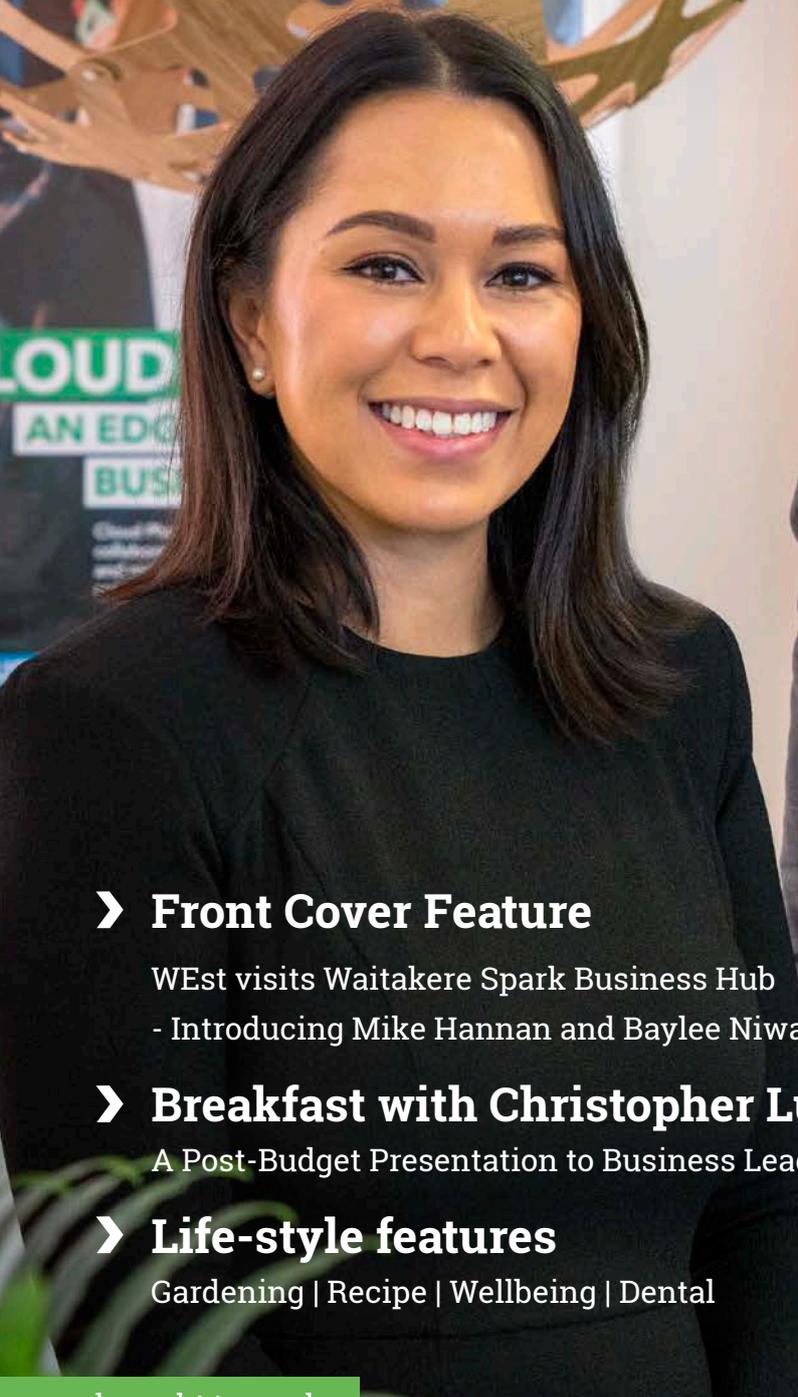


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- Introducing Mike Hannan and Baylee Niwa

➤ Breakfast with Christopher Luxon

A Post-Budget Presentation to Business Leaders

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NEW E-COMMERCE COMPANY START-UP

Cover: LFHQ Studios.

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CHRIS LUXON BUSINESS BREAKFAST



14. FRONT COVER FEATURE
SPARKING SME BUSINESSES OUT WEST



22. LIFESTYLE - RECIPE
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CHAIRS REPORT

The budget was released last week and once again a record breaking spends announced, the money tree surely is feeling the pressure these past few years.

Whilst most of us agree Covid has set the stage for a reset to a new normal, the current flurry and continuation of spend cannot be sustainable, especially now, when the expected result, will have little impact on the increased cost of living.

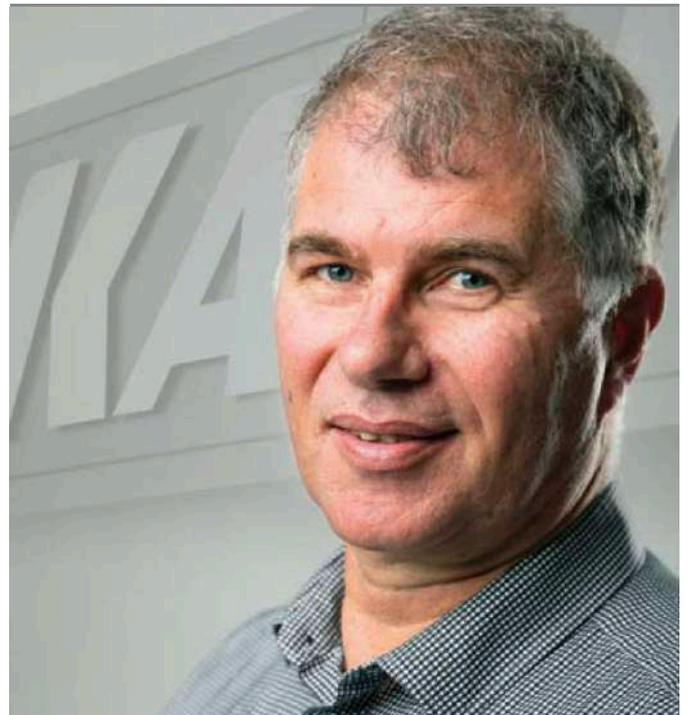
An interesting fact following the announcement whist Grant Robinson was being questioned that really scares me is, "The positive side is the government is supporting 81% of the NZ working population in some form of government assistance". We should be grateful? The mind boggles!

Unfortunately, no hope of an upward drive for the economy, how do we slow inflation and grow productivity? A short-term hand out of \$27 per week, doesn't cut it, it's yet another sign of "Money will fix it" whist we all know the recipients need this, we have to consider there will likely be another prior to the election, you can bet on it, for obvious reasons.

Unfortunately, the burden of payback will fall back on the remaining NZ workers in some form of increased taxation. I say remaining workers, my hope is the "NZ working population" does not get too depleted, exiting NZinc. to better overseas opportunities.

Have you seen the Situations vacant recently? With many signs popping up on road fronts is obvious the labour shortage is only getting worse. Many I talk to, like myself have been looking for quality Staff for a very long time, and many have given up advertising. We can't grow productivity with no staff! "Open the dam boarders and fast track suitable skilled workers" the shortage its contributing to the inflationary pressures. Looks like it's not getting any better soon!

CPHBA continues to work on our mission, if you haven't seen the extra security in our BID area, please be



KELVIN ARMSTRONG

reassured we are doing our best to make our area a harder target for increased crime activity. Our CCTV project is finally getting some traction, in the coming months we hope to be initiating some upgrading and new installations.

The patrol team continues their reporting, It is obvious to us that at this stage, we will have to maintain these for a while longer. Good news, the liquor Ban signs have been installed in the Town Centre, we have been looking forward to getting this one over the line for obvious reasons.

Last week we had our first CPHBA Strategy workshop. Discussing and reviewing our current strategy and considering the 2023/24 and long term 2023/2028, this keeps us focused on the objective, and continues our accountability.

.....
KELVIN ARMSTRONG, CHAIRPERSON CPHBA

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HENDERSON HAS FIRST COVID FREE HOTEL

- in New Zealand

The Covid pandemic story has created problems for the hotel industry throughout New Zealand. Providing a safe place to stay, where Covid can't be transmitted is an issue facing all hotels, especially as the evidence is the problem isn't going away any time soon.

The Franchise owners of Quest Henderson and their hotel manager, Nick Simmons, have taken a proactive stance and after significant research elected to install 'ReSPR Technologies' equipment from the United States, brought in by the New Zealand Agent, Titilo Technology.

ReSPR completely eliminates COV-2 (Covid-19) by deactivating the viruses in the air and on surfaces like door handles, lift buttons, tables and bench tops. It is so effective that once it has been in operation for 24 hours it can eliminate up to 99.99% of all pathogens and will continue to do so 24/7.

This includes influenza, RSV, MRSA, ecoli and other winter viruses, bacteria, fungi and mould floating around in the air & on surfaces.

Quest Henderson has installed the ReSPR equipment in the reception, hallways and elevator to ensure any guest is safe in the Hotel common areas.

Nick Simmons says the additional benefit is that we no longer have to ask guests whether they have been vaccinated or to wear a mask. With the system up and running we don't have to be the police, although we still recommend distancing and wearing a mask if you are not well.

Another interesting outcome is that we have learnt so much about the actual quality of our air and this is leading other air quality improvements within our hotel.

If you want to understand your air quality and make your indoor spaces healthy get in contact with Tyler Scott and Titilo Technology 022 545-6781.

He will significantly reduce the risk of your staff and clients from getting sick this winter.



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THE FOUR BARRIERS TO BUSINESS GROWTH



Whether your business is a start-up or has been successfully operating for many years, there's a good chance that growth is one of your major business goals. And regardless of size, structure or industry, there are four common barriers to business growth you may need to overcome.

1. Leadership

Every business should invest in their staff to grow them into leaders or hire staff with the right capabilities and experience to step into leadership roles. Skilled leaders are essential even in small businesses to identify and take opportunities presented in the market and help the company to manage growth. This problem of a lack of leadership skills is one of the most common barriers to business growth.

2. Systems and Structure

Businesses often lack the scalable infrastructure required to handle the complexities in operations, communication and decisions that come with growth. Business owners tend to make choices on infrastructure that meets their current requirements, forgetting to set up infrastructure capable of meeting their future growth plan. Not identifying and implementing infrastructure for future requirements is a key barrier to achieving business growth.

3. Cashflow

Cash is King! To achieve growth, businesses need cash either through equity or debt. To fund growth via debt, the business must meet the bank's (or lender's) criteria, most likely requiring a business plan

and cashflow forecast (which are both essential tools for driving growth). To fund growth through equity, sufficient money must be retained within the business. Unfortunately, many business owners withdraw sizeable shareholder salaries rather than strategically keeping that money in the business to fund the growth plan.

4. Marketing

Businesses are often missing an effective marketing strategy to attract new customers, talent, and other key relationships. Even during times when business is booming, it's crucial to engage in regular marketing to continually attract new customers and counteract those times when revenue plateaus or even declines. It's too easy to fall into a cycle of not investing in marketing campaigns due to declining revenue and reduced cashflow, which only compounds the problem. Plus there are the lost opportunities to develop and grow your business while it's thriving.

If your business is struggling to grow, an accountant specializing in business planning and development can help to identify and overcome the obstacles to achieving your goals.



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HENDERSON ROTARY

- Giving back to our local community

People join Rotary clubs for several reasons, sometimes it is as simple as meeting new people, business networking or giving back to our local community. Henderson Rotary is the largest club in West Auckland, and they have been involved in a couple of big projects which make life in West Auckland better.

There was once a very overgrown pond at the back of Waitakere Hospital. It was covered in weeds and overgrown scrub and not easily walked around. The Rotary club saw an opportunity to clear it and replant with more appropriate planting and create an outdoor area that was safe, accessible and could be enjoyed by hospital patients and visitors alike.

So, for 12 weeks, every weekend they chucked on their safety vests and cut and mulched trees, moved dirt, pulled weeds, planted lots and lots of beautiful plants and trees, put in seating and rubbish bins and moved around about 150 cubic meters of mulch.

This project was huge, but fortunately they had many members coming down, bringing power tools and expertise, members bringing catering. They were joined by the New Lynn Rotary, for which they were so grateful to work on this joint project. The Rotataliters, who are their younger group of amazing volunteers, joined in with their endless energy and good cheer. The end result was a beautiful space, for walking, reflection and enjoying time outside the hospital setting.



Improved Crash Test Dummy used to demonstrate Safe Braking Distances at various speeds

As a Rotary Club it has been fundraising events through the year, corporate golf days, managing parking at events, and hosting business lunches. They do this because there is need in the community, they fill in the gaps that Government and local councils don't fund.

For the last 9 years their biggest expenditure each year is funding the Rotary Youth Driving Awareness (RYDA). A one-day comprehensive driving education course. The club funds Year 12 students; about 1200 students per year from local high schools, from Kelston to Helensville, to attend the day at no cost.

The course benefits our wider community as it gets younger drivers thinking about the consequences of bad decisions and raises awareness on how to be a good driver and always get home safely. The day has profound impact on students, with guest speakers talking about how serious car accidents have drastically changed their lives, to police officers and educators talking about different aspects of driving.

Contact: 0274 893 489 - Ian McKensie for info

W: hendersonrotary.co.nz



The Rotary Clubs of Henderson and New Lynn along with the Rotataliters gather to celebrate the completion of the landscaping project



HOW TO CONTROL ACCESS TO YOUR BUSINESS (Part 2)

When it comes to building an effective security business strategy, controlling access to your building is crucial. Access control minimises the risk of unauthorised people getting into your business premises.

Here we look at:

Types of access control systems

When it comes to selecting the type of access control system, a lot depends on your business's size and security needs. A large company with many buildings will need a different approach to a small business with just a handful of employees. Here are the four main types of access control systems to choose from.

- **Discretionary access control.** The business owner sets and controls permissions for all staff with the option. However, it places a lot of responsibility on the business owner to keep updated with security best practices and technology.
- **Mandatory access control.** This type of system is best for larger businesses requiring high levels of security and confidentiality. One person, usually the Chief Security Officer, has full authority for setting access controls across the whole organisation.
- **Role-based access control.** Under this option, access is based on the employee's job. Not all employees need to enter all parts of the building. This system allows you to set different permissions based on roles. For example, you may give full access to a permanent employee and

restrict access to a temporary worker or contractor.

- **Rule-based access control.** Sometimes you may want to restrict access based on specific rules such as time of day or location. This type of access control is often used alongside other systems so that, for example, weekend access is off-limits.

What's the best option for my business?

There's a lot to consider. And a vast choice of options, from basic models to more advanced state-of-the-art solutions.

Make sure any system you choose is a good fit for your needs and the number of users. Plus, you want to ensure it can grow alongside your business. The last thing you need is to invest in a system that won't scale as your business grows.

Furthermore, check how easy it is to integrate the access control system with other security solutions you use. For example, many systems can be combined with video surveillance options, but it's always worth double-checking.

Expert help and advice

Deciding to go ahead with an access control system is the easy part. Selecting the right option for you is more of a challenge.

With their inside knowledge, the Matrix Security team can support you in making the right choice. They can help identify your needs, so you invest in an access control system that does the job today, and in the future.



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From top left: Stuart Bode, Alister Hitchcock, Wesley Gerber, Matt Clifford, Mark Preston, Beterly Pan, Brendan Graves, Sunil Bhana, Sam Raines

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WEST AUCKLAND OPPORTUNITY PROMPTS KEY APPOINTMENTS

for leading real estate firm's
regional operations

New Zealand's largest, full-service real estate agency says the recent strategic appointment of key personnel for its West Auckland operations is indicative of the region's huge growth potential.

Bayleys has recently promoted 37-year-old Brendan Graves to a dual role managing the residential and commercial arms of its NorthWest operations.

As one of Bayleys youngest branch managers, Graves previously spent nearly a decade at Bayleys' Central Auckland headquarters; most recently as lead director of its office leasing team.

In his capacity as dual manager Graves oversees the operation of two West Auckland branches.

The NorthWest office at the Northwest Shopping Centre duly houses its growing commercial and industrial team with a residential salesforce whilst Kumeu is a satellite branch focused purely on the residential and lifestyle sectors.

"With my head previously in commercial operations I've built a depth of understanding about the residential business – which is so dynamic given the huge expansion opportunities here in the west," Graves says.

An avid outdoorsman, Graves enjoys the western beaches and mountain biking in the Riverhead Forest with his partner Teri and three children, noting the healthy connection to the outdoors as a key drawcard attracting new residents west.

He is enthusiastic about growing Bayleys' presence in the region, pointing to the scope of planned works as an indication of the high-level investment taking place.

"Everything modern residents need is currently or will be right here, and the addition of international retail giants like Costco shows that international investors have recognised that potential also.

"Commercial opportunities are consistently emerging from the creation of new master-planned communities – and it's exciting to see new great urban design principles exhibited across residential, commercial and industrial spaces," he adds.



When quizzed on what the remainder of the year looks like for the industry Graves is quick to recognise that market fundamentals have shifted.

"It's going to be tougher, there are no two ways about it, but we have a really robust strategy in place to continue to deliver results."

Graves says Bayleys have implemented a strong program of strategic recruitment for its commercial and industrial operations which will compliment a growing suite of market-leading innovation.

"Value-added initiatives including a new in-house data and insights team help us to stay at the cutting edge of market movements so we are always providing clients and customers with the most accurate information to enable informed decision-making."

Perhaps most importantly, he says, the business continues to build a solid culture that attracts leading industry talent.

"At the end of the day Bayleys is a Kiwi-run, family business and that's the core foundation for us, that sense of family and support which enables our people to thrive, succeed and continue to lead the market," he adds.

Get in touch with Brendan, your local NorthWest specialist.

Brendan Graves
General Manager - Northwest Auckland
021 164 7422 | brendan.graves@bayleys.co.nz





LUXON SLAMS 'BACKWARDS BUDGET' - at business breakfast

Gloomy and sometimes even depressing, Christopher Luxon delivered a frank assessment of the economy to a packed breakfast of West Auckland business leaders.

Talking to us just a few days after the government's budget announcement, the timing couldn't have been better for the National Party leader. Luxon was scathing about the government's budget, calling it the 'band-aid budget' or 'blowout budget' before settling on 'backwards budget' as the best description.

Luxon's message was loud and clear, illustrated with an impressive range of facts and figures at his fingertips. The country is going backwards, government spending is out of control, and inflation is rampant. He said businesses are the bloodstream of New Zealand and outlined some of the frustrations faced by many, including supply chains, labour shortages and increased costs.

'I want to tell you, as businesspeople, we love you,' Luxon declared. 'I know this government doesn't treat you well and doesn't value businesspeople, but we do,' he added.

Luxon made no apology for his bleak assessment of the economy. He said that you have to confront the brutal facts before you can turn things around. According to Luxon, you need to know your starting point before you can plan for where you want to be.

'I believe New Zealand is the best country on Earth,' he said. 'But we have lost our confidence, our mojo. We need to rediscover our positivity, confidence and aspiration. We need to make things happen,' Luxon declared.

He began his talk by telling us more about the man behind the public image. Born in Christchurch, Luxon

moved at a young age to Howick, where his father worked as a national sales manager for Johnson & Johnson. He's the eldest of three active boys, although he joked that the siblings always smelt fantastic as they were regularly lathered in Johnson & Johnson products.

He moved back to Christchurch to complete high school before becoming the first in his family to go to university. Luxon graduated with a Master's in Commerce and Business Administration from Canterbury University and started work at Unilever. He spent 18 years at Unilever, including several years gaining global experience in Sydney, Chicago, New York, London and Toronto.

Luxon met his wife Amanda when he was 15, and they married when he was 23. The couple has two children in their early 20s. Luxon says they are now in the emerging empty-nester phase of life. One child is still living at home while the other is overseas.

Luxon came back to New Zealand in 2011 and joined Air New Zealand, becoming Chief Executive in 2012. 'Running an airline is a tough thing,' he says. Luxon's recipe for turning a good business into a great one is simple. 'Just like all of your businesses,' he said, 'if you can deliver commercial success, superior customer experiences and develop strong culture and leadership, you will build great organisations, not just good ones.'

The emphasis on outcomes Luxon has developed throughout his long business career is something he says is missing in the current government. 'This government is confusing spending announcements with actual outcomes,' he noted. 'There's spin and no delivery, talk and no action,' he added.





Luxon used the example of education to illustrate his point. He said that spending on education has increased by \$5 billion, and 1,400 new education jobs have been created, but not in classrooms where they are most needed. According to Luxon, these new jobs are all within the Wellington bureaucracy. Furthermore, he pointed out that increased spending hasn't improved educational standards. The National leader reported that only 60% of children have regular school attendance, and New Zealand has some of the lowest scores in the developed world for maths, reading and science. 'And that's not just a social failure; that's an economic crisis coming our way in the next ten years,' he declared.

Luxon laid bare the vast challenges that face the country. At 7%, inflation is at its highest for 31 years, government spending has increased by 66%, and the country's debt has tripled to \$173 billion. And according to Luxon, that eye-watering amount includes a \$5 billion interest bill – twice what it costs to fund the New Zealand Police.

The 'squeezed middle' was a term Luxon regularly used to describe hardworking, middle-income Kiwis grappling with higher mortgage rates or rent increases, plus rising food and fuel prices. 'Wage growth is only 3%', Luxon said. 'So, we are all going backwards, and it's hard for people to get ahead,' he reported.

The National Party leader was dismissive of the \$350 cost-of-living allowance announced in the budget. He pointed out this is about the cost of a one-way ticket to Australia, which Luxon said is the last thing the country needs.

Luxon then detailed some of National's solutions to these issues. He's committed to giving the Reserve Bank a much narrower remit focused only on price stability and curbing inflation. And he confirmed a National government would lift tax thresholds by inflation so that Kiwis had more money in their pockets.

He also promised to remove unnecessary costs on businesses that end up in higher prices for consumers. In this context, Luxon listed landlord taxes, the minimum wage, and national income insurance, among others. And he said he would look to restructure central government with a line-by-line review of the bureaucracy, emphasising outcomes delivered.

Luxon made it clear that he believes he has assembled the right team to tackle these challenges in response to a question from the floor.

'Disunity is death, and we were at dysfunction junction,' he said. However, he stressed that the caucus is now unified and highly motivated. He noted that traditional hierarchies, tenure and patronage often drive politics. 'I'm more interested in performance and talent and people who can get things done,' he said.

Refreshingly honest and forthright, it's clear Luxon is passionate about New Zealand and, as a successful executive, is sympathetic to the plight of businesses.

However, Luxon has a fight on his hands not only in winning the election, but also in tackling the economic reality he set out so clearly.

Photography by LFHQ studios.





SPARKING SME BUSINESSES OUT WEST: - Mike Hannan & Baylee Niwa

If you think phishing is something that happens off a boat, it's worthwhile chatting to Mike Hannan, at the Auckland West, Spark Business Hub.

Keeping on top of trends in digital technology and cybersecurity is challenging for busy SMEs. Mike and his team of 15, can help you identify the tech solutions to take your business to the next level.

'I'm a business owner myself,' says Mike. 'So, I know just how much is on your plate,' he adds. Whether it's mobiles, landlines or more advanced cloud and collaboration tools, Mike is passionate about helping local businesses.

He's been the owner-operator of the Auckland West business hub for five years. Spark set up the nationwide network of 24 business hubs with 12 regional owners to address the needs of SMEs. 'Up to 90% of all New Zealand businesses are small to medium sized,' explains Mike. However, he says it's a very diverse sector with unique needs.

Baylee Niwa, Spark's Auckland Area Lead explains more, 'Mike heads up an experienced local team who support businesses from our Rosebank Road base. And that local perspective and knowledge is really important to us in meeting the unique needs of SMEs,' she says.

According to Mike, there is no typical customer. 'Our customers come from every sector and industry,' he explains. The team has experience of all types of businesses: from independent plumbers with a mobile and home office to larger companies with business-grade internet, extensive mobile networks and managed IT support requirements.

Mike's team covers a wide geographic area, including Mount Roskill, Newmarket, Epsom, Ponsonby and Mount Eden. However, their centre of gravity is definitely out West. Several iconic West Auckland brands are on the books, such as Guala Closures which manufactures a massive share of the country's wine and olive oil bottle caps. Other customers include Avondale's World Moving and Storage, plus Pipeline and Civil and Westie Food Group.

Baylee advises that Mike and his team can access the full suite of solutions Spark has to offer companies to unlock their potential. And a dedicated account manager provides that local one-on-one expertise and personalised support.

Mike's proud of the fact he's not a techie. His background is sales and marketing in the fast-moving consumer goods sector. He spent over eight years at DB Breweries followed by a stint at Treasury Wine Estate.



In 2017 he took on the Spark owner operator role largely out of a desire to quit corporate life. 'I love dealing with people and wanted to have a crack at something myself,' he says.

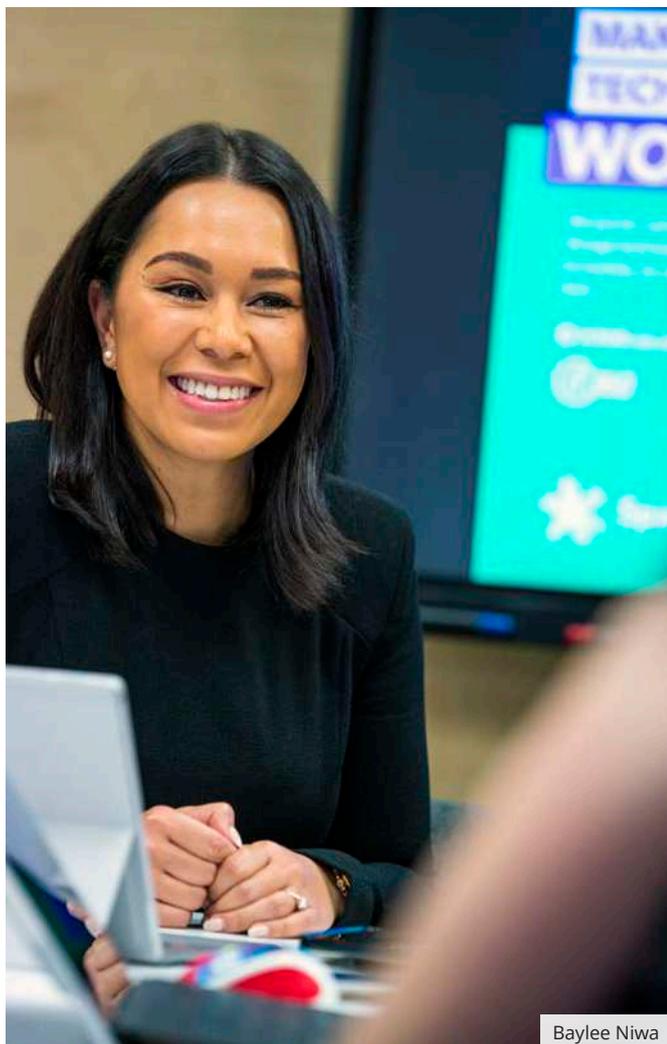
Maintaining a healthy work-life balance is important to Mike. However, life outside work is just as action-packed. An avid golfer, Mike also enjoys travelling and is excited that the borders have finally reopened. Family life also keeps him super-busy. As well as a 16-year-old daughter, Ruby, he's the youngest of six siblings, so family get-togethers take up a big chunk of his downtime.

Alongside Spark's full suite of telco solutions, Mike and the team can tap into specialist enterprise-level solutions. Partnerships with the likes of CCL, Qrious plus Spark Health ensure you can access the very best data and technology providers.

What's more, Mike has developed a local IT partnership with iT360. This family-owned business started life in a garage on Royal Road. It's now one of the country's most innovative providers of managed IT and cloud solutions.



Mike Hannan



Baylee Niwa

Mike says that no matter the size or scale of your business, Spark Auckland West, will ensure you have the right tech stack for your needs.

He's also passionate about the issue of cybersecurity, which he says is under-estimated in New Zealand. 'There's been a 'she'll be right' attitude because we are geographically remote,' says Mike.

Media coverage of the recent cyberattack on Waikato DHB's computer systems has reinforced the idea that only big organisations are at risk. However, Mike says a lack of knowledge and systems makes smaller businesses more vulnerable to cyberattacks.

To help business owners understand the risks, Mike, alongside iT360, is offering security assessment options from as little as \$399 to help understand your risk profile and discuss options to improve.

Any company that books an assessment during June will go into a prize draw to win the latest iPhone 13 Pro Max valued at \$2,099. You don't need to be an existing Spark customer, **just make sure you mention WEst magazine.**

The no-obligation security audit is a fantastic opportunity to find out your cybersecurity risk and the actions you can take.

Baylee, Mike and the team are on standby with help and advice on any IT or cybersecurity issues. So, get in touch on 0800 824 925 or email mike.hannan@spark.co.nz.



WE HENDERSON CAMPAIGN LAUNCHED - Showcasing Small Businesses

Henderson is coming to life via the new WE HENDERSON campaign that showcases the thriving small businesses that make up the backbone of the growing Henderson community.

The campaign launch on April 28 focused on hospitality, an industry that has had a challenging time during the past couple of years yet continues to develop a unique and diverse offering in the neighbourhood. Henderson is committed to supporting local businesses and continues to build an even better community that all Aucklanders can enjoy.

The campaign is the first of many that will be highlighting the extensive small business network in the area, launched with a VIP event at LFHQ Studios, Henderson.

New promotional videos showcasing the work of small businesses in the area were shown to about 50 guests. This campaign has been developed by a local creative agency and will run for four weeks. It is hoped that it will raise awareness of the contribution small businesses make to the local economy and encourage people to support them.

"The calibre, variety and growth of businesses in Henderson is a testament to the ongoing developments in the area," Central Park Henderson Business Association Manager Garry Bates says.

"With some big plans ahead for our town, we are excited about the future and believed it was timely to feature Henderson as a great place to live, work and play."

Henderson is well-known for its diverse and innovative small businesses, and operators there are poised to serve the wider community with an optimistic outlook on the future.

Ready to meet the needs of travellers and locals alike, Henderson's hospitality industry offers a warm welcome and topnotch service. From local cafes and restaurants to barbecue caterers and boutique coffee roasters, there's something for everyone in Henderson, Garry says. And with so much to offer, it's no wonder that the hospitality industry there is thriving.

"We do what we do because we have a passion for giving our customers an amazing experience," The Falls Bistro Director Hayz Pincheira says.

"Much of the Henderson community has become like family to us and our team, and we pride ourselves on being a place where you can pop in for a quiet coffee, have a birthday brunch with friends, host a business or family event or even get married."

Speakers at the launch included director and animator Mardo El-Noor who worked on the promotional videos, and Alex McCarthy - Misfit Digital Content Manager who has a hospitality background.

"Coming out of COVID people still don't want to go too far from home but will go local," Alex says.

Facebook: WE Henderson @wehendersonnz · Community Organization

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BANK OF NEW ZEALAND

Partnership Banking

We talk to Tim van der Kraaij about what it means to be a Commercial Partner for BNZ working out of the BNZ Henderson Partners Centre.

Having previously worked in the City and Newmarket with BNZ, when the opportunity arose to come back home to the West Auckland team, Tim jumped at it. Being a proud born and bred Westie living here most of his life (other than 5yrs in London), there is no place he would rather be.

"I take great pride in being part of this community and being able to partner with businesses and help them and their people thrive - says Tim.

"As a Commercial Partner I get a privileged position where Owners/ Managers allow me into their lives, get to experience some of the highs and lows, and challenges of owning and running a business".

"I have huge admiration for anyone who runs their own business and the responsibilities that comes along with this - Tim adds.

SME business is the backbone of the New Zealand economy and as bankers, the BNZ has an important role in supporting them and their growth.

Tim's focus as a Commercial Partner is on businesses that turnover more than \$5m in revenue, or are growing towards that level. He is supported by a large network of specialists covering; Trade, Payments, Interest Rate Management, Asset Finance, FX and any other function that a business needs from a Bank.



BNZ are proud sponsors of West Auckland Business Club's - Business after 5, Tim and the BNZ team are regulars at these events and always keen to chat.

If you want to talk banking, you can get in touch with Tim by...

E: tim_vanderkraaij@bnz.co.nz
M: 021 244 4183



About BNZ & Financial Wellbeing:

BNZ is supporting business owners and their staff:

- Business owners can support their employees by providing them an opportunity to educate themselves on this increasingly important aspect of wellbeing.
- Statistics show that 83% of employers say money problems interfere with productivity.
- 58% of employers report that financial stresses for their staff.
- Run locally by BNZ to support business owners in supporting their employees.

Talk to us about your business support plans.

Jamie Pickford

Senior Partner - Business - Commercial
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TOOTH REPLACEMENT OPTIONS



Missing teeth can affect your appearance and confidence as well as your ability to eat and speak properly. The good news is that due to dental technology advancements, there are now several great options for replacing a missing tooth or teeth.

1. Full-arch dental implants. An ideal alternative to dentures and considered to be a permanent solution. The most popular option today, this treatment uses four dental implants inserted into the jawbone to support a custom prosthetic arch of replacement teeth that look, feel and function just like natural teeth – and you can eat any food you want.

2. Dental implants. Replace one or several missing teeth by inserting a small titanium post into the missing tooth's bone socket. The implant is usually topped with a crown to look and feel like a natural tooth and is considered to be a permanent solution. Dental implants help to preserve the jawbone, prevent bone loss caused by missing teeth and fill out facial features – preventing that “caved in” appearance that can develop over time.

3. Fixed bridges. Dental bridges are fixed to adjacent healthy teeth to ‘bridge’ the gap caused by a missing tooth or teeth. They are less expensive than implants and don't require surgery, but typically have a shorter life span and are harder to keep clean.

4. Implant-supported dentures. These attach to implants which are surgically inserted into your jawbone via metal attachments. They provide more comfort and confidence than regular dentures because they are not as likely to shift or become loose.

5. Removal partial dentures. A removable appliance that rests on a metal framework and attaches to your natural teeth with small clasps. An affordable and convenient way to replace some missing teeth, they have a much shorter life span than implants.

6. Dentures. Advanced materials ensure that they now look as realistic as possible, and are a good option where the gums and jaws are too weak or unhealthy to support dental implants.

Discuss your tooth replacement options with your dentist so you can make an informed choice that is right for your lifestyle and budget.



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YOUR JUNE CHECKLIST

with Kings Plant Barn

Winter is officially here; the cold has set in and deciduous trees are losing their leaves. But when it comes to the garden, there is still much to do.

As the season slows down growth in the garden, you can take a well needed breather before spring. Just don't forget those wintery jobs to keep everything neat and tidy.

PLANT NOW

Vegetables

Now is the time to choose your winter veggie seedling. Stagger crops by planting seedlings at different times for an extended harvest. Direct sow carrot and parsnip seeds, and plant seedlings of cabbage, kale, beetroot, broccoli, and lettuce.

Fruit

Trees: Winter is a great time to plant fruit trees so their roots can get established before the heat of Spring and Summer. Deciduous fruit trees such as plums, nectarines, apples, peaches and pears will be in store this month and vary in sizes to suit every garden. If you have established fruit trees, now is a good time to prune back any new growth so energy can be distributed to fruit production.

Plant out citrus in full sun in the garden, or dwarf

varieties in pots. These are self-fertile and only need one plant to produce fruit.

Trees & Shrubs

Camellias: Camellias are easy care, perfect as hedging as they keep their glossy leaves all year round and fill the garden with flowers in winter.

For shadier gardens: Do you have a patch in the garden that doesn't get much sunlight? Ferns and ponga look fantastic in dark places, and daphne enjoy being grown in mottled light under trees.

Primrose, Cyclamen & Peach trees.



Hydrangea

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Flowers & Perennials

Instant Colour: Winter colour looks stunning in pots and garden beds, which include primrose, polyanthus, stock, calendula, alyssum, pansies and viola. Plant winter annuals for instant colour such as pansies, viola, polyanthus and cyclamen. Cineraria look stunning in the garden at this time of year.

Shrubs: These are available now and are perfect to fill gaps in your garden beds. Helebores are great under trees, daphne and azaleas are popular brightly coloured flowering shrubs with beautiful fragrance. Remember to deadhead your hydrangea and cut back any perennials that have finished flowering.



Harvest Onion & Carrot



Mint

TEND

Vegetables

Keep taking out those slow growing weeds even in winter so they don't start competing with your veggies for space and light.

Fruit Trees

Plant your newly bought fruit trees at least 4m apart so they have enough room to grow. Cut back last year's new growth to keep your trees to a maintained shape and height and use pruning paste when finished.

Harvest

Harvest carrots, parsnips, mint, rosemary, spring onions, bok choy, kale, lettuce and cabbage now.

Looking for more help or expert garden advice?

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EASY LAMB CURRY Six Ingredient Curry Recipe

SERVES 6-8 PREP TIME 15 MINS COOK TIME 1 HOUR

This six-ingredient lamb rump curry is both big on flavour and also really easy to make. Excellent spooned over basmati rice and served with yoghurt, sliced red onion, and naan.

For the curry:

- 1.2kg Quality Mark lamb rumps cut into bite size pieces
- 500g Rogan Josh sauce or Korma sauce
- 1kg courgette cut into bite size chunks
- 1 tsp salt
- 1/2 tsp ground black pepper
- 1 cup plain unsweetened yoghurt
- 1 tbsp cooking oil

To serve:

- Handful fresh coriander leaves
- 1 red onion - sliced
- Basmati rice
- Wholemeal roti bread or swap for naan bread
- Garnish with coriander and red onion.
- Serve with basmati rice, roti or naan.

1. Heat a Dutch oven, or a thick-walled casserole dish with a tight-fitting lid, over medium high heat, and add oil once hot.

2. Add onions and sauté, stirring occasionally for 5 minutes until fragrant. Remove onions and reserve.

3. Add lamb pieces, seasoning well with salt and pepper. Brown the lamb pieces for 5 minutes, turning occasionally until well seared.

4. Add the sautéed onions back into the pan and add the Rogan Josh or Korma sauce.

5. Bring the sauce to a simmer, cover with lid and simmer for 45 minutes until lamb is tender.

6. Add courgettes or kamo kamo and simmer uncovered for 15 minutes until just tender.

7. Remove pot from heat.

8. Stir yoghurt through the curry or drop a spoonful of yoghurt on top of each serving.



WINE MATCH - Babich Wines Marlborough Sauvignon Blanc

This is a classic Sauvignon Blanc with all of the hallmark characters that brought New Zealand wine to the top of the world, sustainably produced in a fuller, riper, softer style that develops well and easily provides drinkability. This wine is clean, fresh and tropical, with fruit harvested from several vineyards situated throughout Marlborough.

Winemaker Notes - Grapes from our own estates and select growers were picked, crushed and pressed at perfect ripeness. The juice was fermented in stainless steel tanks at various temperatures to capture the fresh flavours unique to Marlborough Sauvignon Blanc. A small percentage was fermented wild to build in some palate complexity. After extensive tastings by the winemakers the wine was assembled, lightly fined and bottled.

TIPS - Go to the Aussie Butcher Henderson for your lamb.

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*Discount can't be used on already discounted products or any non-wine products such as merchandise, cheese boards or non-alcoholic beverages. Can be used instore or on the online store. Offer applies to members of Central Park Henderson Business and their staff.

OCCUPATIONAL OVERUSE SYNDROME

Occupational overuse syndrome (OOS) is a type of injury in which “is caused by repetitive movement, constant muscle contraction or straining, forceful movements, or awkward postures in a work environment. Workplace New Zealand defines this as a “discomfort or persistent pain in muscles, tendons and other soft tissues”

Also known as Repetitive Strain Injury, OOS can be caused by a repetitive or sustained movement, forceful contractions of muscles and awkward postures that remain for long periods of time

Symptoms Most commonly affected, your fingers, hands, wrists, elbows, shoulders, back and neck suffer the most strain and/or pain. However, the effects are not limited to the above areas of the body specifically, and can also affect other areas of your body, depending on your occupation.

How do we treat OOS?

To treat occupational overuse syndrome, you will need to identify the main issue and how it is being caused. For example, you may be experiencing muscle pain in your back, this could be caused by remaining seated for long periods of time in a bad posture. Identifying the injury should indicate what is causing it. After finding the cause you can then adjust or change what is causing your discomfort and find a better way to continue. It is recommended you seek treatment before the injury becomes too severe and unbearable.

Here are a few ways you can treat this overuse injury:

- Taking regular breaks and rest.
- Postural correction.
- Physiotherapy.
- Pain relief and other medication.



- Exercise and stretching
- Seeking medical advice for your specific injury.

How do we avoid OOS?

Prevention is more efficient than a cure, so learning what things assist in preventing OOS will help you avoid the pain and struggle that comes with suffering from it. Here are a few things your workplace can do to ensure you don't obtain occupational overuse syndrome:

- Having a well-designed workspace, with appropriate equipment and/or furniture.
- Educate and train all staff.
- Having a safe work environment that uses safe work methods.
- Creating a trusted work environment.
- Checking in with staff to make sure there aren't any problems, or any changes needed.

As an individual there are a few things that you can do to help prevent OOS:

- Managing stress levels.
- Maintaining a healthy lifestyle.
- Avoiding any uncomfortable activity and stopping any activity when feeling discomfort.
- Using proper equipment correctly.
- Avoiding repetition or prolonged movement or activity.

Worksafe New Zealand provide information and research relating to workplace health and safety.

For more information visit;
W: worksafe.govt.nz Or
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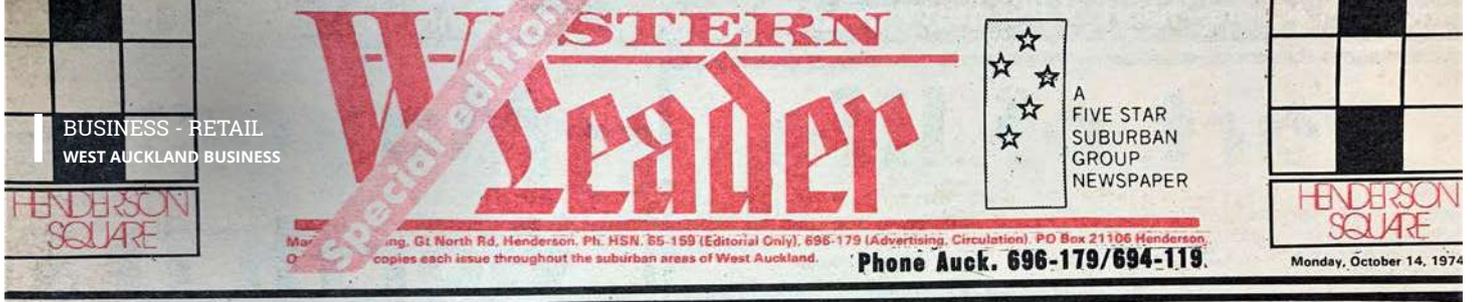
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WESTCITY WAITAKERE

WestCity newspaper from 1974

WestCity offers relaxed community shopping and entertainment in the heart of West Auckland. Having over 130 stores ranging from fashion, gifts, homeware, food and a community gym. Along with major retailers Countdown supermarket, Farmers department store, The Warehouse and Event Cinemas, WestCity really does offer a one stop shopping and entertainment experience.

The Mall has been a shopping destination for the West Auckland community for nearly 50 years, and see huge opportunities ahead!

The Centre Secretary recently discovered a newspaper from 1974 promoting the opening of the shopping centre. It's great to recognise Farmers and reflect on how customers have been visiting there for decades!

Ballentynes Fashion Central opened just last year, bringing customers the latest fashion trends that are especially made for Kiwis. Located on Level 1, next to Gift World and Looksmart Alterations, Ballentynes team will talk you through the new styles and colours which fit the best and are most popular this season.



Ballentynes

WestCity welcomed a new Franchisee at Muffin Break. Meet Albert, who started early this year, bringing his amazing customer service skills and warm smile to the complex. Having its own kitchen and baking throughout the day Muffin Break serves only the freshest food.

Specsavers is moving to larger premises within WestCity from a position near the food court and will be positioned near Countdown. Specsavers expect their new fitout to be completed and open in June 2022. The new site will have a much larger capacity to meet the needs of their growing number of clients.

Facebook: @WestCityWaitakere

Website: west-city.co.nz

Email: info@west-city.co.nz



Albert and Brandy, Muffin Break

NEW E-COMMERCE COMPANY START-UP

- JUSTVEHICLES to begin operations from West Auckland.

JustVehicles Limited is a West Auckland company that is developing an e-commerce site featuring all things vehicle. The concept was created by avid car enthusiasts; they wanted to deliver a clean, easy to use site for both desktop and mobile applications.

Seeking a point of difference, a new software system 'Wanted' was created and the IP was registered with Victory Software Limited. It is currently patent pending in New Zealand, Australia, USA and United Kingdom achieving Novelty status on its claims. They believe that Wanted will revolutionise buying and selling of all things vehicle.

Extensive research and modelling have gone into this development, and they are reaching the final stages of investment prior to launching a Pledge Me campaign to finalise their site.

They are collaborating with vehicle related businesses which will bring multiple levels of engagement and advertising to the site.

An investment opportunity is available for a limited time prior to the 'Pledge Me Campaign' with only 250 share packages available. Investment in not one but two companies.

If you are interested in more information, business plan etc regarding this opportunity, please contact Steve Gordon on...

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