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WELCOME TO NEW ZEALAND

Hi once again to our regular readers, and to all of our new subscribers and recent arrivals, welcome.

As the General Manager of Settlement, Protection and Attraction in Immigration New Zealand, my role is to ensure you have the right information to help you settle successfully and make a positive contribution to our country.

This quarterly magazine is one way we work to provide you with the information you may need.

We value the skills and knowledge you bring and we want to ensure you can use your talents to help build New Zealand’s economy by contributing to our businesses and industries – or by investing in or starting your own.

We have a great country, here on the edge of the world. New Zealand is a fantastic place to live, with a temperate climate, magnificent landscapes and a distinctive culture. This is a place where you can be what you want to be.

Each issue of LINKZ features one or more of New Zealand’s regions. This issue features Northland and the city of Whangarei.

We value your feedback about this magazine or about any other aspect of settling successfully in New Zealand. If you have comments, please do let us know by email: settlementinformation@mbie.govt.nz

Many thanks and best wishes for your future here.

Steve McGill
General Manager
Settlement, Protection and Attraction
Immigration New Zealand

Succeeding in job interviews guide online

Different countries have different styles of job interview. In New Zealand, many employers use behavioura interviews. These are based on the idea that a person’s past actions and behaviours are a good guide to how they will behave in the future.

If you have never experienced a behavioural interview before, it can be hard to know how to respond to the types of questions that are asked.

If you want to find out about how to present yourself in a behavioural interview, a new online interactive guide called Succeeding in job interviews is now hosted on the New Zealand Now website.

Succeeding in job interviews provides real-life examples of what takes place in Kiwi interviews. The guide shows you what works well for the people who are being interviewed.

Succeeding in job interviews was created by Immigration New Zealand’s Settlement Unit in collaboration with Victoria University’s Language in the Workplace project and Workplace Communication for Skilled Migrants programme.

www.newzealandnow.govt.nz/interviews
It’s official – you can’t beat Wellington on a good day

Locals who say that you can’t beat Wellington on a good day will be pleased with the results of an international survey. The Quality of Life ranking published by Deutsche Bank puts Wellington at the top of 47 global cities. The ranking is based on purchasing power, crime, healthcare, cost of living, house prices, commuting time, pollution and climate.

www.tinyurl.com/wellyone

Multicultural Christchurch

The new Multicultural Strategy from Christchurch City Council outlines their plan to ensure “Ōtautahi Christchurch is an inclusive multicultural and multilingual city that honours Te Tiriti o Waitangi and values our environment – a city where all people belong”.

The Council’s leadership aims to make Christchurch a city where diversity is welcomed and celebrated. The full Strategy is up on the council’s website:

www.tinyurl.com/cccmulti

30 years of radio in 35 languages – Planet FM

This year Auckland’s multi-lingual radio station Planet FM celebrates 30 years of delivering community-made radio. Planet FM delivers programmes in more than 35 languages. And with their new website they deliver more than 100 programmes a week to everyone, everywhere on mobile devices as well as desktops.

To listen to live streaming or download podcasts, visit www.planetaudio.org.nz
We begin each regional feature with an introduction to the Māori history of the region – or, rohe.

THE WHANGAREI COAST
Te Whanga-o-Reitū or Te Whanga-o-Reipae

By Prof. Rawiri Taonui
The pre-European Māori tribes of the Whangarei coast operated far-reaching seafaring and trading networks, stretching from Muriwhenua in the far north, through Rākaumangamanga (Cape Brett) to Tāmaki (Auckland) in the south and eastwards to Aotearoa (Great Barrier Island). These networks overlapped and intersected in such a way that meant related groups often lived as satellites of each other at separate places spread along the coast.

Ngā iwi – the tribes

Ngāre Raumati is one of the oldest tribes in the northern Whangarei region. Their traditional homelands are centred on Te Rāwhiti. Ngāre Raumati lost much of their lands during late 18th-century battles when Ngāpuhi expanded from Kaikohe and Te Waimate out into the Bay of Islands.

Ngāi Tāhuhu, another of the earliest tribes in the northern Whangarei/Bay of Islands region, descends from Tāhuhunui-o-te-rangi, the captain of the Moekākara canoe. Ngāi Tāhuhu established pā at Pou-e-rua in the Bay of Islands, the Mangakāhia River valley, Whangarei and at Otāhuhu (Mt Richmond) in Auckland. By the mid-1800s, their lands had diminished to the Upper Wairoa and Mangakāhia valleys.

Manaia, the captain of the Māhuhu-ki-te-rangi, is the ancestor of Ngāti Wai. Well-known coastal raiders’ and traders’ ancestral links stretch from Whangaroa in the north to Auckland and Great Barrier Island, where Ngāti Rēhua, a hapū of Ngāti Wai, still live today.

A more inland group, Te Parawhau, are centred to the north, south and inland from Whangarei. Te Parawhau has close connections with Ngāti Wai, Ngāpuhi and Ngāti Whātua. One account says the name Parawhau comes from the practice of making floats for fishing nets using wood from the whau tree. Another explanation is that the name came from the practice of preserving the dead in the gum of the whau tree.

Patuharakeke, Ngāti Kahu, Ngāti Manuhiri and Te Ākitai are tribes related to Ngāti Wai and Te Parawhau that occupy the coastal lands mainly from the southern side of Whangarei Harbour to Mahurangi. Ākitai (meaning to be beaten by the tide) take their name from an ancestor whose body was dashed on rocks. Ngāti Kahu is an old tribe with an important link to Ngāti Kahu of Muriwhenua.

Whangarei also borders the southern boundary of Ngāti Hine, once the largest sub-tribe of Ngāpuhi, but now recognised as a tribe in their own right.

Manaia – the mountain and ancestor

Mt Manaia dominates Whangarei Harbour. Oral traditions explain how Manaia became petrified as the tallest of the distinctively jagged peaks that dominate the summit. One day Manaia discerned that his wife had an affair with his servant Paeko. Manaia and Paeko battled each other with karakia (incantations) until Manaia, his wife, Paeko and several of Manaia’s children were turned into the jagged peaks atop the mountain.

Naming Whangarei Harbour

There are several accounts of how Whangarei was named. One based on the meaning of “whanga” as harbour says two sisters, Reitū and Reipae, flew from the mythical homeland of Hawaiki in the form of two birds. Reipae stayed in the Kaipara area. Reitū flew on and was seduced by Manaia in the harbour that bears her name. A variation of this tradition is that Reitū and Reipae arrived on the back of a single bird and that Reipae married Tāhuhupōtiki, hence the names Te Whanga-o-Reitū or Te Whanga-o-Reipae (The Harbour of Reitū, The Harbour of Reipae).

Whangarei can also mean ‘to gather’. Ngāti Wai gives the harbour this name because whales gathered there to feed during summer, hence Whangarei-Te-Rerenga-Parāoa (The Gathering Place of Whales).

Another interpretation is that the harbour was a gathering place for chiefs.
Welcome

Welcome to Whangarei. Our motto is Whangarei: Love it here! We are sure you will love it here too.

Whangarei is a place of great natural beauty, blessed with a mild sub-tropical climate and some of the most beautiful beaches in the world.

Whangarei is the economic hub of the Northland region. The city is large enough to offer a wide range of retail outlets, manufacturing, healthcare providers, eateries, crafts and tradespeople, industries and public-sector organisations. But it is also small enough to retain the "village" feel that makes our district so special.

Whangarei has a diverse and increasingly multicultural population. As Mayor, I aim to make sure that Whangarei is a place where all communities are celebrated and valued, and that everyone's voices are heard.

One of the favourite parts of my job is getting to run citizenship ceremonies to welcome new Kiwis to Whangarei. We welcome new arrivals to Whangarei from all parts of the world. What they share is their willingness to start a new life here and contribute to our community.

We value the skills and diverse cultures that new arrivals bring to our city, helping to create a thriving and vibrant living environment.

We open our arms wide in welcome to you.

Sheryl Mai
Mayor, Whangarei District Council
Whangarei: Why we love it here

Whangarei is a vibrant and thriving city, and a friendly and affordable place to live, work, invest and play. We have a beautiful natural environment with easily accessible parks, bush walks and beaches. As the economic hub of Northland, Whangarei offers plenty of career and investment opportunities.
Legend has it that famed Polynesian navigator Kupe was the first person to see Whangarei Harbour’s dramatic headlands, while on his way back to Hawaiiki after discovering Aotearoa (New Zealand) around 950 AD.

For those of us who live in Whangarei, it is the first glimpse of these headlands as we arrive by plane or road that tells us we are home.

With about 2000 hours of sunshine every year, Whangarei is one of the warmest places in New Zealand. Locals and visitors enjoy outdoor activities all year round – there’s no snow here!

Whangarei has 100 beaches and you are never far from the sea. Our 270 kilometres of spectacular coastline includes the Tutukaka Coast and the world-famous Poor Knights Islands. There is a wide range of water activities to enjoy, from diving and fishing to boating, kayaking, surfing and swimming.

With just over 88,000 residents, Whangarei District is home to about 60 per cent of the Northland region’s 150,000 people. Around half of the population lives in the Whangarei city area, with the other half living in coastal and rural settlements and on farms.

The city itself is nestled between bush-clad hills and the beautiful Whangarei Harbour. At its heart is the picturesque Town Basin marina, which is a popular destination for international yachts.

There are many natural attractions inside the city limits, including Parihaka Reserve, one of New Zealand’s largest former Māori pa sites; the dramatic Whangarei Falls; and the colourful Quarry Gardens. There are walking tracks and mountain biking and cycle trails to get you outside and enjoying the natural environment.

Weekly growers’ markets offer fresh fruit and vegetables grown in the district’s subtropical climate. There are fish to be caught in the harbour and other kaimoana (seafood) to be gathered.

We value creativity here in Whangarei, and many artists and craftspeople choose to make their
home here. Weekly markets in summer and many other events throughout the year celebrate the city’s arts and culture.

Whangarei has an increasingly multicultural population. We have many services to help new arrivals settle into life here. These include Multicultural Whangarei and Women’s International Newcomers Group (WINGS). Whether you need a friendly chat over a cup of tea or advice on job hunting, they are here to help.

The stunning white sand and turquoise waters of Matapouri Bay on the Tutukaka Coast. It’s no surprise this beach consistently rates as one of the best in the world in travel guides and magazines.

Whangarei has a thriving café and restaurant scene.
In Whangarei, we pride ourselves on our hospitality and our sense of community. Being a smaller city, we have a relaxed and friendly atmosphere that can be lacking in bigger cities.

Whangarei is currently bursting with opportunities.

Located just two hours north of New Zealand’s economic powerhouse, Auckland, it has easy access to the country’s largest domestic market as well as international markets.

This proximity allows easy leverage of Auckland’s infrastructure and services for Whangarei businesses – without the higher cost of doing business in this large city.

Whangarei has a highly diverse economy with strengths in tourism, farming and processing, forestry, horticulture, manufacturing, marine engineering, international education and ICT. It offers excellent career opportunities in a range of areas from the trades to healthcare and more. The district is in a period of strong economic growth, which has been consistently higher than the national average for several years.

Whangarei has abundant affordable commercial land available for development near the city at Port Nikau and in the Marsden area.

Key infrastructure includes Northport, the deepwater commercial port facility at Marsden Point, and Refining NZ, New Zealand’s only oil refinery. Ultra-fast broadband has been rolled out across the city, allowing business and industry open access to the fibre optic network.

Standing guard over Whangarei Harbour is the towering Mt Manaia, part of a chain of dramatic rock formations. In Māori legend, Manaia is both a mythical monster, half bird and half fish, and a local chief. The spectacular views make it worth the steep climb to the top.
Living in a smaller city has many lifestyle benefits. You will be able to spend less time in traffic and more time with your family.

Affordable housing means you will have more money left at the end of each month to do the things you enjoy. Whangarei’s District’s average house price is $492,588 compared to Auckland’s $1,045,059.

We offer a great place to bring up a family, with excellent schools, many based in rural environments. Our sporting facilities are also world class.

Whangarei is indeed a great place to live, work, invest and play!

When the sun is shining, the best place to cool off is at the beach with friends. Photo: Diane Stoppard.

Walking or biking the 4.2km Hatea Loop Walkway – Huarahi o te Whai is a great way to explore the Hatea River.
Jens Marr was simply looking on Google Earth for his family’s next holiday destination, when he spotted something that would eventually lead them to build a life in New Zealand’s Far North.

That thing is what he calls “the perfect wave”. Jens is a devoted surfer, and often used the satellite-image program to look for the best places to surf.

“I saw those images from Ahipara and Shipwreck Bay, and how perfectly the wave is turning around and lining up, and the wind is almost always blowing offshore [from the beach out to sea]. So I thought that is the perfect wave,” he says.

At the time, German-born Jens, his wife Sunia and their daughter Larissa were living on Fuerteventura, in the Spanish Canary Islands.

They first visited New Zealand in 2008, hiring a campervan and heading straight to Ahipara. The surf was, as Jens had hoped, perfect. They spent a week there, then began travelling around the North Island – but ended up returning to Shipwreck Bay for the rest of their holiday.

Two years later, they rented a house in Ahipara for two months. After another couple of visits, friends asked them, “Why don’t you live here?”

Today, the Marrs are doing just that. Jens works for Durapanel Housing North and Durapanel Systems, which create and sell pre-cut wall and ceiling panels. He designs houses and programmes the machine to cut the panels, and manages some projects.

Suni works as Durapanel’s business development manager, and as a real-estate agent in Kaitaia. Larissa, 16, is in her second-to-last year of high school.

During a visit in 2013, a friend put Jens in touch with Ian Stewart, who runs the Durapanel companies and wanted to hire someone with Jens’s skills. Jens applied for a work visa, while Sunia and Larissa went back to Fuerteventura to pack up their lives. They had lived there for 13 years.

Jens joined them for a month later that year to end his involvement in a business he co-owned, and help sell the family house. “It was quite an intense time,” he recalls.
Jens and Sunia on their wedding day, at Ahipara beach.
Now they own a house on a large piece of land in Ahipara, at the bottom of 90 Mile Beach. The famous beach is often used as an alternative to the road when travelling along Cape Reinga.

“It’s much quicker. The road is curving, and if it’s low tide you just go on the sand and drive straight up north to go surfing on the east coast,” Jens explains.

Ahipara offers a variety of top surfing spots, and Sunia says the family sometimes surfs together.

“But Jens and Larissa go off around the reef to the big waves, and I stay somewhere where there are smaller waves! We go fishing if we have the time, we have a little inflatable boat,” she adds.

Moving here also gave Sunia the chance to breed and ride horses. On Fuerteventura, due to very little rain, there was no grass and they fed their two horses with hay and other feeds, she says. Conditions are better here, and Sunia and Larissa have nine horses.

“We have Clydesdales and drum horses, and two sports horses as Larissa competes in dressage [trained movement] and jumping,” says Sunia.
“We can ride on the beach, that’s another reason we like it here.” That, plus exercising and caring for the horses, takes up a lot of time.

Going from an isolated island to a small town was not difficult, because the Marrs were already used to fewer shops and people. But it took a while to adjust to certain aspects of the Kiwi personality, says Sunia.

“They are not so direct. They have had problems with us because we are used to saying what we think; we are not rude, but we are open and transparent. I don’t find it easy to say what we think and feel, and sometimes we are not really sure what they think and feel,” she says.

It is also tricky when their non-Māori and Māori friends disagree about race relations, and want Jens and Sunia to agree with their views. “We don’t want to choose one side, we have friends on both sides. We were used to living in an international environment with many nationalities, and we always try to respect and understand different cultures,” adds Sunia.

They have made friends through the surfing and horse-riding communities, but it has taken time, she adds.

“People are always friendly, but it’s often nothing more than a ‘hello’ or ‘how are you’. Most local kids and families have grown up together, and they are not as open to other people from outside as we were hoping.”

But on the whole, the Marrs are very happy here. Jens enjoys the constant flow of international surfers coming and going from Ahipara, and going for BBQs at local friends’ homes.

“Actually the main problem is working, because you still need to work to earn money and that makes you short of time for surfing!” he laughs.
A perfect fit

What do you do when the ideal skilled employee falls into your lap – and they’re from overseas?

When Ian Stewart, managing director of Durapanel Systems and Durapanel Housing North, met Jens Marr through a mutual friend, he knew it was too good a chance to pass up. Ian had been trying to hire someone with Jens’s specialised skills for more than a year, as he had only one staff member with similar skills.

The two companies revolve around Durapannel, a construction system of pre-cut wall and ceiling panels that are made by a custom-built CNC (computer numerical control) machine. Jens had the skills to draw the plans, pre-programme the machine and even repair it.

“He ticked every box as far as I was concerned, so it was a must to try to get him to stay in New Zealand,” says Ian, who found out about visa requirements from Immigration New Zealand’s website and staff.

“There were a few things we had to do to follow the process. But it wasn’t difficult
to prove we couldn't find a Kiwi for the job, because that sort of talent is not what you find in the Far North very often; anyone with those sorts of talents would be looking for more money further south.”

Language differences have been minimal between Jens and the Kiwi staff. “Some of the guys sometimes have a bit of trouble understanding him because people from Europe tend to structure a sentence differently, which can lead to a slightly different meaning. So at times, I do a bit of language coaching.”

But there’s no doubt about whether Jens was committed to living in the Far North: he had frequently visited New Zealand and stayed in the area on extended surfing trips.

“He’s living the dream as far as his surfing goes, and he’s enjoying his work,” says Ian. “We’ve got a bit of innovation going on within our company, we often discuss how we can improve things and be innovative that way.”
THE FORMULA FOR A FAMILY’S FUTURE

The McConnachies balanced big decisions with fun possibilities in their move from Spain to Northland.
Birgit and Ian McConnachie put a lot of thought into the decisions that led them from coastal Spain to Kerikeri. But son Sean had fun in mind when he had his say on the house they bought, explains Birgit.

“Our son was so keen on cutting the lawn, he wanted to ride a John Deere [a brand of ride-on lawn mower]. That actually was the reason why we decided. It’s a big plot and he still cuts the grass,” she says.

The family had visited New Zealand a few times while deciding where to live, and on this occasion Ian was here by himself.

“Ian sent me an email with lots of pictures – in the middle of night, of course, with the time difference. Sean and I got up in Europe and had a look at the pictures. I said, ‘That looks good. Do you think it’s okay?’ and we bought it,” explains German-born Birgit.

She is a GP (general practitioner-doctor), and had her own practice in the small Spanish city of Denia. Ian was born in England and moved to Germany when he was 22; while in Denia, he worked as Birgit’s practice manager and as a TV and stage presenter for multinational companies.

After living in Spain for 10 years, Birgit and Ian decided it was time for a change. They chose New Zealand, and visited the North Island one August to see if they could live with the winter weather.

“Northland was fantastic. It was raining but everything was so green and nice,” says Birgit.

Ian says buying a house nine months before they moved to Kerikeri made the transition easier.

“We shipped our personal belongings here once we sold our house in Spain, and rented a house in Spain for the last six months while selling the
practice and cars. A major move like this is very complicated and it’s impossible to time everything to work to a certain date,” he says.

Birgit had to register her qualifications with the Medical Council of New Zealand, and pass the difficult IELTS English-language test at an academic level. She recommends other migrant doctors pass the language test first, before registering with a medical-employment company to look for a job.

“English isn’t my mother tongue, and to work as a doctor, you need it on a high level. So I had to put quite an effort into the language skills and it took me a while to pass the exam,” she says.

Birgit now works as a GP at Broadway Health in Waipapa, just outside Kerikeri. For the first year, she worked ‘under supervision’ – an experienced doctor introduced her to the health system here and oversaw her work.
Northland is a rural area, and some residents have high health and social needs. Birgit has also found it is full of different nationalities: Māori, other Kiwis, and people from Asian and European countries. “It’s very interesting but demanding work.”

The family had a perfect introduction to Kiwi life: on the day they arrived in March 2014, someone from Sean’s new school phoned them to ask if Sean, now 13, wanted to join his new classmates on a school camp.

“Then they asked, ‘Do you and Ian want to join as well?’ So we spent the first two days in New Zealand on a school camp in Tauranga Bay, which was just fantastic. We met other parents and got quite quickly into society,” Birgit says.

Ian decided to set up an art gallery in Kerikeri. He and Birgit also have a house in Phuket, Thailand, and after the Boxing Day tsunami of 2004, he began buying paintings and selling them in Spain to raise money for Thai artists. His gallery, Masterpieces, sells local and Thai art.

If they are not at work or school, you will find the McConnachie family somewhere outdoors.

“If you live here, you have to be an outdoor person,” says Birgit. “We joined the Kiwi lifestyle; we have a little boat and we have learned to use it.”

Ian adds, “I have finally taken up playing golf, which was ridiculously expensive in Europe. We often go out on our stand-up paddleboards, and there are some magnificent coastal walks in the Far North.”

There are always adjustments to make. Birgit misses Europe’s culture, history and old buildings. Ian finds the lack of motorways makes travelling tiring and slow.

“Coming from Europe, we are used to cities being connected by good highways going around town centres, and also having the train as an alternative. Here in the North, there is no train network at all,” he says.

“Also, I’ve found Kiwis are sometimes too laid back. Builders often didn’t send us quotes or didn’t turn up for work when they said they would. Good weather can just mean they’ve gone fishing, and work is put off for a day or even much longer.”

Still, a casual lifestyle is part of why they love New Zealand – and it is good for Sean, says Birgit. “He took his shoes off and became a little Kiwi boy.”
Just what the doctor ordered

Paper trails and Skype calls help Far North clinics find experienced GPs.

Jessie Hoskins, Broadway Health Management.

Filling in forms and checking qualifications goes with the territory when you’re hiring professionals from overseas – there’s no way around it.

Thankfully for Jessie Hoskins, CEO at Broadway Health Management, migrant GPs need to go through a rigorous process with an external agency before they can start working here.

“There is a lot of paperwork that goes on behind the scenes before they are allowed to practise in New Zealand. They have to get all the relevant qualifications from the Rural General Practitioners council, have three different reference checks, and do a placement in Wellington,” she says.

Jessie oversees four Northland clinics, and eight of her nine GPs are migrants. They look after thousands of patients; many of those patients face complex social and economic issues, and have extremely high health needs. This is partly what makes it difficult to hire New Zealand-trained GPs, she says.

Although they have talented students and registrars working with them, younger Kiwis generally want to experience working in a hospital and other environments before coming back to a general practice.

“All our international doctors are passionate and in a time in their career and life where they have enough experience to draw on,” says Jessie.

They recruit overseas doctors through NZLocums, a government-funded medical recruitment organisation, and the personal networks of their own staff. The outdoor, family-friendly environment is a strong drawcard.

“A lot of people come for a year-long placement, or they come with a view to stay longer, and we really encourage them to understand how wonderful it is to live in the Bay of Islands.”

Jessie sets up Skype calls between potential migrants and GPs already living in the area, to help new employees build a better picture of life and work.

“Some of our long-term locums or GPs who have decided to stay forever say it was possible because they had good information to give to their families before they moved.”
Hooked on Northland Life

After living inland in South Africa, the Diers family love how easy it is to access the coastal delights of Whangarei and its surroundings.

Sometimes, the little things show you how far your family has come. When the Diers family lived in Johannesburg, approximately 500km from the South African coast, they could not take up activities such as kayaking, boating and fishing.

Two years after moving to New Zealand, Shane Diers says he, wife Janine, and children Grayor (6) and Milla (5) now do all those things. “The other day we caught our first kingfish, so we were absolutely stoked [delighted],” he adds.

“Recently we got out to the Hen and Chickens Islands, so we’re slowly pushing out boundaries there. The boat is capable of far more than that, but we’ve got to break into it slowly.”

Janine adds, “Out on the water it’s calm and peaceful. It’s a nice day for us to spend together as a family, rather than being inside and watching TV.”

The family left South Africa looking for an adventure, says Shane, but also because they were concerned about crime levels and their children’s future education.

“Getting the children into a university would be very, very difficult in South Africa. There are a lot of quotas coming through and it limits one’s ability to get into tertiary institutions. We needed to move to a country where they can compete on an even keel,” he says.

Shane’s sister was living in New Zealand at the time, so he had already visited twice. His brother-in-law mentioned Whangarei could be what they were looking for: a large regional city “in a stunning area close to the Bay of Islands, close to the Tutukaka coast”, says Shane.

He received job offers from eight different cities around the country – “New Zealand is very short of radiologists” – so they could choose which region to live in.

Shane arrived in June 2015, three weeks before the rest of the family because of a delay with Milla’s visa. This turned out to be a good thing, as he was completely new to Whangarei and had to rely on his GPS navigation device to help him get to the house he had rented.
“But I found the wrong house. I walked into the neighbour’s house and sat down on my new couch, which was in fact the neighbour’s new couch! I was later directed by the rental agent to the house I had rented,” he laughs.

By the time Janine, Grayor and Milla arrived in July, he had figured out the best place to go for groceries and other essentials, and done some tax-related paperwork.

“It’s much easier to explore a place as an individual without running around with the whole family, because it’s quite a stressful time and you don’t really know what you’re doing,” says Shane.

Coming from Johannesburg (population 5-6 million) to Whangarei (population 50,000) was a big shock, says Janine, “but at the same time it was awesome. There’s less traffic, and places are never crowded. Even going to the beach on December 24, it was busy but not like we had to park miles away.”

Janine worked as an IT (information technology) consultant in South Africa. She and Shane decided that since they do not have family and friends here to help with childcare, she would focus on the children for now.

Shane is a medical doctor, specialising in diagnostic radiology: using X-rays, scans and other techniques to diagnose and treat illnesses. He was delighted that Whangarei Hospital, where he now works, had just installed a number of very high-tech scanners – because it’s always fun to work with state-of-the-art equipment.

Getting the children settled at school was challenging, says Janine. There were several key differences to South Africa, such as the length of the school day, and the way sports are run.

“You need to really do your research in terms of where you live for where kids are sent, because schools are zoned. I like it, because all your neighbours are the kids who go to the same school. It creates a community. But you need to know where you want your child to go to school, and then choose where you want to live,” she explains.

Janine is glad they sent their furniture over in a container, because there is very little variety in Whangarei’s retail shops.

“Food is a lot more expensive in New Zealand, but then you get used to it,” she adds. She has also become used to the phrase “going to someone’s house for tea”: at first she assumed ‘tea’ meant a cup of tea with cake, while Kiwis use that word to refer to dinner.

“There are ups and downs like everywhere else. You need to make an effort to fit in with the customs and culture, and be accepting of everything New Zealand has to offer,” Janine advises.

“I find Kiwis to be the most accommodating, lovely people in the world. I’ve never had a situation where I’ve been made to feel like I’m an outsider.”
Scanning the market

When local talent is lured elsewhere, bringing in migrants can create benefits for everyone.

New Zealand-trained radiologists are in hot demand, and often choose big-city jobs rather than heading to provincial cities such as Whangarei, says Andrew Potts, Northland District Health Board’s surgical, pathology, and ambulatory services general manager.

As the district’s population grows, he adds, “a key part of our strategy for growing Whangarei Hospital’s radiology service is to attract high-calibre people, and that does mean being open to overseas recruitment”.

Andrew is aware it’s vital to find the best possible people: after all, they’re responsible for people’s health, and for deciding how large amounts of taxpayer money is spent.

“Be open-minded. Test the market, see what’s out there and evaluate whether bringing somebody in from overseas adds to what you’ve already got.”

So how do you find the best people from afar? Checking the quality of their qualifications is only the beginning.

“Through the interview process, we interact with the person to see if they’ve got the right attitude, so they’re the right fit for the role and to serve the people of Northland,” Andrew says.

“We always take at least two oral references from somebody who has worked with the potential appointee overseas. We’re also introducing psychometric profiling to help distil information around the fit with the role and the organisation.”

Settlement is carefully managed. Their recruitment team and an external company provide advice on housing, schools and leisure activities, and the hospital runs an induction programme.

Many of their overseas recruits come from English-speaking countries, such as South Africa, the UK and America. “It isn’t an easy process moving to a new country and a new employer, and in many cases we’re looking at highly trained healthcare professionals with a lot of regulatory requirements to adhere to,” explains Andrew.

“The more employers can help potential employees navigate that, the easier it is for everyone. Being an accredited employer helps us do that. It means we’re well connected with government agencies and we can navigate the recruitment process more easily.”
LIFE BECOMES A BLANK CANVAS

When family time is pushed aside by work pressures, sometimes a fresh start is the answer, as this Scottish family found.
Moving from central Scotland to a seaside community near Whangarei gave Graham Stewart and his family the chance to “build our life around what we wanted to achieve as a family”. They also ended up, unlike many migrants, building a new home.

Graham uses the phrase “blank canvas” – referring to a painter’s canvas before any paint is applied to it – to describe the freedom of creating a new home in a new country.

“You can make it what you want to make it, rather than having historical problems to deal with in a house,” he says. He and wife Louise looked at existing houses at first, but quickly realised they would still want to make major changes to any house they bought.

Graham, Louise and daughter Addison ended up living in a house built in One Tree Point, a beach community approximately 30 minutes south of Whangarei. Five-year-old Addison adores being at the beach and Graham works only 10 minutes away at Refining NZ’s Marsden Point oil refinery.

He had no trouble getting used to being further away from a city, but Louise says it took time for her to adjust to how quiet the neighbourhood was.

“It’s a bit more isolated in terms of public transport; in Scotland, I had Glasgow and Edinburgh on my doorstep, a 20-minute train journey away. It was a big change to come somewhere that isolated,” she says.

That changed when she began to make friends in the community. “The people were welcoming. My little girl made friends, then you meet a lot of mums and go round to people’s houses. Instead of jumping in the car or going to the shops, you’d take a walk to the beach or to someone’s house.”

So what did they want to achieve as a family when they moved here? Something very simple: more time together. Louise had gone back to her work in interior design and web design when Addison was one year old, and Graham did shift work – a type of work schedule where people take turns working at any time of day or night.

“We hardly ever got any time as a family,” says Graham. “We came here for a change in pace, and to redress the work/family balance because we felt it had got out of balance.”

With a qualification in chemical engineering, Graham had worked as an oil-refinery shift leader back in Scotland. Battles between the company owner and unions about retirement payments also prompted him to begin looking for work overseas. He heard about a job with Refining NZ through a former workmate, sent off his CV, and waited.

The Skype interview went well, and suddenly Graham and Louise found themselves on a whirlwind, four-day trip to check out Whangarei and the refinery.
“The whole time we were here, it poured with rain, and I said, ‘It isn’t meant to be like this. This place is meant to be subtropical!’” laughs Graham.

While he spent time at Marsden Point refinery, Louise visited local shops to research the cost of living. Converting the cost of groceries and petrol into British pounds was not accurate, she found, as the exchange rate goes up and down – so they compared those prices as a percentage of Graham’s salary, to find out how expensive living in New Zealand would be.

They arrived in January 2015, just before Addison turned three. Many people move to New Zealand to create a better life for their kids, but in doing so they separate children from their beloved grandparents. Graham says if he and Louise did not have a child, it would have been easier to make the move.

“We would have missed people, obviously, but you wouldn’t have felt guilty – but taking Addison away from her grandparents, who she is incredibly close with, was massive,” he says.

At first, they were too busy to miss loved ones back home. There was a car to buy, a house to rent, routines to establish. The reality sank in after a few weeks, but family members were already making plans to come and visit.

Louise works from home and only has a few clients, so the family has a lot more time to spend together. They have an active, outdoors lifestyle: Addison has her own kayak, Graham and Louise both run, and they sometimes go camping at the freshwater lakes near Dargaville.

The more migrants make the effort to settle in, the easier it will be, says Louise.

“When you get invited to something, always go. A lot of the times when you are in a new environment, you have to take yourself outside of your comfort zone,” she says.

“If you don’t, there’s no way you’ll meet people. You have to be open and always willing to have time for people. Everyone has quite a lot of time for each other out here.”
All part of the process

Really getting to know migrant candidates and their families is crucial to successful employment.

Refine, refine, refine, and get personal. That’s how Joe Akari, Refining NZ’s chief people and capability officer, recruits migrants.

Refining NZ runs Marsden Point, New Zealand’s only oil refinery. Although they frequently employ Kiwis, “the talent pool is quite shallow for some roles”, says Joe. “There are certainly a lot more refineries offshore.” So they must also look overseas for people with relevant skills and experience.

To decide whether hiring a migrant will work out, Joe puts a lot of effort into finding out more about – or refining his knowledge of – the person, their goals and their personal situation. After creating a shortlist with help from international recruitment consultants, he will arrange 1-2 interviews over Skype. “You hear a lot in those things that you don’t see on a CV.”

If it looks promising and the candidate is being considered for a highly skilled job, Refining NZ will fly them over for a face-to-face interview and tour of Marsden Point.

“Because we recognise that we are not only recruiting the person, we are effectively potentially relocating the whole family, quite often we will also bring partners and children.”

This gives the whole family a chance to see the community where they might live, and the interests they might pursue. “If the family is happy, we are more likely to be successful in terms of recruitment,” he says.

“Yes, there is a cost to doing that, but the alternative of not doing that and then being unsuccessful in relocating the family is even more expensive.”

This also means helping them settle in upon arrival, with temporary accommodation. Refining NZ hires an agent to support the family with information on schools, sports and potential hobbies.

“Being able to link the candidate and the families with things that are available locally goes a long way to helping that person and family settle in.”
Bloom where you are planted

Whangarei’s WINGS all began with enterprising North American migrants Gina Eiger and Liane Blair.

It was a pair of shoes that brought them together. Gina Eiger was working in an outdoor shop in Whangarei when she met fellow North American migrant Liane Blair. It was September 2006. Gina had taken the job as a get-me-out-of-the-house move and Liane needed a pair of walking shoes for a trip to Europe.

“We immediately recognised each other’s accents,” says Gina.

“Liane said to me, ‘How’s it going?’ and I went, ‘Uuh, well...’”

“I know how it feels,” said Liane, “but I have an idea. I’ll give you a call when I get back.”

The idea was WINGS – Women’s International Newcomers Group Social – and when Liane called Gina as promised, the two set out to make it a reality.

“Liane being Liane, she was extremely organised,” says Gina. “She said, ‘Here’s what we are going to do. We are going to put ads in the paper, and we are going to print posters and put them around town.’”

They were looking for others like them: women international newcomers who could share their experiences and offer mutual support.

They rented a hall for the inaugural meeting.

“We didn’t know if people would come or if it was going to be Liane and myself and two dozen cookies,” says Gina.

“We had – and I always get this wrong, and she always corrects me – I am going to say 26 people.”

“Twenty four,” corrects Liane.
Gina, a self-described serial migrant, knows how difficult moving countries can be.

Her first experience of migration was in the 1960s as a child, when her family migrated from Montana in the United States to Australia.

The move was not a success.

For a time, her father, an irrigation engineer, worked north of Brisbane.

“It was insufferably hot,” remembers Gina, “and then this dust storm came in and my father was just like ‘Nah, this isn’t going to happen.’”

The family moved, this time successfully, to New York.

Her second migration was to New Zealand with her two-year-old child and her then-husband, a civil engineer.

“He was British-born, and we decided we were going to come to New Zealand because it was so awesome.”

Her husband took a job at New Zealand Steel’s Glenbrook Mill in Waiuku, south of Auckland.

“We moved into the mill’s housing, which was full of migrants with small children. It was great. I had a lot of people who took me on as a project, showed me the ropes.”

Her husband’s parents, who were in their fifties, moved to New Zealand as well, settling in Titirangi.

But they were not happy, says Gina.

“Even though they were British, they found it really, really hard to settle. They found it difficult to form friendships and the salaries were considerably lower than back in Cleveland, Ohio.”

After 18 months they returned to the US. Eventually Gina and her husband followed them.

Gina remembers the moment of the decision.

Her husband had decided to take a job with Auckland City Council. After a long, hot day looking at housing, the couple were sitting on the beach. Gina was pregnant with her second child.

“We looked at one another and said, ‘Let’s move to Montana.’ Boom. We were gone. It was that quick.”
When Gina returned to New Zealand in 2003 with her second husband, she had a plan.

“I am a fibre artist: I weave and I spin and so forth. I joined local groups, and I took that job in an outdoor store.”

She was determined, in the phrase that is now the WINGS’ motto, to bloom where she was planted.

Liane too had been a migrant before. Her move was within her native Canada, moving by herself from Toronto to Vancouver, where she established a network of friends by becoming an active member of a number of groups.

She took up sailing and organised weekends away. She took note of what made a social organisation successful.

It was in Vancouver that she met her husband-to-be, a Kiwi who was keen to return home.

Soon after the couple arrived in Whangarei in 2003, she set up a part-time business offering bookkeeping services, but after two years she was still missing the sort of social network she had enjoyed in Vancouver.

She was not alone in finding it difficult to make social connections.
“I had a Danish hairdresser who was married to a Kiwi,” says Liane. “She would talk about the difficulties she faced making a life for herself and her family in Whangarei, and she said there were a lot of women who found themselves isolated at home.”

Liane thought she could help Whangarei’s migrant women find their place within the community. She just needed someone like Gina to work alongside her to help make it happen.

From the first meeting, it seemed as if the Whangarei community had been waiting for something like WINGS. Enthusiasm “just bubbled up out of the ground”, says Liane.

After the second meeting, the new organisation decided that each meeting would have a theme.

“We didn’t want to be a group of people telling the same stories over and over again.”

Three Scottish migrants were asked to put on a Scottish night, which was followed by North American, Dutch and Indian-themed nights.

“They were always so interesting. People would come just to experience a night, but then they would stay,” says Gina.

WINGS quickly became the go-to support group for day-to-day advice.


With the assistance of Settlement Support Coordinator Ellen Altshuler, WINGS set itself up as a non-profit organisation.

Liane was employed as a part-time coordinator and Gina would later become a long-serving chairperson.

What activities does WINGS support?

“Well, a group of our members are gathering in a house on Ocean Beach on Saturday night to listen for kiwis calling as they look for mates,” says Liane. “And there’s a minibus going to Kerikeri on a wine, cheese, chocolate and beer tour.”

There is Friday coffee, which begins with a conversationally paced walk around the Hatea Walkway to the Riverside Cafe.

Friday coffee can attract anywhere between eight and 28 members, while the monthly meetings can have up to 50 people, including newcomers.
“I can’t remember a meeting where we didn’t have three or four new people,” says Gina.

Restaurant nights are a chance for the members to involve the men in their lives.

A weekly craft day run by WINGS at English Language Partners’ premises is a chance for non-native English speakers to enjoy companionship and a level of English language conversation they are comfortable with.

In October, WINGS holds its annual Pamper Day Fundraiser, offering women the chance to enjoy five hours of mini pampering treatments, including manicures, pedicures, facials and massage.

“We try to make a third of our budget self-funded,” explains Gina.

As the summer swimming season draws near, there will be a beach day and a water safety lecture, including advice about rips and currents that can pull swimmers out to sea.

“Not many people new to New Zealand know about the dangers of rips,” says Liane.

WINGS cares for its members. When birthdays come around, WINGS sends out congratulations. “Little things like that are important,” says Liane.

If someone is unexpectedly absent, the WINGS committee outreach officer calls to make sure they are okay.

If someone is ill or pregnant, the WINGS members rally around, arranging visits and delivering meals.

Gina remembers visiting a WINGS member who was recovering in hospital after a difficult Caesarean birth.

“I took her some knitting, because I was teaching her how to knit. I don’t remember this, but she says that when the nurse asked, ‘Are you her mother?’ I said, ‘Well I am today.’”

“I can’t remember a meeting where we didn’t have three or four new people.”
Gina and Liane’s long-term plan was always to step aside. In 2016, the year in which WINGS celebrated its 10th anniversary with a party attended by the mayor, they resigned from their formal roles.

Both have other strands in their lives: Gina spins and weaves; Liane is a potter and painter. Gina’s husband, now retired, wants to travel.

Besides, as Gina puts it, they have both successfully settled.

“We need new people with new ideas.”

They knew about the risk of Founder’s syndrome, the name given to organisations that fail when the people who began them leave.

“We wanted WINGS to have a life of its own,” says Gina. “So we kind of incrementally let go of the group, and the group continued on.”

Their advice to other migrants?

Take the first step. Don’t wait for someone else to invite you in for a cup of tea, invite them to have a cup of tea with you.

Be prepared to reinvent yourself. If you can’t be what you intended to be, then do something else.

WINGS welcomes all women from different countries or towns to Whangarei.

The Women’s International Newcomers Group Social Inc is a friendship network where traditions and knowledge are exchanged, settlement issues are shared, connections are built, and a sense of community belonging is created.

www.wingsnz.org.nz
Who are New Zealand's migrant partners?

Many skilled migrants moving to New Zealand bring their partners and children with them. These family members face their own challenges. If they are unhappy, there will be social costs, and in the end the move may fail.

“My husband is a chemical engineer whose work has benefitted the dairy industry, and we wouldn’t have stayed if I hadn’t been happy. We would have gone back,” says Gina Eiger, one of the founders of Whangarei’s migrant women’s support group WINGS.

A 2013 study found that migrants with children found it easier to establish social connections, something Gina confirms.

“Schools and playgroups provide quite a lot of social support. Often it is the older ‘trailing spouse’, whose children have left home, who finds it more difficult forming meaningful friendships.”

A 2013 study* that profiled migrant partners found that:

- 69 per cent were women
- 73 per cent were aged between 25 and 44.

Six months after gaining permanent residence:

- 49 per cent had one or more dependent children under the age of five
- 35 per cent had one or more dependent children between the ages of five and 12
- 58 per cent spoke English as a main language.

Three years after gaining permanent residence:

- 30 per cent had a bachelor or higher degree
- 69 per cent of migrant partners were working in paid employment
- 91 per cent reported feeling settled or very settled.

* The Labour Market and Settlement Outcomes of Migrant Partners in New Zealand, MBIE, 2013
Give Nothing to Racism

New Zealand is one of the most ethnically diverse nations on earth, as well as one of the most peaceful: whether we pass this on to future generations is up to us and depends on how we treat one another.

In June some of New Zealand's most beloved actors, musicians, athletes, journalists and comedians stood united with the Human Rights Commission as we launched our campaign that asked Kiwis to Give Nothing to Racism. Give no acceptance. Give no place. Give no indulgence. Give it Nothing. Our local celebrities were keen to make a stand about the kind of country and people we are, and to challenge other Kiwis to do the same.

We can no longer ignore the reality that racism and racial intolerance is a problem overseas and closer to home. It isn’t new and it’s growing: one in three complaints to the Human Rights Commission are about racial discrimination; most people who experience racism don’t complain.

Eight months ago some very brave New Zealanders shared their personal stories and helped launch our country’s first nationwide anti-racism campaign, That’s Us. By raising their voices, we enabled people who may not have experienced racism to understand what it looks and feels like.

A few months ago the Mayor of Wellington said four very important words when he addressed Race Relations Day crowds gathered at Shed 6: We’ve got your back. Justin Lester told Wellingtonians that our capital won’t tolerate hate or racism. And this really struck me because it means a lot when a politician puts his neck out and says something like that.

And last year over the hill in Wairarapa, we witnessed an incredible spectacle that saw every single schoolchild learn a haka about their home and then perform it together: all 7,000 of them, breaking a world record and showing the rest of us what a diverse and peaceful future looks like, standing together on a rugby field.

So there’s much to celebrate in our communities and suburbs; it’s not all bad news. New Zealand is consistently ranked as one of the best places on earth to live: but we can’t rest on our laurels, we need to check ourselves and our prejudices. The kind of country we leave behind us will depend on what we do now. Some people think that race relations are just my responsibility, but the truth is it’s everyone’s responsibility. We all have a role to play.

If we look overseas, hatred and extremism are becoming normal in some places and we want to avoid that future for New Zealand. Racial prejudice and intolerance start small, in quiet places, in our everyday lives. When it becomes normalised, it turns into overt racism and extremism. We believe that racism has no place in our future and we hope you agree because while racism starts small, so too does hope.

Dame Susan Devoy
Race Relations Commissioner
www.givenothing.co.nz
Megan Cochrane of English Language Partners in Northland, in Whangarei, personally understands the challenges that come with learning a new language.

The best way to understand what it is like to be a migrant in a country where you don’t speak the language is to experience it for yourself.

For Megan Cochrane, who grew up in the small Northland town of Waipu, that experience came in Italy.

Megan was already well travelled when she decided to begin a three-month stay in Italy by taking Italian classes. The classes were in Tuscany, a region famous for its renaissance art and architecture, and its landscape of olive groves and vineyards.

The classes were in the morning. Megan planned to spend her afternoons out exploring.

“Instead, I spent every afternoon horizontal in my bed sleeping,” she says. “Because it is just exhausting learning a new language.”

“I had learned some French at school, but I was in my forties and maybe that made things more difficult.”

She found practising the language frustrating. Sometimes people would laugh at her attempts at Italian. “Sometimes they would give me an answer that I understood, but that wasn’t the answer to the question I’d asked!”

Nevertheless, Megan persisted. Although she would never entirely master the complexities of Italian grammar, she would eventually spend 12 years as an English teacher based in Siena.

So she understands being a stranger in a strange land, and what it is like to set out to make a new life in a language that is not your own.

“It’s a big emotional thing to learn a new language completely from scratch.”

“Every learner who walks through our door is keen to make a good impression. They are trying to create good lives for themselves in the best way they can.”

A broad mix of people use English Language Partners’ Whangarei centre.
Then there is Work Talk, a pre-employment programme open to any New Zealand citizen. “This focuses on the best approaches to things like writing a CV and presenting yourself well at an interview, plus we cover basic employment rights, and things like that,” explains Megan.

Recently Megan introduced “Tuck in and Talk”, a weekly lunch where people share English conversation and whatever food they have brought with them. It has been very popular, she says, and it is a good chance for the more adventurous to try different food traditions.

Whangarei is a provincial town of approximately 80,000 people. It has a comparatively small percentage of overseas-born residents and in provincial towns, the people can sometimes seem self-contained and non-inclusive to newcomers. “When you don’t know someone, it is easy to make snap judgements,” says Megan.

Her personal philosophy, formed by her world travels, is that most people are fundamentally good. Once you know someone personally, the barriers disappear. “My advice to learners is to make the effort to get to know people, because once they know you they are almost certain to like you.”

To find out more about the services offered by English Language Partners in 23 branches and nationwide network of home tutors, visit

www.englishlanguage.org.nz

Many learners have come from Korea and Thailand; others come from China, India, South America, Europe and the Ukraine or Russia.

About half are New Zealand residents, whose study is funded by the Tertiary Education Commission.

“Yesterday we were visited by a man who spoke no English, and I had to use the calendar and numbers to show him when we have a Chinese speaker present.”

English Language Partners offers a range of services in locations around Northland. It operates a network of trained volunteer ESOL (English for Speakers of Other Languages) home tutors, who are matched with migrant or refugee-background learners.

“Most of our volunteer tutors are in the Whangarei area, from Hukerenui in the north to Mangawhai in the south, and we have about half a dozen volunteer tutors in Kerikeri,” says Megan.

The tutors must complete a 20-hour training course and are expected to spend between one and two hours a week providing tutoring.

In Whangarei, the centre holds a couple of two-hour English Language Groups every week, where learners study the basics of everyday Kiwi English. “Our learners want to do things like chat with their neighbours, or talk to their kids’ teachers. They want to be able to understand the meaning of the daily weather report. We touch on the grammar and structure of English when we need to, but this is about practical language.”

A 45-hour course called English for Employees is delivered on demand. This is designed for people who are working but whose English is not where they want it to be. The course, which can run with as few as three learners, is open to New Zealand residents. “Often these people want to improve their English so they can get that promotion or move to a better job.”
Have your say in New Zealand’s future

My name is Jimmy Chen. I am a City Councillor, the Chair of the Christchurch City Council’s Multicultural Working Committee and a first-generation migrant.

I was born in Taiwan to parents who originally came from Sichuan in China. I was persuaded to move to Christchurch by a colleague who had described New Zealand as a wonderful country in which to live, work and raise a family.

My wife took some convincing, but in September 1996, she, our two daughters and I flew to Christchurch to begin a new life. We have never regretted the move.

Many other migrants have made the same journey.

Today, around 21 per cent of the people who live in Christchurch were born overseas. Our residents have different cultures, ideas, customs, food, world views and experiences, but they share a common interest in the future of their region and of New Zealand.

New Zealand is a small country with an open democracy. As I have found myself, this is a place where you can play your part in your community and make your voice heard.

You can do this in many ways.

One is put yourself forward as a candidate for one of New Zealand’s many local boards or community associations.

Before I was elected as a councillor, I was on the board of Burnside High School, I chaired the Christchurch Intercultural Assembly, and I was a consultant to the Canterbury Police.

As a migrant and someone with a different cultural background, you bring a valuable perspective.

You may also find, as I have, a great deal of personal satisfaction in helping to shape the future of your community.

But to begin with, exercise your democratic right to vote in this year’s General Election.

On Saturday 23 September, I will be heading to the local voting place to have my say.

Why not join me?
Are you ready to vote in the 2017 General Election?

The General Election is coming up fast – are you enrolled and ready to vote?

Only people who are enrolled can vote in the General Election. In New Zealand, you must enrol if you:

› are 18 years or older, and
› are a New Zealand citizen or a permanent resident of New Zealand, and
› have lived in New Zealand for more than one year continuously at some point in your life.

Make sure you’re enrolled by 23 August and you’ll be sent everything you need to make voting easy, including your personalised EasyVote card, information about where and when to vote, and who you can vote for.

You can vote from Monday 11 September until election day, Saturday 23 September. You can vote at any voting place in the country but you may need to fill in an extra form if you vote outside your electorate.

You can also enrol or check and update your enrolment at any advance voting place. However, you cannot enrol on election day itself.

If you have an EasyVote card, remember to take it with you when you go to vote. It will make voting faster and easier.

New Zealand uses an electoral system called MMP. This means that each voter has a party vote and an electorate vote. On your voting paper, place a tick by the name of the political party of your choice and a tick by the candidate you would most like to represent your local area.

The party vote largely decides the total number of seats each political party gets in Parliament. Parties with a bigger share of the party vote will get more seats in Parliament.

New Zealand elections are safe, free and fair. Voting in the election is your chance to have a say on the things that matter to you and to your community.

Make sure you’re ready to vote this September.

You can find out more about enrolling and voting in New Zealand by visiting elections.org.nz
facebook.com/ivoteNZ
or by calling 0800 36 76 56

Information about the 2017 General Election is also available in 27 languages at elections.org.nz/languages
Next time you’re looking for a new rental, make sure you ask to see the insulation statement, before signing the tenancy agreement.

If you’re not sure if your home is insulated, talk to your landlord. All rentals must have insulation installed by July 2019.

If you’ve got a warm house, you’ve got a cool landlord.

For more information go to tenancy.govt.nz/betterrentals
Learn how to save a life

Around 1,600 New Zealanders die every year after having cardiac arrests. Some of them would have survived if the people around them had carried out cardiopulmonary resuscitation (CPR) and had known where to find a defibrillator.

If someone does not appear to be breathing, CPR can be used to keep them breathing and maintain their blood circulation.

CPR and first aid courses are run by a range of organisations.

Two of the largest and best-known are St John and the New Zealand Red Cross, which have branches across New Zealand.

The courses teach people how to perform CPR and how to use a defibrillator, an electronic device that applies an electric shock to restore the rhythm of a heart that is not beating properly.

There are about 6,000 defibrillators around New Zealand. They are kept in places such as workplaces, supermarkets, service stations and schools.

You can find defibrillators near you by checking the AED (Automated External Defibrillators) location website or using the Apple or Android phone app.

Find a first aid course:
www.redcross.org.nz
www.stjohn.org.nz

The Red Cross and St John offer free apps that can be installed on a range of devices.

Find a defibrillator near you:
aedlocations.co.nz

There are also free AED-location iPhone and Android apps available for download.
Kaimoana – foods of the sea

By Prof. Rawiri Taonui

**Tangaroa**

In Māori oral traditions, Tangaroa is the God of the Oceans and ancestor of all sea life.

**Te Ika-a-Māui (The Fish of Maui)**

The importance of fishing to pre-European Māori is reflected in the story that the cultural hero Māui created New Zealand; when standing astride Te Waka-a-Māui (The Canoe of Māui – the South Island), he fished up Te Ika-a-Māui (The Fish of Māui – the North Island).

**Fishing methods**

Captain James Cook wrote that Māori were superior to Europeans in all facets of fishing. In 1855, one European settler observed a fishing operation in Northland where 1000 people in 50 canoes caught 7000 sharks over two days. In 1886, a Government official witnessed a Māori fishing expedition deploying a 1600-metre-long net to catch 20 tonnes of snapper in one day.

Kupenga (nets) and aho (lines) were made of flax fibre woven into very strong cord. Matau (hooks) of various sizes and shapes were fashioned from wood, bone, stone or shell; lures were made from brightly coloured pāua shell. Tāruke (pots), hīnaki (traps) and pā ika (weirs) were made from young mānuka stems, which were bent around a frame of supple-jack vine and mānuka, then tied with flax and vines. A variety of strong and flexible woods were used to make matira (rods) and pātia (spears).
**Favourite species**

Māori harvested more than 120 different species in extensive deep-sea, inshore, river and lake fisheries. Tāmure (snapper), tarakihi and kahawai were favourite line-caught fish. Pātiki (flounder) were lanced with barbed spears. Baited tāruke (pots) were used to catch koura (crayfish) and hīnaki to catch eels.

Māori harvested pāua, green mussels (kūtai) and tio (rock oysters), pipi, tuatua, tipa (scallops) and tūangi (cockles) from rocky foreshores, sandy beaches and estuaries. The roe (eggs) of the spiked kina (sea urchins), found under rocks and rock shelves on the shore below the high-tide mark, was a favourite delicacy. The toheroa, the largest of the shellfish varieties, is now a protected species.

Rivers were rich in inanga (whitebait), tuna (eels), koura (fresh water crayfish) and other species.

**Customs**

Tribes jealously guarded their fishing grounds, which were passed down through the generations. Natural features such as hills, rocks and streams and special pou (posts) marked boundaries.

Experts knew the movements and seasons of the various fish species. The Ngāti Porou tribe caught tāmure during March, April and May. In June and July it was the warehou and moki. In August, September and October it was tarakihi, parae (trumpeter fish), rawaru or taipua (rock cod), kehe (marble fish) and kumukumu (gurnard).

Tribes retained sophisticated “maramataka” (moon calendars) that determined the best times to fish. The saying “Rehua-ma-Atutahi” (the stars Antares and Canopus) marked the seaward and inland migrations of whitebait.
Customary practices preserved the fishing resource. ‘Te Ika Whakataki’ involved returning the first fish to Tangaroa. Rāhui were prohibitions or temporary bans employed to protect against overfishing. The essence of fishing grounds was concentrated in mauri (talisman) such as a sacred stone, as a form of spiritual protection.

**Trade and gifting**

Fish were either steamed in a hangi (earth oven) or hung up on a scaffold to dry in the sun, and stored in pātaka (storehouses) for future consumption. Coastal peoples often traded dried fish, seaweed and shark oil to inland tribes for preserved birds, rats, hīnau (berry) cakes and other foods and resources.

Gifting or koha was an important display of tribal manaaki (hospitality) and mana (status). In 1837, Te Waharoa of Ngāti Hāua presented 20,000 dried eels and several tonnes of fish to guests at a significant tribal gathering. In 1844, the great Waikato chief Pōtatau Te Wherowhero had 9,000 sharks laid out at a feast in Auckland.

Māori supplied large quantities of fish to the settlers of Auckland, Wellington and Otago during the 1840s and 1850s, but lost control of their fisheries after the 1860s land wars.

**Changes in Māori fishing**

Māori received compensatory Treaty of Waitangi settlements in 1989 and 1992 for the unfair losses of their fisheries. Today Māori fishing companies control about 35 per cent of all offshore fisheries. Māori continue to take fish and other seafood for personal consumption and traditional gatherings.
Kupu whakahau – simple commands

By Prof. Rawiri Taonui

Commands are a good way to learn and use basic Māori.

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<tr>
<td><strong>E</strong></td>
<td></td>
</tr>
<tr>
<td>E noho</td>
<td>Sit</td>
</tr>
<tr>
<td>E tū</td>
<td>Stand</td>
</tr>
<tr>
<td>E mahi</td>
<td>Work</td>
</tr>
<tr>
<td>E moe</td>
<td>Go to sleep</td>
</tr>
<tr>
<td><strong>Kia</strong></td>
<td></td>
</tr>
<tr>
<td>Kia tere</td>
<td>Be quick</td>
</tr>
<tr>
<td>Kia tūpato</td>
<td>Be careful</td>
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**Long words**

The word stands alone if the verb or “doing word” is longer than two syllables:

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<tr>
<td>Haere</td>
<td>Go</td>
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<tr>
<td>Āwhina</td>
<td>Help</td>
</tr>
<tr>
<td>Turituri</td>
<td>Be quiet</td>
</tr>
<tr>
<td>Whakarongo</td>
<td>Listen</td>
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**Combining with names**

The same rule applies when using a personal name:

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<tr>
<td>E Hone, haere</td>
<td>John, go</td>
</tr>
<tr>
<td>Wiremu, e tū</td>
<td>William, stand up</td>
</tr>
<tr>
<td>E Mere, whakarongo</td>
<td>Mary, listen</td>
</tr>
<tr>
<td>Mākere, tautoko</td>
<td>Margaret, give support</td>
</tr>
<tr>
<td><strong>Mā</strong></td>
<td></td>
</tr>
<tr>
<td>Kōtiro mā, piki mai</td>
<td>Girls, climb up here</td>
</tr>
<tr>
<td>E tama mā, kia tūpato</td>
<td>Boys, be careful (or be respectful)</td>
</tr>
<tr>
<td>Whakarongo, tamariki mā</td>
<td>Children, listen</td>
</tr>
</tbody>
</table>

Try some of these with your friends and whānau. Borrow a Māori dictionary and look up other command words and names in Māori. Kia pai tō mahi (have fun).

For other information on Māori language, see www.korero.co.nz
New cost-of-living tool for migrants

New Zealand’s cost of living often surprises new migrants – but now you can be prepared.

In a recent survey, potential migrants said the cost of living was a key factor in deciding whether or not to move to New Zealand – but that it was hard to find good information.

Depending on where someone is from, New Zealand may be cheaper or more expensive than what they’re used to. That’s to be expected, but the real problem is a mismatch between expectations and reality, which can lead to decisions people later regret.

The new tool combines Statistics NZ’s Household Economic Survey and Trade Me Jobs data, as well as Inland Revenue tax rates, in one place – allowing users to see the average cost of living for people in similar circumstances to them. Users select a profession, region of NZ and household composition – and can alter the tool’s results using slide controls, and view the results in a more familiar currency.

Greg Forsythe, National Manager, Marketing, says. “By providing accurate and easy-to-access information to prospective migrants when they first consider making the move to New Zealand, we can help them to make an informed decision about their move, resulting in better outcomes down the track.”

Try the cost-of-living tool yourself: www.newzealandnow.govt.nz/living-costs

Work Connect is a free programme introducing you to job hunting techniques that will help you secure interviews, make a good impression with potential employers and become work-ready for New Zealand’s job market.

The programme is open to international student graduates on post-study work visas, skilled migrant visa holders and the partners and children of skilled migrants. It offers group and one-on-one coaching.

You will learn:

› How the New Zealand job market works and what you might experience in a typical workplace
› Where to look for work to suit your qualification – including work not advertised in newspapers or online
› How to market yourself to potential employers, including advice on what employers look for in candidates and how to tailor your CV to the New Zealand job market
› How to prepare for and present yourself at a job interview.

Work Connect is available in Auckland, Waikato, Wellington and Canterbury area. To register your interest phone 0800 222 733 (between 8:00am and 6:00pm Monday-Friday) and ask for Work Connect.
Settlement services

Immigration New Zealand funds the following specialist settlement services to support the information needs of new migrants.

CAB Language Connect – free help in your language
Citizens Advice Bureau (CAB) is an independent community organisation providing free, confidential information, advice, support and advocacy. CAB Language Connect is funded by Immigration New Zealand to provide the CAB service to newcomers in more than 20 languages.
To use Language Connect, call 0800 78 88 77, or go to www.cab.org.nz and search for “Language Connect”.

Chinese New Settlers Services Trust – workshops about living in New Zealand for Chinese and Korean newcomers
The Chinese New Settlers Services Trust provides a series of workshops across Auckland that help Chinese and Korean newcomers learn more about settling in New Zealand. For more information, phone 09 570 1188 or go to www.chineseservice.org.nz and follow the links on the home page.

Immigration New Zealand funds three Chambers of Commerce for settlement services that match newcomers with the skills employers are seeking. These services assist newcomers with careers guidance, CV reviewing and interview performance and improve their access to employment opportunities that match their skills and experience.

In Wellington and Canterbury…

Skilled Newcomers Programme – Wellington
For information about this programme, phone the Programmes Coordinator on 04 470 9940, email james.sauaga@wecc.org.nz, or go to www.wecc.org.nz/skillednewcomers

Connecting Canterbury Employers and Newcomers’ Skills Programme – Christchurch
For information about this programme, phone 03 353 4161, email juder@cecc.org.nz or go to www.cecc.org.nz

In Auckland and nationwide…

Are you looking for employment?
www.newkiwis.co.nz is a free job site for skilled returning Kiwis and new migrants who are seeking employment.

Benefits:
• Access a network of around 20,000 NZ employers
• Employers advertise vacancies and can search for you
• Access to an information centre with relevant information for newcomers
• Understand the NZ job market with specialist online training courses.
Local information for new migrants

Immigration New Zealand provides a free local information service for new migrants about living and working in New Zealand.

This service can be accessed at the Citizens Advice Bureau in 30 locations around the country.

Want to phone?
Call 0800 FOR CAB (0800 367 222) for further information

SOUTH ISLAND

NELSON–TASMAN
CAB Nelson-Tasman
9 Paru Paru Road, Nelson
Monday–Friday 9am – 4.30pm

MARLBOROUGH
CAB Marlborough
Marlborough Community Centre,
25 Alfred Street, Blenheim
Monday–Friday 9.30am – 4pm

WEST COAST
CAB Buller
Clocktower Building,
113 Palmerston Street, Westport
Monday–Friday 10am – 3pm
NORTH ISLAND

CAB Whangarei
Municipal Building, 71 Bank Street, Whangarei
Monday–Friday 9am – 4.30pm

AUCKLAND

CAB New Lynn
New Lynn Library Building, 3 Memorial Drive, Auckland
Monday–Friday 9am – 4.30pm, Saturday 10am – 1pm

CAB Northcote
Northcote Library Buildings, 5 Ernie Mays Street, Northcote, Auckland
Monday–Friday 9.15am–3.30pm

CAB Eden Albert
82 St Lukes Road (by Public Library) Mt Albert, Auckland
Monday–Friday 9am – 4pm

CAB Manurewa
Library Complex, 71 Hill Road, Manurewa, Auckland
Monday–Friday 9am – 4pm, Saturday 9am–11am

CAB Auckland Central
1st floor, Auckland Central City Library, 44-46 Lorne Street, Auckland
Monday 11am–3pm, Tuesday–Thursday 9.30am – 4.30pm, Friday 11am – 3pm, Saturday (IP only) 10am – 12pm

CAB Pakuranga-East Manukau
Library Building, Aylesbury Street, Pakuranga, Auckland
Monday–Friday 9am – 4.30pm, Saturday 9.30 – 11.30am

CAB Browns Bay
2 Glen Road, Browns Bay, Auckland
Monday–Friday 9am – 4.30pm

WAIKATO

CAB Hamilton
55 Victoria Street, Hamilton
Monday–Friday 8.45am – 5pm

TARANAKI

CAB New Plymouth
Community House, 32 Leach Street, New Plymouth
Monday–Friday 9.30am – 3.30pm

www.newzealandnow.govt.nz/local
When you are new, it’s good to have a guide

The newcomer’s guide has key facts to help you settle successfully in New Zealand
Read it online or order your own free copy at www.newzealandnow.govt.nz/resources

Get the right visa advice!

Only some people can give you visa advice.
If someone tells you the wrong thing, it could affect your visa and your ability to work in New Zealand.
Only licensed immigration advisers or people like lawyers can provide immigration advice.
You can also get free advice from Community Law Centres and the Citizen’s Advice Bureau (CAB).
Immigration New Zealand does not accept applications from people who are not licensed or exempt and recommends people use an agent who is licensed and listed on the IAA website.
If you have any concerns about an immigration adviser, contact the IAA.
Get the right visa advice!

Immigration Advisers Authority
New Zealand Government

info@iaa.govt.nz
0508 422 422 (from within NZ)
+64 9 925 3838 (from overseas)

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