



## Ka pai Mike King!

### KIWIBANK NEW ZEALANDER OF THE YEAR 2019

In August last year ex-comedian and mental health campaigner Mike King was invited to be guest speaker at one of our Wiri Business Association community events. It was the most successful night of its kind in Association history. Earlier this month, Mike made history again when he was named Kiwibank New Zealander of the Year 2019 for his important work around depression and suicide.

"It's a funny one," he told Association General Manager Audrey Williams "As New Zealanders we are not very good at accepting awards or accolades. I'm struggling to deal with it!"

It's this honesty, courage to express his feelings, and willingness to put himself out there that has enabled Mike to have such an impact with men, women and particularly rangatahi (youth) around the country.

"Once upon a time, the more 'down' I was, the stauncher I became. On the surface, everyone saw Mike King, the happy go lucky fun guy who was always up for a beer and a laugh. Underneath lay a seething pool of anger and self-hate. I denied it was happening by drinking, drugging, behaving recklessly, or exploding with anger."

It's a familiar story. Many men Mike's talked to find it hard to acknowledge or share their feelings for fear of being seen as 'weak'. But he says its just common sense. No-one feels weak for taking the car to the mechanic so why do we make such a big deal about talking to an expert about the way we're thinking or feeling?

Women tend to talk about their feelings more, but can also be prone to ruminating and rehashing negative thoughts, feelings and emotions which can prolong depression. Women also have the added factors of biological and hormonal changes linked to childbirth or menopause for example, that can have an impact on self-worth, a sense of purpose, relationships and careers.

Mike says it is important you recognise the feelings/behaviour you or someone close to you may be experiencing, and acknowledge that something isn't right. Be kind to yourself or the person you are concerned about. If it's a friend or family member, the best thing you can do is let them know you are there to help. Support them to make an appointment with a doctor or counsellor and persevere with the process.

**If you or someone you know needs immediate attention call the Key to Life Trust toll free number and talk to a trained specialist 24/7**

**0800 2 567 376 (0800 2 KORERO)**

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### DIFFERENCES BETWEEN MALE AND FEMALE DEPRESSION

WOMEN TEND TO:
Blame themselves
Feel sad, apathetic and worthless
Feel anxious and scared
Avoid conflicts at all costs
Feel slowed-down and nervous
Have trouble setting boundaries
Find it easy to talk about self-doubt and despair
Use food, friends and "love" to self-medicate
MEN TEND TO:
Blame others
Feel angry, irritable and ego-inflated
Feel suspicious and guarded
Create conflicts
Feel restless and agitated
Need to feel in control at all costs
Find it "weak" to admit self-doubt or despair
Use alcohol, TV, sports and sex to self-medicate

www.helpguide.org Adapted from: Male Menopause by Jed Diamond

## Gumboot Up Wiri!!!



**Gumboot Friday 5th April**

Kiwis have a **boots 'n all attitude** when it comes to mucking in for those in need. So Mike and his team are asking you and all great kiwi businesses to **Gumboot Up!** and help fundraise for **kiwi kids to get the FREE and timely counselling they need.** It's simple: on **Friday 5th April**, put your gumboots on and give a donation to show you support kids getting the mental health support they need, when they need it.

Sign your office up to participate and they will send you digital promotional material, on the day activity ideas, and updates about how you can get involved: it can be as easy as popping a **gumboot on your reception desk** as a collection box and delivering the **donations to Kiwibank at the end of the day.** No sweat!

As well as sending you a Gumboot Friday digital on the day fundraising and activity pack, they will also send you occasional useful reminders for how kids can access FREE counselling when they need it, and tips for how you can keep the national mental health conversation moving long after Gumboot Friday.

**Sign up now at**  
**[www.iamhope.org.nz/kiwis-and-businesses](http://www.iamhope.org.nz/kiwis-and-businesses)**

# Association update

## WELCOME TO OUR FIRST WIRI LINK NEWSLETTER FOR 2019

We hope you and your business had a great start to 2019 and are looking forward to another busy and successful year.

As we look back over the last few months at the Association, we reflect on the amazing opportunities and events our members have enjoyed on a monthly basis. Whether it was networking with other local business people, picking up new information at workshops, or mixing at social functions, we trust that everyone made the most of the chances to connect, share and grow.

One of our most popular events for 2018 was the evening with mental health advocate Mike King on "Dealing with Stress." Mike's unique personable style combined with his extensive experience working with young people up and down the country ensured he made a strong and lasting impact with our members. We were so proud earlier in the month to see Mike named the Kiwibank New Zealander of the Year 2019. Thoroughly well-deserved, and hopefully this recognition and support will allow Mike and his team to continue their good work for many years to come.

For us at the Association, 2019 brings a focus on a comprehensive new CCTV camera installation project for the district. This will allow us to strengthen our teamwork with police, businesses and community

organisations to identify and reduce criminal activity, curb homelessness, and discourage illegal dumping of rubbish.

We encourage you to take the opportunity to undertake a FREE WASTE AUDIT of your company with the expert assistance of Wilkinson Environmental. There is also a handy A3 Recycling Services poster with this edition of the Wiri Link which we hope you find useful.

Our new strategic plan 2019-2024 has been formulated and accepted by members at our AGM after public meetings and two member workshops. You should be able to view this soon whether it be on our website or on hard copy delivered directly to your business.

There will shortly be a survey going out to all businesses canvassing your views on topics you would like further knowledge on. These could be areas such as succession planning, change management, improving cashflow, or business acquisition, and we will organise specialists to hold workshops once we identify the key trends and common issues amongst our Wiri business community.

This year I look forward to getting out and about and catching up with you on your business successes, challenges, news, events, issues and anything else I can help with. If I miss you on one of these visits, or you have something specific to discuss please get



**Audrey Williams,**  
Wiri Business Association general manager

in touch with me at the office 09 262 0804,  
mobile 027 947 4249 or  
email [manager@wiribiz.org.nz](mailto:manager@wiribiz.org.nz)  
All the best!

## LIST YOUR BIZ

Is your business listed  
in our directory?

[www.wiribiz.co.nz/directories](http://www.wiribiz.co.nz/directories)

LET'S 'BUY LOCAL'

# Joining forces for Community Clean-Up

## THE WIRI BUSINESS ASSOCIATION

and business people from Jovill Ave and Hobill Ave completed a big clean-up in late 2018.

Volunteers collected 22 bags of rubbish, 1 car bonnet, 1 tyre, 1 TV, 4 bags of recycling, and timber.

Audrey Williams, General Manager for the Wiri Business Association said it was satisfying and a great way for businesses to work together.

"Thank you to Ross from Stu's Trim and the Manukau Beautification Trust for making it happen. It only took an hour of our time, but people were really impressed with the improvements. Business people and neighbours were coming out to thank us which made the exercise so worthwhile."

Please contact us at the Wiri Biz office if you or your colleagues would like to hold a clean-up in your area. We would be happy to help organise this for you and put you in touch with other local businesses who could lend a hand. Why not combine it with a street bbq and get to know your neighbours???



# Nestlé gets back to Nature

**NESTLÉ IS KNOWN** as a power hitter in the game of food and beverage – in fact they are the biggest. The Swiss multinational food and drink company has more than 2000 brands ranging from global icons to local favourites, and a presence in 189 countries around the world. A lesser known fact is that they aim to be a tall tree when it comes to environmental matters too.

Part of their philosophy is a strong commitment to reducing their footprint. Environmental sustainability is viewed as integral to creating Community Shared Value: ensuring that their activities preserve the environment for future generations, while at the same time meeting the needs of the present.

With considerable focus on reducing the energy, greenhouse gas emissions and water used by their factories, distribution centres and offices, Nestlé are looking at reducing waste across the business. Maximising recycling and minimising the impacts of packaging is the aim; all whilst ensuring food quality and safety is not compromised. By 2020 one of the company's goals is zero waste going to landfill, and they are a considerable way there.

Alongside this, each year every Nestlé staff member has the opportunity to spend one paid working day in the community on a project of their choice. In New Zealand, this could be on a tree planting exercise or helping at the City Mission, fund raising for Cure Kids, or with an organisation they are personally involved with. Volunteering is helping to make New Zealand and other countries a better place, while helping Nestlé team members to contribute to a community project close to them.

In 2018, Nestlé also decided to focus on a project very close to home – their own back yard! Previously the paddock behind their Wiri industrial site had a lot of gorse and non-indigenous plants along their stretch of the Puhinui Stream. However it was identified as an area that could be cleared and beautified so staff could one day connect with nature, meander along a path circling the property, and have their lunch among a stand of beautiful New Zealand native plants.

Last March, in conjunction with Te Whangai Trust, 1400 native species including manuka, kanuka, puriri, totara and flaxes were planted along the riverbank by staff, managers and Trust volunteers. It took two full days of hard graft but the company are excited by the results and rate of growth. Nigel Dunchue, (Safety, Health and Environment Manager) said "The plants are growing extremely well, despite the hot summer and lack of rainfall. We are careful to spray around the base of them but keep the grass longer further out to keep the rabbits out. They don't like wet tummies!"

Future plans include inviting local primary school children participating in the Enviroschools programme to come and use the forest and stream as an area of learning. "There are eels and apparently kahawai in there. We have put in a path and gate for safe access and can't wait for groups to come in with their little nets and see what they can learn about the ecosystem."

The team at Nestlé are looking forward to watching their green space grow, and see it as a positive step for the whole community. They would love to see their neighbours and Council on Cavendish Drive also clearing gorse and woolly nightshade and undertaking similar planting so there can be a continuous line of native planting for future generations to enjoy.



Nestlé SHE Manager Nigel Dunchue and Administration Co-ordinator Gayleen Staunton with some of the 1400 native species planted by Nestlé



1400 native species including manuka, kanuka, puriri, totara and flaxes were planted along the Puhinui Stream behind the Wiri factory



The Nestlé team are happy with the rate of growth and look forward to a beautiful green space in coming years for staff and future generations to enjoy



The beautiful Puhinui stream borders the property and will continue to be an area of learning for local school children

# Our Executive Board 2019



**AUDREY  
WILLIAMS**  
ASSOCIATION  
GENERAL MANAGER

As she starts her 10th year with the Wiri Business Association, Audrey would like to take a moment to reflect on the fun and changes made over the last decade. Previously, her role was very part-time, only requiring 10 hours per week. Back then the Wiri Business Association encompassed businesses that occupied 102 hectares (and included about 300 members), now it covers 680 hectares and there are approximately 1300 members! In the early years, there was one event plus the AGM each year. For the first 6 months of 2019, there are already so many events planned: Two Waste Management Workshops, Plastics 101, The Barfoot & Thompson Property Luncheon with panel discussion on the impact the AML (Anti-Money Laundering Act) will have on the property market, a Waste Management Site Visit, and Networking Breakfast to name a few!

Over the coming year, Audrey would like to see the crime rates continue to reduce (Wiri now has some of the lowest crime rates in a commercial/industrial area in Auckland). The association achieves this through an aggressive crime prevention program which includes two security patrol cars in the Wiri area between 6pm and 6am seven days a week, daytime security alerts, and a graffiti management and collection of illegally dumped rubbish removal programme using Auckland Council and the Manukau Beautification Charitable Trust. The security contract is up for renewal in July this year and Audrey would encourage members to get in touch so they can have a voice in the security of Wiri for the next two years. This year the association will also start its CCTV project installing cameras and recording equipment. This system will be one that future boards and staff can grow by adding more cameras to each year.

When people ask Audrey what she does for a job, she laughs and tells them she has over 1,200 bosses that she helps in any way possible to develop their businesses or develop the Wiri area. From event management through to advocacy for the area, she works closely with Auckland Council, Auckland Transport and the Manurewa and Otara-Papatoetoe Local Boards. 2019 will see the implementation of the 2019-2024 Strategic Plan. It will bring even more focus on Association members, their needs and assisting them in any way possible. If Audrey missed you when she called in to see your business, please ring her for a chat.



**GREGOR  
BOTHA**  
MAINFEEDS

Gregor arrived in New Zealand 11 years ago to manage a premix plant for Tegel Foods in Takarua and settled in South Auckland which he now considers home. He joined Mainfeeds just over 4 years ago and today oversees the feed mill in Wiri and a smaller mill in Levin.

With a Bachelor's Degree in Agriculture from Pretoria University, Gregor subsequently gained experience at all levels of feed production, mainly for poultry. He has enjoyed 34 years in the global growth industry, and believes it was, and still is, a great career choice.

His involvement with the Wiri Business Association stems from his interest in the development and growth of the Wiri area over the last 10 years. Mainfeeds has a significant capital investment at Chonny Crescent, and a head office based in the South Island. Gregor considers networking with local businesses to influence local government on matters of mutual interest to be important.

Gregor is keen to see local talent developed to supply a viable selection of potential employees that can contribute to their own, as well as Mainfeeds and South Auckland's success.



**MURRAY  
PHILLIPS**  
INSIGHT CA

As a chartered accountant and business advisor to small businesses, large firms and multi-nationals for over 30 years, Murray offers fiscal stewardship and governance input to assist Wiri Business Improvement District to grow. He also holds a Postgraduate Diploma in Marketing from Auckland University.

With forecast expansion for Wiri over the next few years, Murray aims to conduct workshops with other consultants to improve profitability of members' businesses and ability to grow, which will also create more employment opportunities for the community.

Murray believes networking with the business community offers mutual benefits to all who want to be active and partake in what the association offers to its members.



**RICHARD  
MASON**  
MASON TOOL  
AND ENGINEERING

Richard started his Precision Engineering Business in Wiri in 1992 so has seen a huge amount of change and progress in and around the area since then. As both a Business Owner and Property Owner, he is committed to Wiri and is passionate about seeing the continual progress and developments taking place. The more investment, development and services the better, making Wiri a desirable area for businesses to want to be.

Richard believes the Wiri Business Association, covering a fast growing and desirable business district operating as an expanded area for over a year, now needs to resource further staffing in order to provide a continuing high level of service to members. This, along with working towards high quality CCTV for Wiri, whilst maintaining the very effective security contract with Conroy Security, are in his view the main points of focus for the coming year.



**TEENA  
RHIND**  
ADSTAFF  
PERSONNEL

Teena is a Director of Adstaff Personnel Limited, a 'Kiwi' owned recruitment company based in South Auckland since 1963 (Adstaff was previously known as Advance Personnel Services Limited).

Starting her career in recruitment in 1992 with Drake International, Teena moved on to set up the Kelly Services branch in East Tamaki in 1995. From there she was contracted to work for Advance Personnel Services Ltd in 1998, where she eventually bought out the owners of the company.

Adstaff has been based in Ash Road, Wiri since 2005 and she has seen growth and expansion in the area which is great for local business, economy and the people who thrive here.

This is Teena's second year of being involved with the Wiri Business Association Executive Board, and she is still very excited at the prospect of being involved. She hopes that she is able to offer advice and support to promote our growing area.



**BEN  
ROBINSON**  
CML

Ben is a Director of CML, a Wiri based construction company that specialises in commercial building modification, repair and maintenance projects.

Ben started his career as an engineer with Telecom New Zealand (now Spark). He subsequently worked in the UK telecommunications, banking and government sectors involved in the management and governance of large scale IT projects. Returning to New Zealand he joined the executive team at Paymark for a number of years before leaving the corporate world to seek more entrepreneurial opportunities that led him to taking over CML. CML's work includes modifying South Auckland schools to assist kids with special needs.

Ben is passionate about ensuring that the Wiri Business Association delivers tangible value to its members. With the Manukau Council being absorbed into Auckland, Ben sees an increasing role of the Wiri Business Association to ensure that South Auckland property and business owners are still heard at Council level.

Outside of work Ben has been a volunteer youth counsellor and is a keen outdoors person. Ben lives with his wife and two children in South Auckland.



**RICHARD  
GALLANTREE**  
AUTO TRANSFORM

Richard is the Operations Manager for Auto Transform, a Wiri-based vehicle solutions business specialising in commercial and passenger vehicles as well as mobility enhancements.

As an employee of a family-owned and run business, Richard has a vested interest in the Wiri business district and wants to assist in the plan of the area to secure sustained growth. With expansion forecast, he also recognises the need to build on existing security, transportation networks and associated services to meet the expected needs of the district.

Originally from England, Richard spent nine years in Australia before moving to Auckland in 2014. During his career, Richard has worked in a variety of industries including printing, animal nutrition, pharmaceuticals and automotive, holding titles of Production, Site and Operations Manager along the way. Richard lives in Auckland with his partner and two children who all enjoy the outdoors especially biking, camping, walking, kayaking and diving.



**DAVE  
PIZZINI**  
MANUREWA  
LOCAL BOARD

Dave is a self-employed private investigator in Manukau and former senior South Auckland police officer of 34 years, newly elected to the Manurewa Local Board. He is passionate about Manurewa and brings governance experience gained from serving on the New Zealand Police Association board for seven years.

Dave and his wife Julie have four children and have lived at The Gardens for 18 years. They are active members of St Elizabeth's Anglican Church in Clendon. With strengths and interests that lie in sports, leisure and recreation, Dave is a great believer in making the most of sports and enjoying our parks. He is also keen to reduce crime, ensure community safety, and help to resolve traffic congestion issues.

The Manurewa Local Board is a solid supporter of the Wiri BID. They have ensured their Board Plan and Economic Development Plan align with the Wiri BID to enable business growth, employment opportunities and strategic partnerships with central and local government.



**SANDRA  
BATES**  
ENVELOPE WORLD

Sandra is one of the newest members to the Executive Board, joining in October 2018. Together with her husband she owns and operates Envelope World, a small but well-established family business in Wiri. Since 1985 the business has grown from offset press printing in their garage, to the full manufacturing and printing of specialty stationery products at their commercial site on Hobill Avenue.

One of only two businesses left of its kind left in Australasia, Sandra believes the challenges faced along the way have provided a unique view of the unpredictable business market place in New Zealand, Auckland, and Manukau. That combined with her experience in team customer service management roles within the freight and building industries sees her well-placed to identify with and serve members of the Wiri business community.

Possessing a strong affiliation to South Auckland having grown up in the area, Sandra feels deeply that security and welfare are principal rights of businesses, their workforces and property owners in the district. She is looking to contribute by ensuring the right tools are available to the manager and team of the Wiri Business Association and to provide support channels enabling them to provide effective services for members. Being part of this team of board members and having this opportunity to contribute to the goals and direction of the association is motivating for Sandra, who hopes her energy for progression and growth will be of benefit.

**Rapidly report  
rubbish or  
vandalism**

**Don't leave it to  
other people**

**Contact Audrey on  
027 947 4249  
or 09 262 0804  
or email**

**manager@wiribiz.org.nz**



**Your Business Ad + Wiri Link =  
WINNING COMBO!!!**

**Did you know you can now advertise  
your business here?**

**Members**

Full Page \$600 +GST

Half page \$350 +GST

Quarter Page \$250 +GST

**Non Members**

Full Page \$900 +GST

Half page \$525 +GST

Quarter Page \$375 +GST

**Email comms@wiribiz.org.nz or  
phone: 09 262 0804 mobile: 027 947 4249**



# HEB's move into Wiri – très magnifique!

**PREVIOUSLY HEB CONSTRUCTION'S HEAD OFFICE** was out in Drury. However its staff were not in love with the traffic jams on the Auckland motorway. Sacré bleu! Something had to be done as the company, part of French group Vinci, was also rapidly growing. From small beginnings 35 years ago, HEB had to take a long hard look at how they were going to be provisioned into the future.

They had been exploring options to maintain a combined/integrated office and yard facility that not only met the existing requirements but also the expected future needs of the business. The options considered included significant enhancements to the Drury site as well as alternative sites in South Auckland locations.

In April 2016, external expert advice was commissioned from office design consultants Unispace on options to integrate their three separate office leases and to improve functionality of the existing site in Drury. This included detailed staff surveys and interface studies.

It was determined that the significant re-development costs and inflexibility of the building design at Drury would severely limit development options at that site.

So where to?

It was considered desirable to maintain an open accessible connection between head office and operations personnel, but this meant that there were few suitable properties in the preferred search area south of Manukau City and north of Drury.

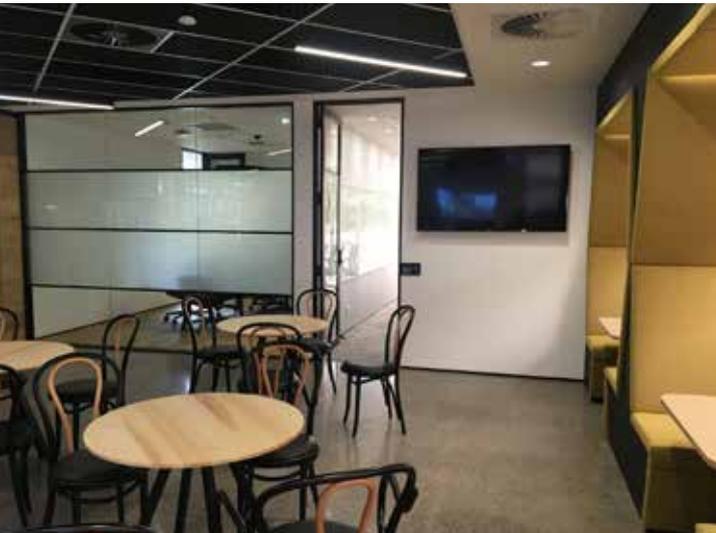
During September/October 2017, an existing heavy industrial zoned office, warehouse and yard property was identified in Wiri that would meet the key objectives established through the needs analysis. Voilà!

Wiri ticked all the boxes and provided an excellent opportunity for the business to provide a modern office and fit-for-purpose facility that will be an attractive place for their staff to work now and into the future. The stunning building provides for enhanced collaboration and communication between personnel, more agile work arrangements with excellent staff and social interaction facilities, and better interaction with the satellite offices and support staff.

It is positioned with a strong and recognisable public frontage, and has greatly improved its connection to major transportation networks. Improved access to all public transport options including rail, buses, walking and cycling are also of major benefit to the HEB team.

Staff have been enjoying their new premises since November last year and say the move was surprisingly seamless. While most offices report a drop in productivity as people get used to their new space, HEB haven't felt that this has happened.

Judging by the photos below we can see why. Ooooooh la la!



# Meet the new team of the Vodafone Events Centre!

**DAVID COMERY** has enjoyed his first six months at the helm of the Vodafone Events Centre, presenting to local boards and potential sponsors the unique capabilities of the events centre and Wero Whitewater Park to make an impact on the lives of South Auckland children. "We had 36,000 kids through the events centre last year, and 12,000 through Wero. We are a non-profit organisation, so our commercial activities flow directly into subsidies for important educational opportunities in the areas of arts and culture and water safety programmes. It is a huge motivator to be gifting these experiences to young people through our Second Nature Charitable Trust that they may not have received

otherwise." Especially when it comes to water safety, David and his team would like every child in South Auckland to have participated in at least one of the water safety programmes at Wero. He says it's an important goal and an achievable one.

"I love talking to people about what we do, and our aspirations are ones that the whole community from local boards to schools to corporate sponsors can get in behind and support. It's a great story."

David is also excited about the fresh new team at Vodafone Events Centre, and believes



Angharad Sturrock  
GM Events



David Comery  
CEO



Tania Wakefield  
GM Sales

everyone has the skills and experience to do a great job. Joining David are Angharad Sturrock GM of Events, and Tania Wakefield GM of Sales.

"In my previous roles the ratio was probably about 10% aspirational and 90% operational. I think I've flipped that on its head at the Events Centre and we're all on the same page. Those aspirations are definitely what I'm thinking about when I'm lying awake late at night!"

Watch our Wiri Business Association emails and facebook updates for info about an upcoming meet the fresh faces evening at the Vodafone Events Centre

## Clean or Green in New Zealand when it comes to our money???

**MONEY LAUNDERING** is a major issue internationally that has negative consequences for governments and societies. Even in New Zealand, which has a comparatively strong business reputation and strict anti-corruption systems, there is an estimated \$1.35 billion being laundered each year.

The government put legislation in place in 2009 to try to identify and prevent money laundering and financing of terrorism in New Zealand, in the form of the Anti-Money Laundering and Countering Financing of Terrorism Act.

The first phase of the legislation has applied to banks, casinos and financial service providers since 2013. The second stage was implemented on 1st January this year, and applies to real estate agents, lawyers, accountants, sports and race betting businesses, and traders of high value goods. In terms of real estate, the AML has implications for all of us as property buyers, sellers and lease-holders.

### What does this mean to you?

If you decide to sell or lease your property from January 2019, real estate agents will be required to conduct customer due diligence (CDD) as well as customer identification and verification. If you are increasing your property portfolio through the purchase of a new property, then your lawyer will conduct the required CDD.

### Unpacking Customer due diligence (CDD)

When engaging with you, your agent must establish the following:

1. The full legal name(s) of the 'beneficial owner(s)/real person(s)' selling the property.
2. If the property is being sold by a Trust, then all the Trustees will be 'beneficial owner(s) or real person(s).'
3. If the sale is by a Company, then the agent must identify who in the Company owns a 25% or greater share, they are the 'beneficial owner(s)/real person(s).'

Next, the agent needs to obtain documentation from each of these person/s to prove their identity. Three identification options can be used:

**Option 1:** Photographic identification – e.g. a passport, travel document, or firearms licence (must contain name, date of birth, a photograph, and signature).

**Option 2:** Non-photographic identification – e.g. a birth certificate or a citizenship certificate (supporting photo identification such as a driver's licence, an 18+ card, or an international driver's license is required.)

**Option 3:** A New Zealand drivers licence supported by a bank card, a gold card, or an IRD letter.

When proof of identity documentation has been obtained, the agent must take further steps to verify that the documentation belongs to that person. This can be done face to face, via a certificate of verification from a trusted referee, or (for overseas based persons) a certificate of verification from a person authorised in that country to take a statutory declaration.

### Nature & purpose

The final step in the process is to establish from the vendor/seller why they are selling the property, if they have sold or purchased other properties in the last 5 years, and what they intend to do with the proceeds from this particular sale.

The agent must also make a personal assessment of the vendor/seller and decide if further investigation of the sale are necessary. This information must be recorded in a database that can be made available for the 'supervisor' (Ministry of Internal Affairs) to audit and review.

For more information visit [www.rea.govt.nz](http://www.rea.govt.nz) or [www.settled.govt.nz](http://www.settled.govt.nz)



## Time for a TNA?

### A TRAINING NEEDS ANALYSIS

(TNA) is a process conducted to identify how - or whether - training can resolve a problem in your workplace or improve performance. The purpose of conducting a training needs analysis is to fully understand the training, learning, and educational needs of an organisation and its staff.

### FIRST – What do you NEED To KNOW?

- How does the employee contribute to the overall operations of their team and organisation?
- What are the policies and procedures they must comply with?
- What are the legislative requirements or codes of practice?
- Who do they report to?
- What are their rights and responsibilities?

### NEXT – Analyse and document the skills and knowledge of the individual/s or target group

- Records of work history within the organisation and previously
- Records of current qualifications, certificates etc.
- Documented performance reviews

It is essential to interview members of the target group. You need their personal evaluation of their knowledge and skills together with information about their desires and motivation.

Once you have collated and analysed both sides of the TNA, this will identify any gaps. It is important at this stage to determine whether the gaps are significant and warrant training or not.

To find out more, talk to Vertical Horizons Auckland Regional Training Manager Tania Bathan P: 021 404 620 | 0800 72 33 85 W: [www.verticalhorizons.co.nz](http://www.verticalhorizons.co.nz) Email: [tania@verticalhorizons.co.nz](mailto:tania@verticalhorizons.co.nz)

# Hanging Tuff without the Puff

## OUR VERY OWN SIMONE DAVIS,

beloved administrator for the Wiri Business Association office, has just become a champion at Te Kaha o te Rangatahi Trust. Simone has just successfully undergone The Counties Manukau Health Hang Tuff, Don't Puff smoking cessation programme through the Trust and snuffed out a 20 per day habit for good. Well done Simone! We are so proud of you.

Debi Kapa, Auahi Kore Co-ordinator for Te Kaha o te Rangatahi Trust says Simone is a great role model for individuals or teams of staff wanting to make positive changes for their health. The intensive wrap around programme runs for 4 weeks for individuals and includes a \$100 Countdown Voucher as reward for hanging tuff.

Group based programmes (5 or more people) run for 7 weeks with a \$200 incentive and include such support measures as visits by a support person during staff lunch breaks, a carbon monoxide monitor to keep track of participant levels, as well as free gum, patches and lozenges, and advice about vapes and e-cigarettes. Companies such as DHL, CPB Contractors and Countdown Mangere have just completed the group programmes with encouraging results.

Te Kaha o te Rangatahi Trust runs the only community-based smoking cessation

programme in the Counties-Manukau DHB. The Trust was firstly established twenty six years ago in South Auckland to address the rate of teenage pregnancies and represent the voice of Māori youth, and now delivers various programmes supporting rangatahi to be vibrant, resilient and healthy.

In January 2019, another 10 per cent excise tax increase saw the price of a 25-pack of cigarettes creep towards \$40, nearly four times the 2006 cost of \$11.95. Adult smoking rates have dropped by 2.5 percent since the tax policy was introduced in 2010, helping to attain the country's Smokefree 2025 goal. The Māori rate dropped too, but was still 2.6 times higher than the rate of non-Māori.

Dr Marewa Glover says this means Māori are paying a disproportionate amount of the tobacco tax that is harming their communities financially.

"That financial stress is preventing them from buying healthier food, it's preventing them from [paying] their bills...all of that stress drives smoking."

Simone from Wiri Biz has thankfully put those worries far behind her. She's enjoying the extra funds that being smoke free now affords her and her children. "I used to spend \$200 per week on smokes. Now I feel like I've got money. I just think yay, I can take my kids shopping!"



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## Security Watch

In the early hours of the morning on Sunday 10th Feb, thieves broke a padlock on the front gate of Ag and Turf on Plunket Ave, loaded a tractor and park mower onto their white truck and made off with more than \$90,000 worth of equipment.

The tractor was a Branson 2900H model with a front end loader, in red and grey colourways. The park mower was a red Trimax.



Director Todd Busst is understandably frustrated as this is not the first time large equipment has been stolen. "We have cameras, an alarm, lights, sirens, and bars behind the gates. I'm not sure there's much else we can do. Because we've had an

insurance claim in the last two years, I'm wondering what this will do to my premiums, or even my chances of getting cover. Frustrated is an understatement."

The company also gave their camera footage of the truck and driver to police but a plate check revealed the plates did not match the vehicle registration. Mr Busst is realistic about the local police CCTV footage being of any assistance either.

Conroy Security's Dennis Conroy and Dave Pope have suggested guard patrols of the perimeter in addition to the driving patrols five times per night, stronger floodlights, and another line of defence on the gates, which Ag and Turf are busy installing.

If you or your staff have any information about this incident, please get in touch with our office or Manurewa Police.



## Meet Marie



Marie Young has joined the team of the Wiri Business Association alongside Audrey Williams (GM) and Simone Davis (Admin) in a part-time communications capacity. Together with her husband Gene she is also director of Super Tyre Guy opposite the Mobil on Wiri Station Road.

Marie will be helping to keep you informed via our Wiri Link newsletter, emails, facebook page and website. If you have any exciting news/ events that our members need to know about you can email her on [comms@wiribiz.org.nz](mailto:comms@wiribiz.org.nz)