants (85 percent) came up with some very interesting numbers. From those surveyed 1213 staff are employed, and 413 of those are based at the Park. And 62 percent of companies have fewer than 10 full time employees.

About 83 percent of Park companies are actively exporting their products or services with the main countries being UK (10 percent), China (9 percent) and Australia (14 percent).

The gross turnover of the Park tenants is in excess of \$160million and the turnover pie graph shows five (17 percent) with <\$250,000, 10 with >\$3million and all the other companies have a turnover between \$250,000 and \$3million.

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Cambridge's St Kilda receives top Property Council NZ Award

CAMBRIDGE RESIDENTIAL DEVELOPMENT, ST KILDA, WON THE NATURAL HABITATS LANDSCAPES URBAN LAND DEVELOPMENTS CATEGORY AT THE RECENT 2014 PROPERTY COUNCIL NEW ZEALAND RIDER LEVETT BUCKNALL PROPERTY INDUSTRY AWARDS IN AUCKLAND.

The judges agreed that St Kilda is unlike any other subdivision in New Zealand. Developed with a dual focus of community and the environment, the winning features of the subdivision include spacious sections with more than 20 percent of the development covered in wetlands, reserves, walkways and cyclepaths. At the awards, the judges recognised the sustainable landscape design and the efficiency of construction that made up the project. St Kilda developer, Matt Smith says he's delighted. "We are extremely honoured to receive such a prestigious award from Property Council New Zealand. We were up against some very tough competition and winning is a testament to the great team we have working on the project. "This award is a great boost to everyone's efforts and makes us even more

determined to ensure that excellence continues to be an integral part of our development and the way we work." Stage 1 of the development is completed with Stage 2 underway. The first sections at St Kilda were sold earlier this year, with several homes now under construction. The division includes 80 hectares of land with 285 sections and a 67-villa and 80-bed hospital care facility built by Bupa on site. The subdivision sections are designed to deliver a feeling of space for the owners but still offer access to an environmentally responsible subdivision to the community. With clear but flexible building guidelines, the development encourages homeowners to utilise sustainable and energy efficient principles. The PCNZ awards are one of New Zealand's most prestigious property industry



St Kilda Cambridge developers and team accepting their Property Council NZ award. From left to right: Richard Jenkins and Liam McCaffrey (Beca), developer Mike Smith; Peter McLachlan (Cogswell Surveyors); developer Matt Smith; Phil Cogswell (Cogswell Surveyors) and Mark Crisp (Environment Management Services)

awards. They celebrate excellence in property development throughout the country.

Entries go through a rigorous, 12-week process in which a panel of judges reviews each

submission, setting it against detailed criteria. **About St Kilda:**

- 80 hectares of land
- 285 sections
- a 67-villa and 80-bed hospital care facility built by Bupa
- 1600m² average section size
- 700m² maximum site coverage
- \$235,000 starting sections price
- 20 percent of subdivision in wetlands and public reserves
- Wetlands 1 contains 32,000 native plants and shrubs
- more than 18kms of shared cycleways/footpaths
- subdivision designed to deliver a feeling of space
- strict building covenants to protect homeowners' value
- a community focused commercial centre in the heart of the development

Hamilton home buyers playing the waiting game

Residential property buyers in the Hamilton market are playing a waiting game, according to Lodge Real Estate's managing director, Jeremy O'Rourke. "There are many people actively looking for residential property in the Hamilton city market," he said. "What we're not seeing is the 'looking' translating into as much 'purchasing' as we would expect." The number of homes sold in

the city was up slightly in May to 232 from 204 in April. But this is down on the number of homes sold in Hamilton during May 2013, which was 301. "At the moment, people seem to be content to sit back and wait for additional market direction. However, we believe the market is starting to provide some more certainty," said Jeremy. "Employment opportunities in the city are abundant, there is generally solid business growth

and exports are strong. "With such a positive economic outlook, we should see an influx of people moving into the city for jobs over the medium term, which will eventually increase buyer activity," he explained. With so many people content to wait for what they perceive as the 'right property,' Jeremy said there is a lot of opportunity for buyers, including investors, ready to make a quick move on quality homes.

He also said the recent influx of migrants into New Zealand should flow through to the local market in due course. "Hamilton normally benefits from increased migration as people naturally disperse from the cities into the provinces. "The pattern we normally see in these circumstances is increased demand on rentals, and eventually increased purchasing activity as those migrants move into home ownership," he said.

RichmondBarr Electrical successfully hooks up with Navman

“When we get a query from a customer I send them the Navman Wireless report and all my customer service problems go away. As a business owner, this means I'm able to back my employees with accurate information.”

Mike Barr, director, RichmondBarr Electrical Ltd.

Hamilton-based RichmondBarr Electrical has been servicing customers in the greater Waikato region since 1998. The company provides full turnkey electrical solutions specialising in commercial and industrial service, maintenance and automation. Mike Barr, RichmondBarr director, initially installed Navman Wireless vehicle tracking in a single vehicle because he thought it could help give him answers to some discrepancies in an employee's timesheets. The Navman Wireless solution sorted out the discrepancies and by then Mike had already identified a range of business benefits that he could get using the Navman Wireless solution. RichmondBarr Electrical then installed Navman Wireless vehicle tracking devices in the company's 12 vans providing employees with more accurate information and reducing their paper work. Mike has always positioned Navman Wireless as a tool that would help his employees do their jobs better. Once his team saw everything they could use OnlineAVL2 for to help them in their work, their resistance dis-

appeared and they've embraced the technology. **Technology enables good business** All RichmondBarr Electrical vans are equipped with iPads with the Navman Wireless OnlineAVL2 app installed. This allows every electrician to view vehicle activity history and complete their paperwork accurately from their vans. The company's service coordinator uses OnlineAVL2 to help schedule jobs, sending the nearest available person to the site. She can see when an electrician has finished on site and then calls them to allocate the next job. This means she's not interrupting them while they are working at a customer site. **Occupational health and safety** Because RichmondBarr Electrical services a wide area and the electricians can drive up to 200km to a job they don't always head back to the office at the end of the day. The service coordinator checks OnlineAVL2 each evening between 6 and 7pm to check that everyone has made it home safely at the end of



MIKE BARR, director, RichmondBarr Electrical Ltd.

the day. "We don't always see the guys back at base, but with Navman Wireless we can see if the vehicles are at home or if they're still on site. It's a great health and safety tool," says Mike. **Customer service** Mike describes RichmondBarr Electrical's core business as service and Navman Wireless has helped resolve customer queries and issues. "Customer queries about time on site have disappeared since we got Navman Wireless," he says. "I trust my employees which is why it is great to be able to print a report from Navman Wireless

and send it to a customer to confirm our time on site. "We used to get one or two queries a month and I'd always just credit the customer. "But we don't get them anymore. "There are no disagreements with clients and the queries have disappeared because our customers know that we're only charging them for the time we were working on their job." Navman Wireless also helps with business efficiency, helping to find the nearest vehicle to a job and where the closest person is if an urgent request comes in and someone needs to be pulled off their existing job.

Unexpected benefits One unexpected benefit of tracking the fleet with Navman Wireless was being able to recover one of the vans within six hours of it being stolen. Neighbours noticed the fence at the workshop had been cut around 3am one morning and alerted Mike. Using OnlineAVL2 they were able to track the vehicle as it was moved three to four kilometres away and while the engine was still running, all the tools and stock were offloaded. The van was then moved to another site a further kilometre away and the engine was turned off. At this point Mike was able

to alert police and tell them exactly where the vehicle was and it was soon recovered. And police were able to bust a sophisticated chop shop. Mike says that the biggest benefit is accountability. "We need to be accountable to clients, particularly in the current economic climate. Navman Wireless gives us hard facts. It's virtually eliminated customer queries around time on site and travel time. RichmondBarr Electrical enjoys these benefits from using Navman Wireless: • More accurate billing • Reduction in personal use of vehicles • Time saved • Improved productivity

Bernie Fama Panel and Paint takes CRA Best Overall Business title

HOW THE AUTOMOTIVE REPAIR BUSINESS HAS CHANGED.

By MIKE BLAKE

The old days of gloomy workshop, oil on the floor, bits of cars and trucks lying about with the remains of broken windscreens are things of the past.

They certainly are at the award-winning shop of Bernie Fama Panel and Paint in Colombo Street, Frankton.

Bernie and his 18-strong team of tradesmen, have just won Best Overall Business at the recent Collision Repair Association Awards ceremony in Wellington.

While they were nominated for several categories, Bernie's shop took out the awards for Overall Best Business: Best Presentation and The Most Environmentally Friendly.

"We are a specialist structural repair centre," said Bernie who has had about 40 years in the business. "This means we are approved by insurance companies to repair structurally damaged vehicles."

They check us out to ensure our staff has all the necessary qualifications, we have the correct equipment on hand to do the work to the specs supplied so we can guarantee the jobs we complete."

Over the years Bernie hasn't been standing still and has invested in the Franton area to expand the business as needs



grew. His original land purchase is the building at 57 Colombo Street which soon became too small so he then bought the property next door and one running along the back.

Staff increased as did work volumes so he went in search of another property and settled on the site adjoining his existing one. This gave him considerable space to expand.

And you can see why this entrepreneurial man with the Sicilian name has the need to keep growing. His spotless workshops and two large paint ovens, which use only water borne paints, are flat out.

The walls of the office, which houses manager and Bernie's right-hand man for 20 years, Doug Schrieber and his assistant Isaac, are 'wallpapered' with the necessary certificates that declare the boys out the back have passed the required standards in welding, bonding, painting, you name it, it's impressive. Some of the staff



1. The boys with their trophy for Best Overall Business. Doug (left) looks just as happy as Bernie. 2. Up front keeping control of the job flow is Ann Fama. 3. As good as new. Not long out of the oven, this van which was badly crumpled, side and rear is being carefully checked over by David van't Wout. 4. Jamie Mace at the keyboard of the paint mixing computer. 5. Cleaning the spray gun. Jamie Mace takes particular care with this leg of the spraying operation as many of the spray heads are worth as much as \$2000.

have been with the company for about 15 years and both Bernie and Doug believe that is a pretty great record in "this sort of business".

"After being runner-up last year this has been a well-received reward for the extra hard work everyone has put in," said Bernie.

You can contact Bernie Fama Panel and Paint on: Phone: (07) 846 2084 Bernie: 027 448 8824 Doug: 027 690 1069

Email: Bernie.fama@stra.co.nz Or call in to 57 Colombo Street, Frankton for all insurance and private work...quality workmanship.

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August celebration dinner planned for Duke of Edinburgh's Hillary Award

A SPECIAL CELEBRATION DINNER IS PLANNED AT SKYCITY HAMILTON IN AUGUST TO CELEBRATE WAIKATO'S ACTIVE AND GROWING PARTICIPATION IN THE DUKE OF EDINBURGH'S HILLARY AWARD.

By **MIKE BLAKE**

Hamilton's Chris Luoni, who is soon to take over the role as chairman of the Board of Trustees for the Award, was quick to suggest that this would be a dinner to remember. Chris is organising the dinner with new Hamilton-based Award Trustee – Tessa Grant.

"We have organised three top guest speakers and have gathered several special unique items for an auction that will add an element of excitement to the evening," said Chris.

One auction item is a framed athletic shirt signed by Olympic track gold medalists – Sir Peter Snell, Sir John Walker, Sir Murray Halberg and Jack Lovelock – which would happily grace any New Zealand museum.

The celebration dinner on Thursday August 7, will begin at 6.30pm in the SKYCITY Function Centre.

"Don't miss this amazing dinner of quality food, auction items and the chance to support the ongoing success of this International Award programme for the younger generation," said Chris.

New Zealand has been a

member of the International family of The Duke of Edinburgh's Award for 51 years.

"This is the only youth programme to be chosen by the New Zealand Government and invited to run in partnership with the Sir Edmund Hillary name, legacy and heritage," said Chris.

More than 7000 young New Zealanders enrol in the Award each year and there were 16,349 participants as at December 2012.

There are more than 530 groups across the country which are licensed as Award Units to deliver the Award programme.

These include secondary schools and all National Youth organisations.

Tessa added "our programme is very active in schools such as Hamilton Boys' High School, Sacred Heart Girls' College and St Paul's Collegiate, and we are delighted that Hillcrest High School has also recently joined our programme".

The three levels of attainment within the Award are Bronze (six months of activities), Silver (six to 12 months of activities) and Gold (12 to 18 months of activities) – months noted are all minimum requirements.

Within each level there are four sections that include Community Service; Skills Section that devel-



CHRIS LUONI

ops cultural, vocational and practical skills; Physical Recreation which encourages improved performance and fitness and an Adventurous Journey that cultivates a spirit of adventure and an understanding of the environment.

At Gold level there is also a Residential Project that broadens horizons through a worthwhile residential experience.

Every activity is recorded by the participant in a record book or online and their progress at each level is assessed by voluntary assessors.

"We estimate that there are upward of 20,000 people across New Zealand providing voluntary hours to help our youth achieve their goals," said Chris.

"By the time a young person undertakes the qualifying Adventurous Journey, they have already undertaken training and completed a practice journey... all within specific guidelines. Young people who undertake the Award programme are often blown away by their experience, especially in the outdoor environment," he said.

"Testimonials from teachers, parents and Award leaders say they have seen marked changes of behaviour and attitude from those undertaking this exciting programme," said Chris.

The Award is open to all 14 to 25-year-olds and has the flexibility to allow young people to achieve outcomes through engagement with an infinite variety of activities within a structured format allowing participants to build on their particular strengths, interests and abilities.

The scope, range and diversity of young Kiwis undertaking the Award is continually expanding. What hasn't changed is that the Award is a conduit for self-development, self-belief and self-growth.

"It is also creating the opportunity for New Zealand's youth to develop their talents and to broaden their skills," said Chris.

Being involved in the Award programme can lead participants to gain self-development, self-esteem, self-motivation, initiative, commitment, teamwork, leadership, decision-making,

planning and communication skills.

An annual civic function is held in Hamilton hosted by Mayor Julie Hardaker for Silver Awardees while Gold Awardees attend a Gold Award Ceremony at Government House hosted by the Governor-General who is also president of the Award programme.

For more information about the Award contact Chris Luoni on: Phone: 0274 729 617 Email: woodbine@stra.co.nz Tickets to the dinner are \$65 each and may be ordered through either Tessa Grant on 021-621-541 or Chris Luoni on 0274-729-617.



St John CPR app accessible in a heartbeat

Every day more than nine New Zealanders suffer a cardiac arrest but only 10 percent of these people will survive.

CPR, or cardiopulmonary resuscitation, pumps oxygen-rich blood from the lungs to the rest of the body and brain, and can be the difference between life and death.

St John wants everyone to have immediate access to these fundamental lifesaving skills with their new CPR app which is available for iPhone, Android

and Windows Phone handsets.

"CPR is simple to do but in the heat of the moment it's easy for your mind to go blank and that's where this app will be a vital prompt and guide," says St John medical director, Tony Smith.

The simple, user-friendly instructions make the app easy to follow with innovative features such as beeping and vibrating 'CPR Timing Assist' to help with consistent chest compressions and instructions

can be spoken aloud from your phone.

Other options include adult, child and infant CPR tutorials and the ability to set up your own emergency services phone number (useful when travelling overseas).

St John is the leading provider of first aid training in New Zealand and provides ambulance services to 90 percent of the population. Who better to provide a life-saving app that can be accessed from the palm

of your hand?

This innovative and lifesaving app is available FREE from the iTunes store, Google Play or WindowsPhone.com.

NB The St John CPR app is compatible with any iPhone or iPod Touch running iOS 6 and above, devices running Android 4 and above, and Windows Phone 8 handsets. It can also be installed on iPads but not all features are supported.

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Time 6.00 – 7.00pm	6.15 – 6.45pm Mini lecture by Dr Jens Mueller; To lead or to starve – you pick!
Venue University of Waikato	6.45 – 6.55pm Hear from a current participant
Parking Gate 5, Hillcrest Road, Hamilton	6.55pm Have your questions answered

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IRD to share information with police to fight crime

THE GOVERNMENT HAS PAVED THE WAY FOR THE INLAND REVENUE DEPARTMENT (IRD) AND THE POLICE TO SHARE INFORMATION IN ORDER FOR POLICE TO COMBAT SERIOUS CRIME.

Currently, all information provided to the IRD is confidential and is not able to be shared with third parties, including other government departments.

From August this year, the police will be able to request relevant personal information from the IRD when they have reasonable grounds to suspect a serious offence has been or is being committed.

A serious offence is defined as a crime punishable by more than four years in jail, such as burglary and money laundering.

According to the Police Minister, Anne Tolley, the agreement will help the police tackle drug manufacturing and distribution, money laundering

and organised crime.

The role of tax authorities in the prosecution of serious criminals is not without precedent. Possibly the most well known case is that of Al Capone, the infamous Chicago mobster.

Although Capone's exploits were widely known, the police were never able to find sufficient evidence to convict him. Capone was eventually jailed for tax evasion, following an investigation by the US Internal Revenue Service.

Currently, if an IRD investigation of a taxpayer uncovers evidence of illegal activities this information by law is not able to be shared with the police.

So, under the current model, had Al Capone been a good

NZ taxpayer and returned the income he received from bootlegging, smuggling, prostitution and racketeering in his tax return, and paid income tax, he would never have gone to jail for tax evasion.

It's a little known fact, but the proceeds from illegal activities are considered income and are taxable to the person that receives them.

New Zealand tax legislation has a section that specifically sets out that property obtained by theft in income.

There is also established case law in New Zealand, UK and other Commonwealth countries that set a precedent to taxing gains from other illegal activities.

The leading case in this area is a Privy Council decision from 1927. The Court held that profits made from trafficking bootleg liquor was taxable income.

One of the judges noted that the parliament levied income tax without regard to whether the undertaking was legally or morally right or

Taxation and the law

BY GRANT NEAGLE

Grant Neagle is a director in the Tax Team at PwC. Email: grant.t.neagle@nz.pwc.com



wrong. The view was that those generating income from illegitimate sources should not face a tax break that wasn't available to responsible citizens generating more legitimate income.

This has been reiterated by the New Zealand courts, where it has been said that the income tax legislation is to tax income, not deal with wrongdoing.

Punishment of those who engaged in unlawful activities was imposed by criminal law, and not by laws in relation to income tax.

In New Zealand, the courts have confirmed that profits from drug-dealing activities are taxable, and were to be included in the criminal's assessable income. The Australian Full Federal Court has even gone so far as to find that a drug dealer was allowed a tax deduction for money stolen from him as he tried to purchase drugs.

The court in that case found that the acquisition of the drugs was done as part of the "replenishment of trading stock", and was incurred directly in connection with gaining or producing the taxpayer's assessable income.

On that basis, the loss of the stolen money was incurred

in the ordinary course of business and allowed as a deduction against the income generated.

Now we can safely assume there may not be a large number of drug dealers and money launderers that will comply with their income tax obligations, dutifully including their ill-gotten gains as "other income" in their tax returns.

However, during the process of an investigation, or as a result of information received from other taxpayers (or the criminal themselves), the IRD will from time to time come up with information that will be useful to police.

The IRD hasn't entered into this agreement lightly.

The concepts of confidentiality and "tax secrecy" underpin the public perception of the integrity of the tax system. Before the IRD agreed to the arrangement, a study was done to investigate the potential impact such an agreement would have on the integrity of the tax system.

Participants in the research included senior government officials, experts in various fields including tax, law, media and information communication, tax agents and members of the business community.

The study found that the

IRD's participation in information sharing actions to address serious crime were acceptable, if it was fit for the purpose. However, it would need to be done in a way that balanced:

The individual's right to privacy and the benefits to society.

The nature of the crime and the type of information requested, and the intended and potential use of the information with the risk of error and its misuse. The report also identified that the public's trust in the IRD and the tax system need to be considered.

These factors in part have been addressed by the fact that information can only be shared when it relates to "serious crime".

The police will not have access to 99.99 percent of information stored at the IRD.

So the agreement does not mean the IRD will broaden its crime fighting efforts beyond that of tax evasion, nor does it mean that everyone's financial information is accessible by the police.

But it may result in a few more bad guys having to face the music.

The comments in this article of a general nature and should not be relied on for specific cases. Taxpayers should seek specific advice.

Card spending rises

Retail spending using electronic cards increased by a seasonally adjusted 1.3 percent in May 2014, according to Statistics New Zealand.

"Spending rose in all six retail industries during May, the first time this has occurred since October 2013," business indicators manager Neil Kelly said.

Fuel and consumables had the largest rises of the retail industries. Spending on fuel was up 2.8 percent (\$21 million), while consumables spending increased 1.1 percent (\$18 million).

Core retail spending (which excludes the

vehicle-related industries) rose 1.0 percent in May 2014.

Spending also rose for the two non-retail industries (services and non-retail) in May, resulting in a 1.7 percent rise in the total value of transactions.

Trends for the total, retail, and core retail series have all generally been increasing since October 2002.

In unadjusted terms, a total of 121 million transactions were made across all industries in May, with an average value of \$51.

The total amount spent across all transactions was \$6.2 billion.

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Asset Recruitment responds to clients' requests by adding an Industrial Recruitment specialist to its team

With a reputation for excellence built on market responsiveness, integrity and commitment, Asset's high standards are maintained by listening to clients' needs and delivering outstanding results. Asset's committed, passionate and dedicated team, complement each other in terms of skills and interests, so when Asset's clients expressed interest in receiving a specialist Industrial Recruitment service, it was an easy decision to make says Asset's Carmel Strange.

Specialist recruitment consultants know your industry like the back of their hand says Carmel. An Industrial Specialist recruiter's role is to understand your industry lingo, how your particular job works and what skills would be most required in potential candidates.

Asset Recruitment, one of Waikato's leading recruitment agencies is pleased to introduce its newest team member



Toni Harris

Toni has 10 years' experience in industrial recruitment and now adds her specialised skill and expertise in this area to the Asset team.

We ask Toni what benefits she can offer her clients...

"I specialise in recruiting experienced candidates across the civil, manufacturing and factory professions in temporary, on call labour and permanent placements.

I have the relevant skills and experience to fully understand my client's individual requirements and can provide suitable candidates and positions, for small operations through to large distribution and logistics organisations."

What is unique about your service?

"I like to form a strong relationship with both my clients and candidates and I believe that this helps me to get the best results for both parties. I like to really get to know and understand the requirements

of the position and because I know my candidates so well, I am able to match the very best candidate to the right job.

I understand the market in regards to candidate attraction and retention, and I am passionate about sourcing and supplying the right candidates, on time and with minimal disruption to my client's business. What do you consider to be your strengths in candidate selection?

"I believe that my ability to partner with my clients is something that sets me above others in this area. I form a strong bond with my candidates, so they are less likely to let me down. Follow up, I always follow up with my candidates and I am always looking for continuous improvement"

What is your promise to your clients or employers?

"Top notch service. I am accountable and driven. I will do everything possible to provide my clients with most suitable people in the market. But most importantly - I care. Too many recruiters are inexperienced and really don't care about the impact poor service has on the client and our industry. What do you offer me as a candidate for employment?"

If you are looking for work in the following areas: Factory and process work, stores, civil - machine operators, traffic controllers, landscapers, general roading, labouring or shift work within factory assembly environments...I can offer you assignments with reputable clients with outstanding health and safety practices.

You will receive market rates for temporary positions, plus often the opportunity to gain full time permanent employment for the right candidates. There is also the opportunity to up skill in different industries - i.e.; civil, traffic control qualifications and licensing.

If you are client looking for quality staff or a candidate seeking work in this area, please contact Toni at Asset Recruitment for professional advice and results you can rely on.

Asset Recruitment also recruits for a wide range of jobs including management, senior managers, project managers, supervisors and co-ordinators.

Tech Talk

BY SHAWN WALSH

CodeBlue Principal Consultant
Phone: 07 838 9390 | Email: shawn.walsh@codeblue.co.nz



Layered security: Clearing the IT security minefield

Information Technology Security sometimes feels like a hiding to nothing; it's not sexy or exciting and if you're not doing it correctly you will never notice.

Because it's not exciting it's often the last thing that business owners and IT staff think about. Unfortunately the days of ignoring IT security and "hoping it goes away" have long gone, and today IT security is the responsibility of everyone in your organisation.

Good security consists of many layers that involve everyone in your organisation, not just the IT team, and no amount of technical wizardry can mitigate your staff plugging in an infected USB stick or clicking on that email link, and the potential costs to your business can be severe, not only financially but also to your reputation.

Breaking IT security into manageable pieces allows you to prioritise IT spend and focus on the areas that you judge are the biggest risks to your company. This process also allows you to understand each risk and decide if it may actually be

a risk that you are willing to take on. There are some logical places to start looking at security:

- **Physical security:** Are your premises secure? Is your infrastructure secure on your premises? Who has physical access to the servers?
- **Storage security:** Where are your backups at any point in time? Should you encrypt your hard drives? Are you encrypting your most sensitive files and emails?
- **Access management:** Are there processes in place to assign and remove access to systems? Are your systems accessed from outside of the corporate network? Do you use two factor authentication when accessing data outside the organisation?
- **Network security:** Do you have a suitable, well-configured firewall? How secure is wireless and wired access to your network? Do you have any web-facing systems?
- **Endpoint security:** Are antivirus and software updates well managed? Do you have a contingency plan for mobile or portable devices that can go missing

with valuable data stored on them? Can you remotely wipe lost mobile devices to protect company data?

- **User security:** Have you trained your users about how to respond to a virus alert? Do you users know not to insert unknown USB devices? Do you have an up to date IT acceptable use policy and is it well known and understood?

Once you start to look at IT security you will realise that there are multiple entry and exit points for threats and data. Multiple layers of protection are required to minimise these risks, and these can include governance, software and hardware solutions to provide a complete solution to adequately protect your business.

There is no one solution that fits all businesses and IT security is a constantly moving endgame. This has led to the creation of CodeBlue's new Layered Security Service. It starts with a plan, based on your business and your priorities, and takes away and solves the whole problem of data security. We worry about it so you don't have to. Result!

CodeBlue launches layered security service

CodeBlue has recently launched a new Layered Security Service nationwide which is designed to make it easy for customers to plan, implement and manage integrated IT security for their business.

As the workplace becomes more mobile and company data is increasingly accessed from locations other than the office, having a comprehensive security solution has never been more important.

Increasingly sophisticated data threats mean that companies need to be more vigilant than ever about where their data is and how it can be accessed, and ensuring that data is appropriately secured at all times.

The CodeBlue Layered Security Service aims to make this easier for our customers and allow them to leverage skills and expertise that they may not have internally.

A recent report from US-based data security consulting company Frost & Sullivan, which analyses the rising cost of data security for organisations worldwide, shows that the most rapidly increasing cost element is not the hardware or software employed, but rather the internal IT management costs due to the increasing number of products deployed, and the time involved in not only keeping these products current, but also responding to new security threats or changing business requirements.

The main issue facing customers today is not the availability of effective data security products.

The challenge is that in today's always connected, always 'on' work environment, effective data security requires multiple products to achieve a suitable level of security for your business and these products need to be managed, kept absolutely current, and need to work homogeneously together to ensure the best levels of data security.

CodeBlue's Layered Security Service starts with a comprehensive data security review process, which answers key security questions such as:

- What data and systems are mission critical to the business?
- What are the points of vulnerability?
- Is there adequate premises security?
- Is there a data resiliency and backup solution in place?
- Is encryption of drives, files and emails required?
- Are there appropriate procedures in place to assign and remove system access passwords?
- What remote access is permitted and are passwords set, changed and checked on a regular basis?
- Is there a suitable, well configured firewall?
- How secure is wireless access? Are web-facing systems adequately protected?
- Are antivirus and software updates well managed?
- Is email security covering spam, viruses and malware adequate and does it protect both inbound and outbound email?
- Is there a contingency plan for mobile/portable devices that can

go missing with valuable data stored on them?

The outcome of the security review process is a managed service proposal based on each customer's individual needs.

In addition to the data security solution architecture and supporting processes recommended, typically, the most cost-effective service solution will see CodeBlue provide a fully-outsourced layered security service, including inbound and outbound email security and a server and internet firewall.

As part of the managed service, CodeBlue ensures all hardware and software data security elements are kept up to date.

Most elements of the service will be delivered via the cloud, paid for as a service rather than having to pay annual licence fees, maintenance charges or hardware replacement costs.

CodeBlue's national Service Desk not only provides instant user support, it also monitors and manages software updates and other routine maintenance or replacement.

We created this Layered Security Service to give our customers the peace of mind of a fully supported, layered security solution that is precisely tailored to meet each customer's specific needs and plug all vulnerabilities both inside and outside the network – so they don't need to worry about threats to their business.

If you would like to talk about your business's IT security and CodeBlue can help, give us a call.



Information Security – It ain't sexy, it ain't exciting and it's invisible – until you have a problem.

Security can be a daunting subject, and it's easy to let the eyes glaze over when the IT team experts start talking about phishing attacks, ransomware, BYOD, DMZ, VPN, DoS... But don't let your eyes glaze over. We love that stuff. CodeBlue has the services you need to keep your data safe.

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Athletes House opening soon

FOR WEEKS MOTORISTS DRIVING PAST 502 GREY ST IN HAMILTON EAST HAVE HAD THEIR CURIOSITY PIQUED BY THE EMERGENCE OF A PROMINENT NEW "ATHLETES HOUSE" SIGN.

And now the exact nature of the new business in the old Cyclopedia building next to the Cathedral of the Blessed Virgin Mary can be revealed.

Athletes House is a ground-breaking new purpose-built Hamilton training facility which will offer aspiring sportspeople the type of high performance support previously only avail-

able to elite nationally "carded" athletes.

Athletes House opens its doors on July 13, as a privately-run platform seeking to fill the void between those athletes already well catered for through High Performance Sport New Zealand, and young and club-based sportspeople trying to break through to the next level. Membership is open to all

athletes, whether they are aspiring to reach the Olympic podium, a world or national championship title, a personal best at their next event, or just want to train to the best of their ability.

It's the initiative of four partners – Sports consultant Crystal Kaua and her rugby coach husband Brent; sport scientist and Olympic lifting coach Shaun Paterson, and strength and conditioning coach Zara Powell.

Athletes House will fill a major gap on the sports landscape, in offering best-practice training programmes in conjunction with sports science, nutrition, and sports psychology, at grass roots level.

"We are passionate about providing pathways for those sitting outside of high performance programmes from high schools to club to provincial and beyond," Crystal said.

"This is an athlete-focused training facility for those who are serious about their sport and seeking to become high per-



formers. "Athletes House is not just a place to work out, but somewhere that you can be fine-tuned to become a better athlete."

Shaun Paterson said training with Athletes House would see development of basic physical literacy, movement proficiency and optimal speed, agility and quickness.

"Our training systems and methods are scientific, comprehensive and can be easily adjusted to suit the age, development and ability of all athletes."

Features of the complex include an indoor two-lane, purpose-built synthetic 30m running track, a fully rubberised free training space and all the fundamental strength and conditioning

essentials.

Athletes House also offers Olympic lifting, with an option for individualised coaching, while members will also have access to leading sports psychologist David Galbraith (Chiefs, All Black Sevens; Football Ferns; WBOP Magic) four times a year in a workshop setting. www.athleteshouse.co.nz

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Feedback generates positive change

Management and HR

BY JEAN SCHULTZ

Coach and trainer, Everest Group Ltd
Waikato HR Specialists | www.everestgroup.co.nz



Many of us still do not give really good feedback that generates positive change in others.

Why is this? It seems that 'fear' or 'not knowing how' are the two main stumbling blocks in giving feedback.

- fear that it won't be received well
- that the person will react defensively or with anger
- that the feedback will cause ill will and weaken the relationship

that it will hurt the other person's feelings. Regardless of the reasons, the consequence is the same – feedback conversations don't happen and people remain unaware of the impact of their behaviour, and performance stays the same.

The key is to learn how to give it constructively so that it adds value. Its purpose is to raise awareness and enhance performance.

When giving feedback:

- be prepared
- be factual
- be specific
- be timely

Tips for giving effective feedback

Tip 1: State the constructive purpose of your feedback

Start by stating your purpose, indicating what you want to cover and why.

Being clear about your intention gives the other person a heads up about how the conversation will go.

If the other person has requested feedback, be sure to direct your feedback toward what the person needs.

Be clear and straight-to-

the-point. For example: "I have a concern about..." It's important to let you know..."

Tip 2: Describe a specific event and what happened

Refer to a specific event or action being clear on when and where it happened, who was involved, and what the results were.

Stick to the facts and speak objectively.

Avoid talking vaguely about what the person "always" or "usually" does.

For example: "Yesterday afternoon, in our team brainstorming meeting, I noticed that as each person put forward an idea, you critiqued it stating why the idea wouldn't work..."

Tip 3: Describe the impact

Explain the consequences of the other person's behaviour and give examples of how they/you/others are affected.

This helps the person see and understand the impact their actions are having on others, the team and the organisation. For example: "The impact of this was that the ideas stopped flowing, and we did not achieve the

outcome we were looking for."

Tip 4: Give the other person an opportunity to respond

Feedback is a two-way conversation and it's important to listen to what the other person has to say. Invite comment and allow them to talk.

For example: "What are your thoughts on this?"

Tip 5: Discuss a way forward

This stage of the conversation is focused on how to improve the situation moving forward.

Identify preferred behaviours together and consider the benefits of this in the future. Remember that constructive feedback is centred around development and coaching.

Tip 6: Summarise the conversation and confirm your support

Draw the conversation to a close by reviewing the main points discussed and the actions agreed on.

Ending the conversation with a focus on what will be done differently and the benefits of this, helps to install the new behaviour and make it real.

Waikato Branch – Upcoming events/courses

The Institute of Directors in New Zealand (IoD) promotes excellence in corporate governance, represents directors' interests and facilitates their professional development through education and training.



16 July
Branch Lunch function with guest speaker Trevor Thornton, Consultant, Grant Thornton NZ Ltd

Topic: The power and impact of statutory management
12.00 - 2.00pm, Radio Sport Lounge Waikato Stadium

23 July
Brown Bag Lunch (Members Only)

Topic: D & O Insurance
12.00-1.00pm, Boardroom, BNZ Partners Centre, Level 1, 354 Victoria Street, Hamilton

To register, please contact:
Megan Beveridge,
Branch Manager
Waikato.branch@iod.org.nz,
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Collaborative advisory approach helps connect the pieces

When you plan the great leap forward in your career you must ensure the landing spot has a sound base and is a place for family and the new business to flourish.

After six years with one of the 'big four' accounting companies, the last couple as one of the managing partners, chartered accountant Roger Wilson decided it was time to take that leap of faith.

Roger had found the ideal base in one of Hamilton's strongest satellite towns, Morrinsville.

He had a skilled and stable workforce to follow him, all of whom are passionate to deliver on the many new solutions their entrepreneurial leader is offering in the RW Partners Advisory and Accounting toolkit.

While RW Partners has its base in Morrinsville, Roger has meeting rooms in Hamilton and surrounding towns.

And with a staff of 15 all up, including four chartered accountants, three qualified accountants and three studying, his company has the fire power to reach out and live up to the company's Brand Tone.

Roger's Brand Tone includes: Innovation; forward thinking, honesty, service-orientated, collaboration, professionalism and local knowledge.

"The move has given us all the chance to be more innovative," said Roger.

"I have the chance to be more entrepreneurial and connect differently with the commercial sector.

"There are many professionals offering solutions for business," he said.

"In our advisory capacity we can step into a business; do the job and hand it back to the owner in better shape than when we moved in.

"It's a matter of being collaborative with other professionals."

Roger is also keen to work with strong start-up operations like Soda Inc, where he offers mentoring for young people setting up businesses and striving to make their business dream come true.

"You could say, in that role, I become the Dream Maker...mentoring young entrepreneurs through the risks and making their businesses tick," said Roger. "My initial investment is time in young smart people with the outcome of developing a long-term relationship."

"It's not all about making money," says Roger who has lived in Waikato all his life.

"I am passionate that Waikato grows in New Zealand. And through the diversity of business, even sport, there are tremendous opportunities."

When asked directly: "Why Morrinsville?" Roger firstly went to the dairy factor.

"The Morrinsville area is the most intensely dairied area on the globe, there are some very strong support businesses in the town that have grown out of dairy and that develops a strong loyalty among the local people.

"We want to tap into that loyalty by offering them a skilled and stable workforce."

"Exactly what we have at RW Partners. I believe that if we can deliver the important tools for business the loyalty from the people will come naturally," he said.

To touch base with Roger or any one of his team phone: 07889 1365 or go to www.rwpartners.co.nz and if you're in town call in to 190 Thames Street, Morrinsville.



RW Partners headquarters 190 Thames Street, Morrinsville.

**When the
steaks (stakes)
are high...
It's good to know your
accountant's got your back**



Roger Wilson

The name RWPartners is new in town, but Roger Wilson isn't.

Roger's been around the region for quite a while, as have many of the accountants at RWPartners. They know the region and the influential sectors that are the very breath of the Waikato, they also understand the passion and commitment you give to your business.

RWPartners have a different approach to the average accountancy firm, they welcome challenge and provide innovative thinking with the skills to help your business grow.

RWPartners is here to help, and to prove it, your first consultation is absolutely on us, yep it's free.

When you get a moment, phone or pop in and speak to one of the team.

07 889 1365 | 190 Thames Street, Morrinsville
office@rwpartners.co.nz |  RW Partners



A strong mix in setting up of Children's Teams

LAST MONTH, AS PART OF THE WIDER GOVERNMENT STRATEGY TO IMPROVE THE WELLBEING OF VULNERABLE CHILDREN IN NEW ZEALAND, SOCIAL DEVELOPMENT MINISTER PAULA BENNETT ANNOUNCED THAT HAMILTON WILL BE ONE OF EIGHT LOCATIONS TO DEVELOP CHILDREN'S TEAMS.

Children's Teams work with at-risk children and families early, providing the best possible support so children can thrive without the need for Child Youth and Family intervention. This approach allows Child Youth and Family to focus their resource on more complex issues facing children and families, and to provide the best possible service to children that have already been harmed.

The Children's Team in Hamilton will be made up of local professionals from a variety of sectors – NGOs, health, social services, justice, education and iwi organisations. These professionals working across all disciplines will provide an intensive, child-centred family support service, designed to address all the issues a child and their family may have – rather than just one aspect of the problem.

While the Children's Teams will provide a valuable and much needed resource to vulnerable children and families in Hamilton, the implementation process will

require some time and planning. Many of the challenges facing the new Children's Teams will be familiar to those undertaking business ventures.

In establishing the Children's Team those involved will need to develop achievable and realistic goals and strategies to meet the outcomes they are accountable for.

The primary goal of the Children's Team is to ensure that each child gets all the support he or she needs to thrive, achieve and belong – and to stay safe.

To achieve this, a 'lead professional' will be appointed to assess the needs of each child, make a plan to support the child and take responsibility for keeping the plan on track.

From there, the Children's Team will need to build and maintain a quality of service, in order to gain the confidence of customers – families and other professionals – and the general public.

As with any organisation, the customer must remain a major focus. The Children's

Team will adopt a specific focus on the child, responding to the unique and often complex needs of the child and family. Two demonstration teams already in action in Rotorua and Whangarei offer many useful lessons.

As identity theft numbers increase in Australia, a consumer credit advocate shows how easy it can be for fraudsters to commit identity theft using social media, warning there are too many Australians disregarding their personal information, and leaving themselves wide open to identity theft and credit rating misuse.

Graham Doessel, who is a non-legal director of MyCRA Lawyers, a firm focused on credit dispute, says social media users who don't opt in and maintain strong privacy settings are 'sitting ducks' for fraudsters.

Employment Law Focus

BY ERIN BURKE

Senior solicitor at Norris Ward McKinnon specialising in Employment, Environmental and Equine Law. Email: erin.burke@nwm.co.nz / www.nwm.co.nz



but it will be up to Hamilton people to decide how the Children's Team concept will best work to meet the needs of the community.

The Children's Team professionals will need to work together more collaboratively than ever before.

Each professional will bring their own specific skills and expertise to the team. As

in any other environment, in order to achieve a healthy and effective organisational culture all individual members need to understand and trust the expertise that each other can offer and this will be best achieved when we get the right people to work together.

The collaborative expertise within the Children's

Teams will provide better care for Hamilton children and families who need support. The professionals involved with the Children's Teams in Hamilton will face the challenges similar to any new business, but with the right planning and approach will significantly improve the support available to vulnerable children in Hamilton.

Identity theft at fraudsters' fingertips with social media

"Fraudsters are trolling social media and other internet sites right now, looking for those consumers who are free and easy with their personal information," Graham warns.

"If you don't strengthen your privacy settings you run a grave risk - it's not just the risk of having your account hacked, it's the risk of having your identity stolen and having crime, including credit fraud, committed in your name."

Graham says the reason Facebook and other social media are so tantalising for fraudsters, is because many of the building

blocks for identity theft are laid out.

"If your privacy settings aren't secure your personal information is right at the fingertips of fraudsters," he says.

In order to obtain a birth certificate in Australia, a full name, date of birth, father's name, mother's maiden name, place of birth, and residential address are required.

Graham says this can all be freely available on many social media profiles.

"The other day I went on to a popular social media site, to see how easy it could be to obtain information."

"The frightening thing was,

within five minutes of browsing a "random" name, I was able to get four points of the information required on this person, and have a pretty good guess at the fifth.

"By simply changing the address, a fraudster could have a red-hot go at obtaining a birth certificate in this person's name."

Graham also says other random browsers proved to be similarly forthcoming, particularly among men using social media.

"Women seemed to safeguard their information much better than the men I came across, beginning the suggestion that women

Continued on page 15

To employ or to contract

In tough economic times the natural response is to cut business costs and overheads.

A significant cost for most New Zealand business is employment of staff and the associated compliance costs and risks inextricably linked to this.

A response to employment costs may be to consider whether to contract independent services.

This option may be commercially viable in suitable cases, however, it is imperative that a contract for independent services is not just a smokescreen to avoid an employment relationship under the Employment Relations Act 2000 ("the Act").

The Employment Court has concluded that ultimately the approach necessary to determine whether an individual is a contractor or an employee is to gain an overall impression of the underlying and true nature of the relationship between the parties.

There are certain features that must exist in a contract for services to take it outside of the realm of an employment relationship under the Act.

We have listed some of these features below, the list is not exhaustive and legal advice should be sought for each particular circumstance.

- Ensure you have a written contract titled 'Independent Contract for Services' or similar;
- The intention of the contracting parties should be clearly stated in the contract. Be aware not to confuse fixed term employees with independent contractors;
- An independent contractor is required to pay their own tax, income and GST, on payment received for services;
- Invoices must be supplied to the business by the contractor prior to payment(s) being made. Payment(s) made will be without deduction of P.A.Y.E;



Kavita Suri-Clark
Associate, Carson Law
Phone 07 838 0617 ext 3
Email kavita@carsonlaw.co.nz

Kavita joined Carson Law in 2013 with a broad practice background. Kavita commenced her career in 1992 at Sharp Tudihope in Tauranga.

She began in their Litigation department, initially practising Criminal Law, moving swiftly to Civil Litigation, Relationship property and Employment Law. Having experienced the win/lose approach of the adversarial system, Kavita has developed a commitment to work towards building a close understanding of her clients' business and personal needs, to achieve the best commercial result and cost effective solutions for her clients.

- The contractor must be truly independent. Ensure there are no terms in the contract purporting to control the contractors time, rights to refuse work etc.
- If you would like a review of your employment or contractor arrangements please call Kavita at Carson Law for a confidential discussion.

WE LOVE DEALING WITH WAIKATO BUSINESSES.

After all we're running a business too. We know what it's like to cover overheads, borrow money, hire staff, lease premises and build a strong client base.

We work collaboratively with you and your business and understand you need tangible results.

We will always offer you an estimate for a scope of services and in some instances we can offer you a fixed fee – which means the onus is on us to get you results in a cost efficient manner, don't settle for unlimited hourly billing rates where it can be avoided.



Nicole Carson
Director

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www.carsonlaw.co.nz

Below is a snapshot of the services we offer start-ups, small and medium businesses.

- Finance
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- Staff (employment agreement, personal grievance, disciplinary process)
- Restructuring
- Terms of Trade
- Contract drafting or advice before you sign
- Shareholders agreement
- Ownership structuring
- Buy/Sell agreement

We look forward to working with you and your growing business.

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Property
DDI: (07) 838 6024

Simon Jass
Senior Associate
Disputes Resolution
DDI: (07) 838 6028

Michele Bonne
Senior Associate
Property
DDI: (07) 838 6033

Karina McLuskie
Associate
Disputes Resolution
DDI: (07) 838 6008

Tompkins Wake proud to announce promotions of six of their team

A 'talent war' which has been an issue for Hamilton businesses for some years is being won in the prestigious offices of one of our top legal identities, Tompkins Wake LAWYERS.

"I believe we are leading the talent charge in a city that is demanding higher levels of professionalism as it grows," said CEO Richard Rowley.

"Tompkins Wake is especially focused on talent management, including recruitment, career development and the growth of our business.

"That's one reason why it is a proud day when six of our talented young team are promoted."

Tompkins Wake has more than 500 years' experience on its floors and Richard says that as clients become more sophisticated they want more than good relationships.

"They need to know the advice they are receiving

is the best advice for them," he said.

In the six years since Richard joined Tompkins Wake in Hamilton the firm has doubled in size. And he has successfully steered the firm through the ups and downs of the Global Financial Crisis.

"Having a strong support team of partners who offer a large share of those 500 years of experience has certainly been an asset in the tough times," said Richard.

"When we say clients need the best advice, we also mean - at the best price.

"However, that does not equate with cheap as the best is never cheap. But we do mean 'best value' which is a philosophy

this firm is committed to delivering at all times."

To achieve the correct outcomes for clients Richard says the team seeks to work closely with its bankers, accountants, consultants and other advisers.

"This stands for all clients large and small... they are all entitled to the best advice and the best value," he said.

"The complexity of the law and financial risk management of business today demands the use of specialised services.

"As in medicine, the general practitioner is essential but for more serious issues, specialists are critical.

"The same applies in law. And while Tompkins

Wake can be your legal general practitioner, we have the specialists to guide clients through the more serious issues," he said.

Tompkins Wake is proud to announce these promotions within its ranks:

Kate Cornege, Kate Sullivan and Simon Jass have all moved up to Senior Associate in

Disputes Resolution and Karina McLuskie becomes an Associate in Disputes Resolution. Michele Bonne becomes a Senior Associate, Property and Campbell Stewart and Associate in Property.

An excellent outcome for all six who are an integral part of ensuring Tompkins Wake stays at the top of its field.



www.tomwake.co.nz

The Waikato River Art Awards 2014



1 Kim Hill, Te Humeke; Don Shirley, McCaw Lewis.

McCaw Lewis Lawyers and Waikato Tainui proudly sponsored the inaugural Waikato River Art Awards recently.

The winners were:
Overall winner
 Denise Batchelor
Flow like the River

Waikato-Tainui award
 Darren Wise
He Piko He Taniwha

Youth award
 Casey Carsel
Ocean Tile Triptych

The art work is on display at Te Awa, The Base, until June 25.



2



3

2 Fred Graham, Waikato River Art Awards judge; Jerome Burgess, McCaw Lewis; James Ormsby, Waikato River Art Awards judge.



4

3 Eloise Lonnberg-Shaw and Brendan Cullen, McCaw Lewis.

4 Robin Ormsby, Maxine Moana-Tuwahangai and Arnel Ormsby.



5

5 Nathan York, Tainui Group Holdings; Aisha Ross, 23ika.



6

6 Nathan York, Tainui Group Holdings; Aisha Ross, 23ika.

7 Garth Robins, Claudia Slaney, Murray and Judy Lopes.



7

7 Garth Robins, Claudia Slaney, Murray and Judy Lopes.

8 Angela Young, Tainui Group Holdings; Marie Hurianue and Helaman Tanglora.



8



9

McCaw Lewis Lawyers – looking to a bright future

With all directors on the same page, a talented group of lawyers and dedicated support staff, the future looks bright for McCaw Lewis Lawyers, one of Hamilton oldest law firms.

With a combination of youth, experience, diversity and legal expertise, the directors of McCaw Lewis are excited about the coming 12 months and have great optimism about the future as one of Hamilton's leading commercial law firms.

The firm has come through the recent recession in good shape, but the recession taught the firm that it cannot rest on its laurels – ongoing discussions about where the firm is heading and focusing on how it looks after people are key ingredients to the success of a modern law firm.

The firm has been well led externally by its chairman – Phil Harris – a senior commercial lawyer, and internally by the two managing directors – Thomas Gibbons (Commercial

and Property) and Aidan Warren (Maori Legal). With new director, Daniel Shore, and senior director, Brendan Cullen, leading the firm's Dispute Resolution team, it is a rounded team of directors taking the firm forward.

Phil Harris acknowledges that with the directors all on the same page the firm is a relatively easy ship to sail. This makes for a significantly healthier culture, where people want to go the extra mile for clients and for each other.

"The firm's core values are based around people; our relationships with clients, with our staff, and with our business partners."

Phil says that, over the years, it has sometimes been hard to define what makes McCaw

Lewis different from other law firms: "What we have realised is that we focus on people first and foremost in a real and meaningful way. If you add practical legal expertise and commercial acumen to the equation then I believe that the firm has a very bright future."

In the last two years, the firm has increased its presence in the community by becoming a sponsor and the official law firm of the Northern Knights cricket team who had a very successful domestic season.

The firm co-sponsored the inaugural Waikato River Art Awards together with Waikato-Tainui, and has recently sponsored Commonwealth Games medal contenders, Stuart Farquhar (javelin) and Darcina Manuel (judo).

McCaw Lewis
LAWYERS

Commercial • Property • Dispute Resolution
 Māori Legal • Asset Protection



Dan Shore



Phil Harris



Aidan Warren



Thomas Gibbons



Brendan Cullen

McCaw Lewis Ltd
 1 London Street, Hamilton, 3204
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 www.mccawlewis.co.nz

The risk of providing a personal guarantee

A PERSONAL GUARANTEE IS WHERE A PERSON GUARANTEES THE BORROWINGS OF ANOTHER PERSON OR ENTITY IN FAVOUR OF A BANK OR OTHER LENDING INSTITUTION

More and more often, we are seeing parents guaranteeing a child's borrowings to help them in purchasing their first home, trustees guaranteeing the borrowings of a trust and directors, or shareholders guaranteeing the borrowings of a company.

Before agreeing to give a guarantee, the guarantor needs to be aware of the risks and potential liabilities they are exposing themselves to. Often, the person giving the guarantee has confidence in the borrower's ability to repay the loan and understands their liabilities.

However, we have seen cases where a guarantor decides not to proceed with providing the guarantee once they become fully

aware of the risks and liabilities involved.

This situation can be particularly stressful for the borrower where they have committed themselves to a purchase (e.g. having already confirmed satisfaction of a finance condition in an agreement for sale and purchase).

If the guarantor refuses to sign the guarantee, the borrower might not be able to raise sufficient finance and as a result might be unable to complete the purchase and ultimately suffer serious consequences for default (e.g. the loss of any deposit already paid to the vendor, penalty interest for late settlement).

It often comes as a surprise to a potential guarantor that what

they are guaranteeing includes not only the current borrowings of the borrower but also any future borrowings. Ultimately, unless the guarantee is limited, the guarantee will cover:

- all existing debt owed to the bank by the borrower;
- the loan the borrower is currently applying for; and
- any future loan facilities which the borrower may enter into with the bank/lending institution.

An unlimited guarantee means that if the borrower defaults, then the guarantor may have to pay the full amount of debt owing to the bank by the borrower.

If there is a default by the borrower, and the guarantor's assets are more easily accessible, the bank does not have to seek remedy from the borrower and may seek repayment of the debt in full by the guarantor.

In most situations, the bank will seek remedy from both the borrower and the guarantor at the same time.

Law Matters

BY ODETTE SCEATS

Solicitor in the commercial business Team at Norris Ward McKinnon
Email: odette.sceats@nwm.co.nz / www.nwm.co.nz



Other things to be aware of when agreeing to provide a guarantee:

A typical bank-issued guarantee provides that the loan arrangements with the borrower may be altered without the necessity for the bank to give notice to the guarantor. There is no obligation on the bank or borrower to provide or keep a guarantor informed if the borrower defaults on their repayments.

A borrower may also provide a guarantee in respect of another company or person. If so, your liability to the bank under the guarantee may also extend to the liabilities the borrower has guaranteed to any other borrower.

Meaning you could be liable for more than one person's debt.

A guarantee may only be released once all the amounts owing by the borrower and its other obligations to the bank have been paid or met and even then the release will not be automatic.

It is important to request a release from the bank to avoid any on-going liability (which

will be subject to the terms of the Insolvency Act 2006).

As mentioned above, there are notable risks and liabilities a guarantor must be aware of when they agree to provide a guarantee.

Ideally, before agreeing to give a guarantee, a guarantor should ask to see the documents they will be required to sign and discuss these with their solicitor.

Identity theft at fraudsters' fingertips

From page 12

are much savvier when it comes to social media privacy," he said.

His warnings come as part of Stay Smart Online Awareness Week 2014, a national education campaign aimed at helping Australians using the internet understand the simple steps they can take to protect their personal and financial information online.

"We are raising awareness of some simple ways Australians can stay smart with their credit rating."

"Smart facebook and other social media use have to be num-

ber one," he says. He is urging Australian users of social media to take some simple steps to protect the privacy of their profiles:

1. Don't share too much, remember your personal information is valuable – and often once you've posted something online – it's permanent.
2. Install and maintain strong privacy settings on social media.
3. Change passwords regularly and use different passwords for different sites.
4. Put a password on your mobile

5. Don't "friend" someone you don't know.
6. Be wary about the type of requests, emails and attachments you click on.

According to a recent Australian Institute of Criminology Identity crime and misuse survey, identity theft has increased to one in 10 Australians affected. 14 percent of those victims were refused credit as a result.

"Identity theft can lead to loans or credit being taken out in the victim's name, and

often the victims don't even know they've succumbed to identity theft until they're refused credit themselves," Graham Doessel says.

"Recovery can be painstaking because the victim needs to prove they didn't instigate the credit in the first place, but often necessary due to the victim being locked out of credit for between five and seven years.

"Identity theft can be really hard to prove, especially if the victim has no idea how their personal information was obtained in the first place," said Graham.

MICHAEL HUNWICK LAWYER

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Solicitors instructions required

Legal challenges for an ageing population

More and more kiwis are living longer, with many enjoying good health and vitality. But with increasing age can come some special challenges, both for the elderly person themselves, and also for family members who are doing their best to help their loved one adjust to this new stage of life.

At Harkness Henry, we provide sound and practical legal advice to the elderly and their families and assist our clients to plan appropriately for their older age. We can provide you with advice on:

Wills

Every adult needs an up-to-date will. Dying without a will, or with a will that doesn't accurately reflect your wishes, is guaranteed to cause headaches for your loved ones after you die.

We can help you to unravel the complexities which come with blended families, special needs beneficiaries, and family estrangements.

Enduring Powers of Attorney for Personal Care and Welfare and for Property

An enduring power of attorney allows you to appoint a person or persons who you trust, to act for you if you no longer have the mental capacity

to act for yourself.

Setting up enduring powers of attorney is a simple process and we recommend that all adults have enduring powers of attorney, not just the elderly.

Orders to Appoint Welfare Guardians and Property Managers

If a person loses their mental capacity but does not have enduring powers of attorney in place, a Judge must decide who should act for that person.

We can assist you with the court application to appoint a welfare guardian or property manager for your family member.

Retirement Villages

Retirement village living is becoming more and more popular.

Village living provides independent and semi-independent living, with the benefits of additional security, social activities and special amenities such as libraries, bowling

greens, gymnasiums and swimming pools.

However, purchasing a unit in a retirement village is very different to purchasing a standard home and specialist advice is essential. We can explain the legal implications of a move to a retirement village.

Rest Home Subsidies

If you need full time care in a rest home or hospital, you will have to pay for your care unless you qualify for a residential care subsidy.

The high cost of residential care has led many people to try to reduce their personal assets so that they are more likely to qualify for a subsidy.

There are some legitimate ways in which you can reduce your assets but unfortunately, there are also a lot of misconceptions about what can and can't be done.

Most of this confusion relates to the gifting of assets, especially since

the government abolished gift duty in 2011. We can clarify the situation for you.

Those things you might not have known...

Did you know that two elderly people living together as companions may actually be in a de facto relationship and subject to the 50/50 sharing provisions of the Property (Relationships)

Act 1976? You can talk to us if you are in this position.

Contact Geraldine Austin at Harkness Henry for all your estate planning and older law needs.

HARKNESS HENRY LAWYERS

Harkness Henry is pleased to announce the appointment of **Geraldine Austin** to the position of Associate.

Geraldine is a member of the Private Client team and specialises in trusts and estate planning.

Geraldine also practices in the area of relationship property, wills, powers of attorney and conveyancing. Geraldine holds a bachelors degree in German and in 2011 she completed a masters degree in law, with first class honours.



Geraldine Austin Associate

member of LawXLink
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KPMG Centre, 85 Alexandra Street, Hamilton
t (07) 838 2399 f (07) 839 4043 harkness.co.nz



Clean Planet Commercial Cleaning Master Franchise now available (ONE ONLY)

Clean Planet's innovative approach utilises a combination of safer products and smarter cleaning methods, making us the healthiest Commercial Cleaning company in the market.

- Well established in Auckland and several regions, experiencing rapid expansion and now going National
- Unique and successful market position
- \$1 billion industry
- Robust and proven systems and procedures with a superb support team
- 100 current franchisees
- Achievable Entry Point
- Unparalleled growth prospects

If you have Managerial and Sales skills, dream of working for yourself and building an excellent income and asset base then establishing this successful brand in Waikato could be for you. Be quick – it won't last.

Investment required and negotiable on what you bring to the table.

Call Tony on (021) 244 1709 or email tony.pattison@cleanplanet.co.nz

Increased ACC funding for hearing loss patients



ACC are making changes from 1 July 2014 which may mean increased funding for you!

- Have you worked in a noisy environment like a factory, forestry or farming environment that caused your hearing loss?
- Do you have hearing loss caused by an injury?
- Perhaps you already have ACC approval but no hearing aids yet?
- Are your ACC funded hearing aids six or more years old?

BOOK YOUR FREE CONSULTATION TODAY

Call your local Dilworth Hearing clinic on (07) 838 5860 to book your free consultation. Our audiologist will discuss with you what the increased funding may mean for you.

6C Mill Lane, Whiora Behind Tangmere Clinic Phone: 07 838 5860



www.dilworth.co.nz

DIL0020 06/14

Commercial cleaning with a health focus

Clean Planet is New Zealand's first health-focused and dedicated environmentally kinder commercial cleaning company.

Its aim is to create healthier, happier workplaces. This market position, combined with sound business procedures and a focus on quality has made Clean Planet one of New Zealand's fastest growing commercial cleaning companies, having grown to slightly less than 100 franchisees in a number of regions in the six years it has been operating.

Clean Planet was established by a passionate bunch of Kiwis who have a mix of strong environmental focus combined with extensive business experience and entrepreneurship.

They recognised the demand from businesses for a healthier, greener cleaning solution, establishing a business that was not only lucrative, but progressive, ethical and kinder to people's health and the health of the planet.

Promoting, not just minimising the environmental impact of its products and services, maintains its advantage and also lowers or eliminates any health impact.

Businesses place staff health and wellbeing as a very high priority.

Many people don't realise the impact that overuse of toxic cleaning chemicals can be having on their business and the work environ-



PAUL PAGE

ment. Healthier workplaces are happier, more productive workplaces so Clean Planet wants to help its clients improve the health of its staff work setting, thereby reducing sick days and improving the bottom line.

New Zealand has high asthma rates, with one in six adults and one in four children affected. All cleaning products are made using Clean Planet's unique product formulae.

The company doesn't use known asthma and allergy irritants in its products.

Such chemicals include carcinogens, aerosols and propellants in sprays, chlorine and ammonia, bleach, and harmful disinfectants.

Clean Planet's range of selected products has New Zealand's highest environmental endorsement, Environmental Choice cer-

tification (the government-authorised Eco labelling authority). Further, it is New Zealand's only commercial cleaning company approved by the Asthma Foundation (NZ).

The foundation has certified its products and cleaning systems as helping to improve workplaces for people with asthma, allergies and respiratory illness, thereby creating better air quality for all.

The combination of safer products and smarter cleaning methods makes Clean Planet the healthiest commercial cleaning company for New Zealand workplaces, giving it a unique point of difference and strong business advantage in the market.

Clean Planet is experiencing strong growth and looks forward to offering its services in Waikato and beyond.

Dr Gerry Devlin re-appointed clinical unit leader for CCTV

Waikato DHB recently announced the re-appointment of Dr Gerry Devlin as clinical unit leader of the cardiology, cardiothoracic and vascular cluster at Waikato Hospital.

The multidisciplinary cluster provides both secondary and tertiary outpatient and inpatient services for the Midland region.

As clinical unit leader, Dr Devlin will oversee the development of the cluster services. He has previously been in the role for two-and-a-half years and was reappointed in February.

Dr Devlin says he is most looking forward to ensuring the cluster at Waikato Hospital delivers quality services in an equitable fashion to the Midland region.

"Part of my responsibility as is to make sure we are meeting the health targets set by the Ministry of Health across our services; for both acute and elective performance.

"However, safeguarding service quality is also a key responsibility. Not only do we want to



DR GERRY DEVLIN

hit the health targets, we want to deliver quality services as well. To do this, we have quality improvement programmes across the three services to ensure that quality is not sacrificed for productivity," he said.

Also clinical leader of the Midland Cardiac Network and chair of the National Cardiac Network, Dr Devlin brings to his clinical unit leader role an understanding of the cluster at a national level.

"A New Zealander dies every 90 minutes from cardio-

vascular disease. Looking at my role as part of a bigger picture, I consider it a priority to reduce that number.

That reduction is ultimately what I would like to help achieve during my three year term as clinical unit leader of the cluster."

Dr Devlin has a Bachelor in Medicine from Trinity College in Dublin and moved to New Zealand in 1988.

He successfully completed his Fellow of the Royal Australian College of Physicians, (FRACP) post-graduate specialist training programme in 1995, and is also a Fellow of the Cardiac Society of Australia and New Zealand.

In 2013 he graduated at Auckland University with a Doctor of Medicine in Medicine. Dr Devlin also has more than 60 publications in peer reviewed journals. His research interests include acute coronary syndromes, service delivery, interventional cardiology, structural heart disease and heart failure.

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