When home is like a holiday

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To view videos of our featured migrants, download copies of LINKZ or find out more about how to make New Zealand your home, visit www.newzealandnow.govt.nz
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 our capital city of Wellington, or Te Úpoko-o-te-ika-a-Māui.

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

Translating the Treaty

The Treaty of Waitangi, New Zealand’s founding document, has been translated into 30 different languages by the New Zealand Society of Translators and Interpreters. The translations are available in the book Treaty Times Thirty. It can be borrowed from major libraries or downloaded from the project website: treatytimes30.org

Home movie?

The 2017 New Zealand International Film Festival, which launches on 20 July in Auckland, brings more than 150 movies to 13 centres across New Zealand. This is your chance to catch up on the best of world cinema. Programmes will be available from late June.

www.nziff.co.nz
Celebrate Matariki

Matariki is the Māori name for the small cluster of stars also known as the Pleiades or the Seven Sisters. When this cluster of stars first appears in the sky in late May or early June, it marks the approach of the Māori New Year, which is celebrated on 25 June. Matariki events are increasingly popular across New Zealand.

To learn more, visit www.tepapa.govt.nz/matariki

A journey of discovery

In 2011, Pallas Hupé Cotter was a successful California-based television journalist when her husband received the offer of a dream job in Wellington, New Zealand. Her newly launched book Discovering Yourself In New Zealand: Inspiration for Reinventing Your Life tells the story of everything that happened afterwards. For Pallas, it took “moving to New Zealand – immersing myself in its beauty and stillness – to learn how to slow down and hear my soul speak”. Anyone who has arrived in New Zealand as the partner of a migrant will find insights here about how to make the most of the experience.

To find out more, visit www.pop.today/discovering-yourself-in-new-zealand

Sharing our past

Some of New Zealand’s long history of migration from China is on show at this special exhibition, which is on until February 2018 in the Sainsbury Horrocks Gallery of Auckland Museum.

Featuring 100 compelling and rarely seen photographs, supported by a selection of other materials from the Museum, Being Chinese in Aotearoa celebrates 175 years of Chinese life in New Zealand.

www.tinyurl.com/chiwistory

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To learn more, visit www.tepapa.govt.nz/matariki
We begin each regional feature with an introduction to the Māori history of the region – or, Rohe.

TE ŪPOKO-O-TE-IKA-A-MĀUI
Head of the fish of Māui

By Prof. Rawiri Taonui

Rongomaraeroa, the marae at Te Papa, our national museum.
Mythology

The Wellington region is steeped in mythology and history. Māori lore says the cultural hero Māui fished a great stingray from the depths of the sea; the stingray turned to stone and became the North Island (Te-Ika-a-Māui – Māui’s fish). Northland is the tail of the stingray, Taranaki and the East Coast its wings, and Wellington is Te Ūpoko-o-te-ika-a-Māui (or the Head of the fish of Māui).

Another story is that Wellington Harbour was once a lake until a taniwha (guardian) named Ngake, who lived there, carved a route to the open sea. Another taniwha, Whātaitai, tried to follow. He was washed up, exhausted, on the southern shore, and then turned to stone, becoming the hill above Hātaitai that you can see today.

Traditional History

The explorer Kupe was the first to visit Wellington, where he named the islands in the harbour Matiu and Mākaro after two of his daughters. The Kurahaupō canoe ancestors, Tararuaika and Tautoki, who followed after Kupe, named the harbour Te Whanganui-a-Tara (the Great Harbour of Tararuaika). Their descendants – the tribes of Ngāi Tara, Muaūpoko and Rangitāne – settled the region.

Between 1600 and 1700, several East Coast tribes that were migrating south joined them, including Ngāti Ira, Ngāti Kahungunu and Ngāi Tahu. During the disruptive Musket Wars of the 1820s, the northern Waikato and Taranaki tribes of Ngāti Toa, Ngāti Raukawa, Te Āti Awa, Ngāti Tama and Ngāti Mutunga displaced many of the Wellington tribes. Ngāi Tara and Ngāti Ira almost ceased to exist. Muaūpoko and Rangitāne were displaced.

Colonisation

Māori declined under European colonisation. Most of the land was lost, the population was much reduced; by 1900, no traditional marae (cultural centres) remained in Wellington. The last Māori settlement at Waiwhetū (Lower Hutt) disappeared in the 1920s.

Renaissance

Māori began returning to Wellington after World War One in search of employment. This accelerated after World War Two. Over time the Māori population became concentrated in large government housing areas, typified by high unemployment, and poor health and education outcomes.

There was also a new energy. Several new marae were built: the Hutt Valley Te Tatau-o-te-pō (Doorway of the Night) meeting house in 1933; the elaborately carved Toa Rangatira in Porirua; the first urban marae, Tapu-te-ranga, in Island Bay in 1974; and in 1986, New Zealand’s first university marae, Te Herenga Waka (the Tethering Place of Canoes), at Victoria University.

Wainuiomata was the location of the first Kōhanga Reo (total-immersion language programme) to teach young Māori children the language, which grew into a national movement comprising more than 400 centres throughout New Zealand. The Te Rūnanganui-o-Te Āti Awa and the Wellington Tenths Trust tribal organisations play an important part in the cultural and social fabric of Wellington.

This renaissance is nowhere more evident than in the contemporary marae at Te Papa, the national museum. Opened in 1992, the marae is embellished with traditional designs in a contemporary form, in a way that illustrates the journey of Māori into the modern era.

The museum runs many Māori-centred exhibitions and has been at the forefront of an effort to retrieve the remains of ancestors taken overseas as curiosities and exhibits during the colonial era.
Welcome

Welcome to Wellington! It’s the best city in New Zealand and the coolest little capital in the world. Wellington is a city with a heart, and a real soul. Wellington is quirky, diverse, resilient and exciting.

There is no typical Wellingtonian. One third of Wellingtonians are born abroad, and two thirds of Wellingtonians in total are born somewhere else other than Wellington.

It doesn’t matter who we are, where we come from or what we look like. What makes us Wellingtonians is our shared love for this city, and our desire to make it a better, more accepting place for everyone to live.

It is important that we have a diverse, skilled and confident Wellington where new migrants are supported and welcomed.

My commitment to you is that Wellington will be a place where all communities are celebrated and valued, where they are involved in the city’s daily life and, most importantly, where their voice is heard.

One of the best parts of my job is getting to run citizenship ceremonies, to welcome new Kiwis to Wellington. I meet hundreds of people each year who love New Zealand, who want to start a life here, who want to contribute to their new communities.

We are a better city because we open our arms and have a place for everyone. Wellington welcomes you.

Justin Lester
Mayor, Wellington City
Wellington city is the vibrant and creative capital of New Zealand. It is a city with an enviable location and a well-earned reputation for intellectual leadership and innovation.
The capital’s location has created a walkable central business district that encourages a now-famous café and craft beer culture. The creative, IT, education and government sectors combine in a way that means it always does feel like there’s something going on.

A diversity of natural resources means within 10-15 minutes, you can be walking or mountain biking in native bush, or kayaking around the coastline. *Lonely Planet* dubbed Wellington the “coolest little capital in the world” and it was named the fourth top city to visit in the publisher’s 2011 Best in Travel awards.

Greater Wellington is home to almost 500,000 people, most of whom live around the connected city areas of Wellington, Upper Hutt, Lower Hutt and Porirua. To the north, the Kapiti Coast, and the Wairarapa region over the Rimutaka ranges, both offer weather and lifestyle benefits for those who don’t mind travelling approximately an hour each way on the train.
Wellingtonians are more than twice as likely to work in ICT (information and communications technology) as people in other parts of the country.

Over time the strategic importance of government has helped the city attract many of New Zealand’s best and brightest. Wellington regularly tops national qualifications and salary tables. The early adoption of a fibre optic network, and then the success of film-maker Peter Jackson, has seen the area become an international leader in IT development.

Its size makes it a great place for businesses to connect and collaborate. Wellington is now a global industry leader in screen and digital technologies, and the city is brimming with smart, innovative people.

It has the highest concentration of web-based and digital technology companies in New Zealand, and the largest number of companies in the Deloitte Technology Fast 500 Asia Pacific index for the region’s fastest-growing tech businesses. Wellingtonians are more than twice as likely to work in ICT (information and communications technology) as people in other parts of the country.

Wellington has also become the New Zealand city of choice for an increasing number of international students. It has three universities, two institutes of technology, and well-respected private training establishments offering a range of courses including design, culinary arts, agriculture, film and English language.

It’s no surprise that the region’s economy is also growing: recent figures show increases in GDP (gross domestic product, or the size and health of the economy), employment, retail sales, visitors and migrants.

However, for all its other qualities and even with the warm welcome most migrants enjoy across New Zealand, Wellington can still claim to be something special when it comes to hospitality. It is unlikely there is another city anywhere, where people are more likely to start talking to a stranger in town. Ask any Wellingtonian why they live here and you’ll see why the city’s tagline is Absolutely Positively Wellington!
EYES ON THE HORIZON

His love of travel and sailing meant Yoann Ladroit had no hesitations about moving from France to New Zealand.

Exploring comes naturally to Yoann Ladroit. As a teenager, he would visit countries around Europe with his family, and go sailing with his father. As an adult, he's travelled in the United States, Canada and Korea.

But moving to Wellington from Brittany, France, in January 2013 has given him the chance to see some particularly special places.

Yoann works at NIWA (National Institute of Water and Atmospheric Research) as a fisheries scientist. “Usually when people ask me what I do, I just tell them that I count fish!” he laughs.

Of course, the job is much more complex than that. Yoann has a PhD in applied mathematics, focusing on underwater acoustics (gathering information based on how sound moves through water). He helps to survey fish stocks in the seas around New Zealand. This sometimes involves going to sea for 4-8 weeks at a time, living on a boat and working 12-hour days in rough seas.

One trip took him to close to Campbell Island, between New Zealand and Antarctica, during winter when the waves swelled to 12 metres high. In 2015, he made it all the way to Antarctica. “We spent four weeks there just following blue whales. We were putting acoustic devices in the water to try to find where they were, as well as what they were eating. That was a great trip,” he says.

“New Zealand has the fifth-largest economic zone at sea in the world. That’s a huge area. There’s a lot of very special life out there that has to be studied.”

Yoann and his partner Marion always knew they would move to an English-speaking country once he finished his studies. “I wanted to expand my horizons scientifically, so it wasn’t really good to stay in the same institute I did my PhD in.”

New Zealand seemed to be the obvious choice. He already knew about the opportunities for sailing, and had worked during his PhD with some people at NIWA.

“When they advertised for the job at the end of my PhD, it was just the perfect time. I decided it
would be a great opportunity to see what my teenage dream was like,” he says.

Since NIWA is an accredited employer, Yoann could apply for a Work to Residence visa. “They also provided me with an immigration adviser to check the documents I organised, just in case I stuffed things up,” he smiles.

“We were pretty young when we left, so we didn’t have that much stuff to move. Mainly, we had windsurfing gear. That probably filled half of the container!”

In New Zealand, his van is always full of windsurfing gear. The NIWA office is in Evans Bay, so Yoann can go windsurfing during his lunch break.

“Because I spend a lot of time at sea as well, I end up with a massive amount of leave (holidays) to use. So, once in a while, when it’s windy I take an afternoon off and go windsurfing,” he says.

“Sailing is great as well. It took me only two weeks to find a boat to sail in and I’ve been sailing on it since, with a really good crew. There are
races every weekend during the spring, summer and autumn, and trips to the South Island and back.”

Yoann and Marion live in Newtown, a multicultural suburb with many good restaurants and cafes. “Every Saturday morning, we go to the market and get some fresh veggies (vegetables). It’s a good way to eat seasonally as well, because everything that’s not seasonal is overpriced,” he explains.

They don’t miss French cuisine, because they are enjoying the quality of New Zealand’s fresh produce and meat. Finding their favourite wines took a bit of time, though.

“It’s a lot more expensive as well. So, for a bottle of good wine in New Zealand, you’d have the best one in France.”

The price of renting a house is similar to what it would be in a medium-sized European city, he says.

“People forget that Wellington’s also the capital, so if you were comparing the prices to Paris, it would seem cheap. And you have such a better life in New Zealand than you would have in Paris, in my view.”

It seemed strange at first that most houses only have single-glazed windows, “and are quite poorly insulated compared to what we were used to. People are used to putting on layers during winter in their house here, whereas people in Europe are just heating the house or they’ve got better insulation.”

Yoann had committed to staying here for two years, but he has already been here for four years. He is learning a lot from working in small teams at NIWA, and is in no hurry to move.

“We’re just going with the flow. There’s no reason for us to leave. We’re happy,” he says.
Coast to coast

Living close to the sea makes Marion Clipet happy that she moved from Brittany, France to Wellington.

Wellington is famous for its wind. And while that wind often turns umbrellas inside out, it also means Marion Clipet can join Yoann and go sailing or windsurfing.

Marion comes from Brittany, a coastal area of France, and moved here with her partner Yoann in January 2013. She knew very little about New Zealand before Yoann got a job here, but realised the landscape is very similar to Brittany.

“It’s a very coastal region, and I didn’t feel it would be a big challenge for us to move here,” she says.

When Marion first arrived with Yoann, she spent her days visiting museums and looking for a job. She is a qualified teacher in France, and taught at primary schools there, but was not registered as a teacher in New Zealand. So she worked as a waitress in a French café for two weeks – and then found a job teaching French at the Alliance Francaise Wellington.

Marion keeps in touch with friends and family by using Skype and Whatsapp. “We are committed to staying way longer than the expected 3-4 years. It’s a bit hard for our family, but I think that length of time is too short to discover a country, and especially New Zealand, which has so many things to see.”

There seems to be more time here to do the things they love, she adds. Because you can do a lot of paperwork online, and because it’s easy to walk around the city, “there’s more time to go camping, to go windsurfing, to meet friends at good bars and restaurants. Everything is so much easier.”

Nathalie Buckrell, Marion’s manager, says many of her employees are originally on working holiday visas, so they only stay for 8-10 months. She finds it’s worth trying to keep the valuable people here.

“There are three people that I did not want to let go, so I went through the immigration process. As a result, instead of having 80 per cent of staff come and go every year, I have people with knowledge who stay year after year,” explains Nathalie. “Don’t be afraid to keep people if they bring a lot to your organisation.”

She advises employers to give priority to people who have already travelled, because they will be more likely to adapt to a new culture. Also, look for people who do not give up easily. “If I say, ‘Sorry, there’s no employment available,’ I really like it when they come back.”
Meet in the middle

Smart employers are sensitive to migrants’ circumstances.

It is a big commitment to bring a new employee to New Zealand, but moving here is also a leap of faith for the migrant.

Julie Hall, a regional manager at NIWA (National Institute for Water and Atmospheric Research), says the best way for employers to manage this is to be accommodating.

“Often we have to be flexible with people in terms of when they can come. Once they’re here, sometimes family issues come up, so some flexibility around their need to possibly return home, or work remotely on occasions, is needed.”

Julie regularly hires migrants, because the specific expertise NIWA needs often does not exist in New Zealand.

“The science community here is quite small, and while we have great universities, they aren’t necessarily training people with all the technical expertise we need,” she says.

Sometimes that knowledge doesn’t exist internationally, either. When Julie employed Yoann, NIWA couldn’t find anyone with expertise in fisheries acoustics (using sound waves to identify fish populations).

“So we hired Yoann, who had the acoustics knowledge, and gave him on-the-job training around fisheries.”

Word of mouth and personal networks of NIWA scientists are the company’s most effective tools when filling a position. In addition, being an Immigration New Zealand accredited employer means NIWA can quickly advertise overseas, because they don’t have to prove there is no New Zealander who can do the job first. “That’s really important in terms of timeframes for us and getting people on board quickly.”

It is vital to give migrants plenty of support throughout the process. NIWA offers a meeting with an immigration consultant, to assist with immigration issues and the shift to New Zealand. Once at NIWA, the new person is allocated a “science buddy” and put in touch with other expats to help them settle in.

“It adds to the diversity, it adds to the scientific background that we draw on from all our staff. It makes it a very dynamic and exciting workplace.”

Julie Hall, regional manager at NIWA.
ALL ABOUT BALANCE

Having time outside work to do the things you love is a major advantage of Kiwi life – as English-born Steve Purcell and his family have found.

Steve Purcell loves many things about living in New Zealand. One of his favourite things is how seriously Kiwis take their work-life balance.

“The degree to which my colleagues spend their evenings or their weekends doing things that they love, spending time with their families, is remarkable,” he says.

Steve and his wife Myrlia moved here from England with daughters Grace, 12, and Lily, 9. Myrlia explains that previously, when they lived in Germany, the couple got along very well with all the Kiwis they met.

“And they always went back to New Zealand. We thought, ‘They have the choice of anywhere in the world to live, but they always come back to New Zealand. There must be something very special about the country,’” she says.

Wellington strikes a balance between city life and wild scenery that also impresses Steve.

“What I love day-to-day about Wellington is the unique mix of just the right level of culture and facilities, with very ready access to fresh air and nature, mountains and ocean,” he says.
Working as a software manager, Steve has already lived in several countries: Germany, Luxembourg, Spain, Australia and China. He was running his own business from home in 2015 when a Kiwi friend emailed him to say they were looking for staff.

Steve was keen to start as a team leader at Powershop, an electricity company, so he arrived first in June 2015.

“The Wellington housing market is quite busy and particularly at certain times of year, it can take a little bit of time to find somewhere to live.”

Myrlia was born in the United States, so she needed extra time to gather paperwork from that country too. She and the girls landed in Wellington a few months later, and immediately things felt different.

“The people are very relaxed and supportive and friendly. It feels like a step out of the rush that you find in a lot of places in the world,” she says.

Salaries are lower here than in England, and Steve says migrants should realise they are moving to a smaller employment market. “But I have found that market to be very merit based. If you’re willing to put in the time and effort, I would say there is possibly even more scope here to make progress.”

The work environment and life balance is also attractive. “Powershop is a bunch of very relaxed, very competent people going about their work in a professional but friendly and unfussy way, which I’ve come to associate very strongly with the Kiwi approach to things,” Steve says.

He regularly goes mountain running and enters races with his workmates, and plays guitar in the company band, which entertains guests at their annual Christmas party.

Myrlia was a professional dancer and ran a ballet school in England. Here she gives people
private lessons, and last year began working as a choreographer for Gilbert and Sullivan Light Opera.

“I’m addicted to volunteer work. Most of what I do, I don’t actually do for money. I do things just to enjoy them and to help other people,” she explains.

The Ministry of Education website contains reports on how schools are performing, so Myrlia used these as part of her research into choosing a school for Lily and Grace.

“There are schools here where you can stay in the primary school system up through Year 8 [around the age of 12]. My older daughter was about to go off to high school in England, and I didn’t feel she was ready for that because she’s still happy to be a child,” says Myrlia.

“I really was pleased to learn about the system here and how that works, and how well it supports children when they’re going through difficult times.”

Lily is taking piano and voice lessons; Grace has tried parkour (a mixture of urban running and acrobatics). “We do yoga, we get out and go for lovely walks through the bush trails, or we go to the museums. There’s a lot to help enrich the children’s lives,” she adds.

Steve also enjoys how Kiwis seem less focused on buying lots of possessions.

“It doesn’t occur to the vast majority of people to constantly buy the latest car and keep changing it every year or two. To that extent, it feels very much like stepping out of a particular slice of the rat race,” he says.

He can even see the good side of the things he does not like about New Zealand.
“You have some of the boy racers (men driving noisy cars at high speed) who drive a little too fast, but I would rather that than have a country full of speed cameras, and very over-the-top policing.

“Equally, earthquakes are not ideal, but I think they contribute to the sense of community that Kiwis appear to have. There’s a sense of life being a delicate thing here, and how we have to look out for each other.”
Time to adapt

For a smoother settlement, stay switched on to the differences migrants face.

Certain Kiwi phrases and ways of working may be second nature to us, but it pays to give new migrants time to adjust.

Rachel Collingridge is a software delivery manager at electricity company Powershop. She has found the migrants they employ must navigate two key changes.

“Powershop has a fairly informal approach to things. We’re not a very corporate company,” she says. “Also, words mean different things when used in different ways. For example, saying ‘yeah nah’ in the same sentence, which we say in New Zealand, isn’t very clear to others!”

New migrants can seem a little quiet at first, explains Rachel. “They’re sitting back and observing – and also we often speak quickly and colloquially, which takes a while to get used to.”

On the software side of the business, Powershop employs 100-120 people. They use a coding framework called Ruby on Rails. “We’re running out of people who can do that here, so we’re looking further afield to find people.”

The other reason they employ migrants is because they value diversity: across gender, culture, religion, and rural versus urban backgrounds. “Our business exists to solve problems in software, and different perspectives help us to solve problems in a better way.”

When interviewing someone via Skype, Rachel recommends being very specific in your questioning, “because there isn’t as much context as if someone is in the room. Good English in the cover letters is really important. We ask a little bit more from our international interviews, because we really want to double-check if they’re right, and we also want them to feel comfortable in their choice to move here.”

The friendly culture at Powershop means people naturally welcome and include new migrants. The company provides some assistance with relocation expenses, and offers plenty of information on nearby schools and services.

Rachel encourages other employers to consider hiring migrants. “You get some interesting people who are very committed to moving into the New Zealand lifestyle. They’re very determined to make it work.”
SHAKING UP THEIR LIVES

Jordan and Jo Leary wanted their children to become “citizens of the world” – so they left the United States and moved to Wellington for a fresh start.

It is good to have a comfortable life, Jordan Leary believes. But that means you are not always developing as a person. Sometimes you need to “shake things up”.

He and his wife Jo were living with their two children in Utah, in the United States – in the city where Jo had grown up, and where they had met at university. Jordan realised it was time for a change.

“I wanted to broaden our family’s world view. I wanted our children to think of themselves not just as citizens of a single country, but as citizens of the world,” he says.

Jordan, who works as a game designer and developer, applied for jobs in Germany, Australia and New Zealand. It felt like a particularly big step for Jo, but as she says, “We figured if we were leaving, we might as well really leave!”

When Jordan got a job in mid-2015, suddenly, everything changed. Over the next three months, they sold the family home and chose to get rid of most of their possessions, rather than send them in a container to New Zealand.

Children Lucy, 12, and Gabriel, 11, had mixed feelings about the move. “They were excited to see a new country, they had heard about it from their friends who had lived here, but they were also very sad to be leaving family and friends,” Jordan says.

Still, at least the kids didn’t have to organise the paperwork. “The visa application process was quite involved. There were a lot of different forms to fill out, medical examinations, background checks,” explains Jordan.

“It’s quite stressful because if any of these things falls through, or it takes too long, that holds up the whole process and delays your start date and flights. We were lucky it went quite smoothly.”

They landed in Wellington in October 2015. It was the beginning of a different, simpler way of life. Jordan and Jo decided not to buy a car, and simply rent one for out-of-town trips. Choosing the right place to live was vital.
“It was important to live near a school for our kids. We wanted to be near nature as well, somewhere we could get out into the bush, and have a bus nearby,” says Jordan.

Not having a car has been good for Lucy and Gabriel, Jo explains. “If they want to go somewhere, they have to get there themselves. They can’t just rely on somebody else getting them where they need to go,” she adds.

Jordan works as a senior game designer for PikPok, which develops games for computers and mobile phones.

“The culture at PikPok is great, it’s very laidback, and everybody is really excited about what we’re doing. There’s a lot of energy around the office,” he says.

“At the end of the day, people switch off from work. You’re not getting emails from work all evening. In other companies I’ve been in, you’ll continue seeing emails at all hours of the day.”

Once she had helped the kids settle in to school, Jo found it difficult to be alone during the day.

“Getting involved earlier in things would have made things easier for me. I started volunteering at the community centre, and that was really nice because the people I was volunteering with became friends almost immediately,” she explains. She also volunteered at Lucy and Gabriel’s school, in the library.

Back in Utah, Jo had worked as a tax accountant. Early job research she did, which included contacting Wellington firm CloudTax, really paid off. Not long after arriving, Jo had followed up and met the director, and soon after she was offered a part-time role, helping manage the taxes of other American migrants in New Zealand.

The family lives in the suburb of Karori, and Jo loves the easy access to walking tracks in the bush.

“It is like you’re out in the middle of the forest, but you still have cellphone reception. We spend a lot of time at Karori Park, too. It has an area for
exercising, and the kids can play in the playground. It’s also a great place to throw the Frisbee [a disc-shaped toy]. When there’s no wind, it’s just perfect.”

Yes, Wellington and its wind. PikPok’s human relations manager warned Jordan about certain things: the sun burns people quickly, Wellington is very hilly, and the wind can be very strong.

“But hearing about it is not the same as feeling it!” laughs Jordan. “When we first arrived here, we were taken up to Mount Victoria. I was stunned by the view but I was also stunned by the wind, it was quite cold and very strong. We’ve learned to get used to it.”

On weekends, the family gets out and about. Favourite destinations include the national museum Te Papa, for its many exhibitions, and a nature reserve called ZEALANDIA.

“They’ve fenced off this area, to keep out pests that kill birds, so the native birds of New Zealand can thrive. I enjoy watching the kaka, a type of parrot that makes a horrible noise, but they’re very intelligent birds. The tui make incredible sounds, like I’ve never heard before from a bird,” he says.

They were also warned about earthquakes. The Learys have already experienced several, including the 7.8-magnitude earthquake in November 2016.

“That was quite surprising, one or two minutes of constant shaking in the middle of the night. It can be quite disorienting,” says Jordan.

Lucy has been in a kapa haka (Maori culture) group, Gabriel does karate, and both have joined a theatre group. Jo says making new friends is a good learning experience.

“They know what it’s like to be the outsider, to be the person who is alone at first. I hope that will make them kinder and more empathetic in the future to other people,” she says.

The school system in the US has a much stronger focus on testing, Jo explains. Lucy is worried that
Creating space for the right people

A flexible mindset to hiring migrants can pay big dividends, as Jordan and Jo’s employers both found.

Often the skills of a new migrant will open up new possibilities for an employer, bringing new insights to existing approaches. If you do meet a migrant who can contribute something extra to your business, it can be a chance well worth taking.

Mario Wynands is the managing director at PikPok, a game developer and publisher in Wellington that employs 85 people. When Jordan applied for a job at PikPok, Mario says two directors within the company both wanted to hire him for their departments, because Jordan’s skills spanned both project management and game design.

“While he was not a perfect match for any of the jobs we had open, we could still see his range of skills made him somebody we should try to hire – to create a role for them within the company.”

It didn’t take long for that to pay off. “He’s brought a lot of experience, a lot of new ideas to the table. From the first few weeks within the company, his peers and people across the studio saw what he was contributing.”

PikPok is an accredited employer with Immigration New Zealand, because as Mario explains, IT and technology is a constantly changing market – and bringing in overseas expertise has helped them gain momentum.
Mario Wynands, managing director at PikPok.

“We sell our games into more than 200 different countries around the world, we translate them into 22 different languages, we’re across a wide range of different platforms, so we’re constantly needing to evolve our thinking, get new skills onboard. We do find great entry-level people here in New Zealand, but when you want a certain amount of experience, you need to reach overseas.”

How to know where to look for the right migrants? Mario suggests working out what type of talent and experience you’re after, then look at the relevant successful markets and identify people looking for a change. “Typically we tend to find the sweet spot, from an age perspective, is from mid-20s to early 30s.”

Giving potential migrants a practical understanding of New Zealand life is vital, in terms of housing, healthcare and culture. When they arrive, “tailoring the on-boarding for every employee” is your best chance for successful settlement.

As the director of expatriate tax advisory service CloudTax, which employs Jo, Stuart Clouden operates a very niche business with just three people.

Stuart Clouden, director at CloudTax.

“It’s completely about finding the right people. I am always looking around for someone with the right skills.

“I’m always actively screening within my network to see if there are people coming to New Zealand. It’s all about networks, and keeping your networks current.”

On this occasion, though, finding Jo Leary was a stroke of luck. Jo contacted Stuart from the USA before they moved, to ask for advice about the job market here. Then when the Learys arrived in Wellington, Stuart and Jo met for a coffee.

They stayed in touch. Stuart saw the opportunity and, two months later, Jo became part of the team.

For both Stuart and Jo, a part-time role was ideal. Stuart could manage the workflow, and Jo still had time free to be with the children.

Because Jo is the partner of a principal migrant, there were no visa issues for Stuart or CloudTax.
WHEN HOME IS LIKE A HOLIDAY

Rafael Barbieri and Amanda Santos never dreamed weekends could be so relaxing when they moved from Botucatu, Brazil to the Wellington area.
Living on the Kapiti Coast, north of Wellington, means Brazilians Rafael Barbieri and Amanda Santos often leave home quite early in the morning to drive to work – the commute to Wellington takes 45 minutes if the traffic is good. But it’s always worth it when they get home, says Rafael.

“When you leave the city and go to Kapiti, you are disconnected from everything. You clear your mind. When you are back to work on Monday, you are invigorated,” says Rafael.

“It’s like a holiday. You have walking tracks, you have the beach, you have nature all around you. It’s just fantastic.”

Rafael has a keen interest in nature and bugs. After finishing his Master of Science in entomology (the study of insects), he came to New Zealand to do a PhD at Victoria University.

“The research institutes here are well known for excellence around the world,” he says.

It has been nearly seven years since Rafael and Amanda left Botucatu. They arrived on student visas with very clear goals. They would stay for three years. Rafael would complete his PhD; Amanda would improve her English and gain experience in the Pilates exercise method, so she could open her own practice in Brazil. But seven years has passed, and they are in no hurry to leave.

New Zealand has given them both the chance to grow professionally. Rafael already spoke some English, but studying in that language was another matter.

“That was a challenge, and if there is no challenge then it’s boring. This is one of the reasons to choose New Zealand. I saw that as an opportunity for me and for my wife to improve our English skills,” he says. “It was just a matter of time to gain confidence to speak without thinking of what you are saying.”

Amanda spent five months studying English when she first arrived. “Some Kiwis have an accent that is quite hard to understand at the beginning. When you’re listening all the time, you get used to it,” she explains.

In Brazil, Amanda had studied physical education for four years, and spent another year specialising in exercise training for elderly people. She began her Pilates training by learning from a mentor for one year, before starting to build up her own client list.

“The next stage is to open my own practice, but I’m waiting for the right moment. It’s different when you start your own business and family is so far away, it makes it harder to go back and visit them.”

Rafael now works at the Ministry for Primary Industries as an advisor for agricultural compounds. He works to build trust in
New Zealand’s regulatory systems and ensure that food produced here is safe.

Initially the couple flatted (shared a house) in Churton Park, an outer suburb, with a Kiwi couple.

“It was really positive because we were not only speaking English when we were outside, but when we were back at home we had somebody to speak in English with us. This is part of the package: to improve your English, you have to be immersed,” says Rafael.

Two years later, they moved into the central city, to experience living close to Wellington’s cafes, nightlife and the harbour. But they wanted to buy a house, and real-estate prices were unrealistically high – so they began looking up the coast.

“The market at the moment is quite insane, and it took us about one-and-a-half years to find a place. Going away from the city allowed us to have a lifestyle that is more connected to nature,” Rafael says.

Last year, the Kapiti Coast became their home. Living outside Wellington means they carefully manage their time to avoid being stuck in traffic, and make the most of being in Kapiti. They often leave home early in the morning, and sometimes return home late in the evening.

But once they are home, there is a lot to enjoy. They go cycling, walking and fishing, and are doing some renovations to their house and the land around it.

Amanda loves being near the sea. “It’s so peaceful, especially for us, people who used to live in such a big country with so many people and cars,” she explains.

“We have a vegetable garden and it’s going really well. It’s amazing having everything fresh from your own garden.”

It takes longer to make friends in New Zealand, she observes. “Back home we make friends quite easily, we’re really open. Here, it takes more time for people to open up. But once you get to know them, it feels pretty much the same. They help you in so many ways and you can count on them.”

Both agree that coming to New Zealand with a clear goal in mind is the best way to make the most of it. “You have to be determined and diligent, stick to your targets, and try to achieve it,” says Rafael.
Networks of opportunity

Erina Clayton, HR director for the Ministry for Primary Industries (MPI), says they hire new migrants when necessary, to ensure they have the specialist skills required to grow and protect New Zealand.

“We are world leaders in some of the areas in which we work, and we rely on a full range of policy, scientific and operational skills. New Zealand cannot always provide the specialised skills we need.”

When they do look offshore, MPI first identifies where their ideal candidate might be. “We look to countries that have qualifications we know or can trust – or places like international laboratories, where the skillsets we need tend to be found,” explains Erina.

MPI staff are active around the world, so they use those networks, plus LinkedIn and Facebook. “There is also MBIE’s SkillFinder tool, and we will use a dedicated sourcing strategy if we need to – such as for our graduates or our veterinarians,” she says.

“We don’t travel offshore to recruit much. MPI has video and Skype facilities, and we also have HireVue – which lets candidates make a short video interview for us to view during NZ business hours. It’s a great way to get around the time differences early on in the recruitment process.”

The key differences with hiring a new migrant are timing for when they can be available to start, and ensuring a checkable history for the roles requiring security clearances.

“We will help make the move as easy as possible for basic things like setting up a bank account and helping to find accommodation.” A one-week induction programme helps newcomers to orient themselves, and start building a network to support them as they settle in.

Erina says if you are having trouble finding staff, consider using your networks – you may be surprised how far they reach, and at the results.

“It can take more time to get someone into the country and set up ready to go, but new migrants can also open up new ways of solving problems and doing things, and give you a different view of how the world sees us and what we can achieve.”
Keep well this winter – get a flu shot now

Autumn is the best time to get your annual flu shot (known as a vaccination), so you’re protected before flu season strikes. You, or your family/whānau, may even qualify for a free flu shot.

Flu vaccinations are free for New Zealand residents, citizens and some visa holders from a doctor, nurse or qualified vaccinating pharmacist from March till the end of December, if you’re in one of these groups:

› Anyone aged 65 years or over.
› Pregnant women (any stage of pregnancy).

Flu vaccinations are free only from a doctor or nurse if you’re in one of these groups:

› People under 65 years of age (including children) with long-term health conditions such as heart disease, stroke, diabetes, respiratory disease (including asthma that requires regular preventive therapy), kidney disease and most cancers.
› Children aged four and under who have been hospitalised for respiratory illness or have a history of significant respiratory illness.

Even if you don’t qualify for free vaccination, you may still be able to get one free from your employer. Flu shots are also available for anyone for a fee from a doctor, nurse or some pharmacists.

Research shows that you can infect others with the flu virus even when you’re not showing symptoms yourself. So, if you are caring for others, you can help avoid passing the virus on to others close to you by being immunised.

Flu is not the same as a cold. It is a serious disease that can also make other existing conditions, such as breathing or heart problems, even worse, with some people ending up in hospital and some dying.

The influenza vaccine is a prescription medicine. Talk to your doctor or nurse about the benefits and possible risks.

Check out:

www.fightflu.co.nz
to find out whether you qualify for free flu vaccination, or call:

0800 IMMUNE (0800 466 863).
Get ready to vote in the 2017 general election

Living in a democracy gives New Zealanders a chance to have a say in our future. You can make your voice be heard and counted by enrolling and voting.

This year a general election will be held on **Saturday 23 September.**

This is when you get to vote for the people and political parties who make decisions on your behalf about the way New Zealand is run. The people you elect will represent you in Parliament, and will make decisions that affect you and your community.

**Enrol to vote**

In New Zealand you must be enrolled on the electoral roll to be able to vote in the general election. By law, you must enrol if:

- you are 18 years or older, and
- you have lived in New Zealand for one year or more continuously at some time in your life, and
- you are a New Zealand citizen or permanent resident. (If you are a Cook Island Māori, Niuean or Tokelauan, you can enrol once you have lived in New Zealand continuously for 12 months – you do not have to hold a resident visa to enrol and vote.)

If you are not already enrolled, you need to fill in an enrolment form. Go online at [www.elections.org.nz](http://www.elections.org.nz), call **0800 36 76 56**, or text your name and address to 3676 to request a form. You can also pick up an enrolment form at any PostShop.

You can ask someone to help you if you need help to fill in the form.

When you have enrolled, your name will go on the electoral roll, which is the list of people who have enrolled and are allowed to vote.

**Voting in the general election**

New Zealand’s elections are safe, free and fair.

We use a voting system called MMP. In a general election, you have two votes.

The first vote is the party vote, where you vote for the political party that you most want to see in Parliament. A political party with a lot of votes will have more Members of Parliament.

With your second vote, you can choose the person you most want to be your local Member of Parliament. The person who gets the most votes in your area will be your local Member of Parliament.

Information on enrolling and voting in New Zealand is available in a wide range of languages. You can get information by visiting [www.elections.org.nz](http://www.elections.org.nz) or by calling **0800 36 76 56**.
Insulation and smoke alarms in rental houses

If you are thinking about renting a house, two recent changes to the law may affect you. One lets you know how well insulated the house is. The other helps protect you and your family from the danger of fire.

Insulation

Landlords must now include an insulation statement as part of any new tenancy agreement. The statement tells you whether the home is insulated. It also tells you the type of insulation, where it is and what condition it is in. A landlord who does not make a complete insulation statement or includes anything they know to be false or misleading can be fined.

A cold, damp, poorly insulated home will be expensive to heat and may affect the health of your family. Make sure you consider the insulation statement when deciding whether the house you are looking at is the right one for you.

Smoke alarms

Many fire-related deaths happen at night when people are sleeping and do not smell the smoke. Working smoke alarms are the best way to make sure you and your family get an early warning of a fire so you can get out alive.

Every rented house must now have smoke alarms. In older houses, these may be smoke alarms that are powered by batteries. In newer houses, the smoke alarms are likely to be connected to the mains power (household electricity).

Smoke alarms must be fitted in each bedroom or within 3 metres of each bedroom door. They must also be fitted in any self-contained caravan, sleep-out or similar building.

Both you and your landlord are responsible for keeping the smoke alarms working.
Tenancy Services can tell you about your rights and responsibilities as a landlord or tenant. It also offers guidance on dealing with common tenancy issues.

Call them on 0800 836 262 (0800 TENANCY), free within New Zealand. They are open Monday to Thursday, 8am-5.30pm, and Friday 9am-5.30pm.

www.tenancy.govt.nz

Your landlord must make sure the smoke alarms:

› are always in good working order
› are working when you begin renting the property, including having working batteries.

If the smoke alarms use replaceable batteries, it is up to you to replace the batteries if they expire during your tenancy.

It is against the law to damage, remove or disconnect the smoke alarms. This includes removing the batteries, unless it is to immediately replace expired batteries. If you do damage, remove or disconnect a smoke alarm, you can be fined.

If there are any problems with the smoke alarms, you must let your landlord know as soon as possible.

Watch out for tuberculosis

While rare in New Zealand, tuberculosis (TB) is still relatively common in some parts of the world.

People with tuberculosis don’t always show symptoms. If you are healthy, your body can usually stop the TB bacteria from growing. If you have caught TB, it may not show up until months or years later.

The symptoms of TB can be similar to other illnesses. The most common symptoms are:

› a cough lasting three weeks or more, often with thick phlegm
› tiredness
› night sweats
› weight loss
› swollen glands (usually in your neck).

If you have these symptoms or if you have been in contact with someone who has TB, it is important to see your doctor. They can arrange tests to see if you are infected.

TB is a treatable disease, and treatment and testing is free.

Places considered to have a high rate of TB (40 or more cases per 100,000 people) include most of Africa; much of South America; Russia and the former Soviet states; the Indian subcontinent; China, including Hong Kong; South East Asia (except Singapore); some Pacific nations (except Cook Islands, Niue, Samoa, Tokelau and Tonga).
Wellington Ethnic Patrol members on duty during the second Bledisloe Cup rugby test in 2016. From left: Som Fields, Leo Jing, Aminudeen Pakeer Thambi, Synteche Collins (District Safety Patrol Coordinator) and Jasim Adam.
Street patrols build safer streets

In August 2016, the members of the newly formed Wellington Safety Patrol, all of them with migrant backgrounds, were on duty with the New Zealand Police for the second Bledisloe Cup rugby test match.

Saturday evening in Wellington’s entertainment precinct, and the streets around Courtenay Place and Cuba Street are strangely empty. Normal life is on hold: the All Blacks are about to play.

The city is on a timer. At 7.35pm, at the other end of town in the packed-out Westpac Stadium, the second Bledisloe Cup match against the Wallabies will kick off.

The quiet times won’t last. Towards 9.00pm, the doors of the Westpac stadium will open and the spectators will stream into town, merging with crowds of people who have watched the match at home or cheered on the All Blacks from the comfort of a bar or pub.

The throngs of people and the emotional release of winning – or perhaps losing – combined with alcohol will make for an eventful night.

At Wellington Central Police Station, the Police know what to expect. Tonight they will be out in force, and so will the volunteers who assist them: the Māori Wardens, the Pasifika Street Patrollers and the members of the newly formed Wellington Safety Patrol.

In the past two decades, as New Zealand has become more ethnically and culturally diverse, public agencies such as the Police have faced the challenge of gradually making the composition of their staff more accurately represent the communities they serve.

In 2009, the Asian Liaison Co-ordinator for the Auckland City Police District, set up an Auckland Asian Safety Patrol to encourage more Asians to join the Police. Today the patrol, now known as the Auckland Safety Community Patrol, has around 200 members from a range of origins: Pākehā, Pasifika, Māori, Middle Eastern, Latin American, African and Asian.

It has been highly successful. The patrols have helped migrants feel safer in their communities and more comfortable about asking the Police for help. As volunteers, the patrol members participate in the life of the wider community, and many of them have gone on to join the Police.

Auckland is, of course, the most diverse of New Zealand’s regions – more diverse than cities like Sydney or New York – but other regions are heading in the same direction. In Christchurch, 20 per cent of the population was born overseas at the time of the 2013 census. This figure will have climbed further as skilled migrants arrived to take part in the rebuild. In Wellington the figure is 25 per cent.

So in 2016, Wellington and Christchurch established their own patrols.

Wellington District Ethnic Liaison Co-ordinator Sergeant Phil Pithyou founded the Wellington Safety Patrol in April 2016, recruiting 12 patrol volunteers. Synteche Collins was appointed District Safety Patrol Co-ordinator in mid-June.

Since then, another 19 patrol volunteers have joined up, recruited mostly through social media. Synteche plans to double the number of patrol volunteers.

“I want this to be an all-inclusive multicultural patrol, with migrants from a range of cultural backgrounds – including Europeans – and all walks of life. I want the patrollers to learn the teamwork skills that are so essential to police work.”
More volunteers will mean more patrols.

“I would like to see patrols out there every week, heading out to wherever police intelligence tells us they are needed,” says Synteche.

The patrollers will also help the police work more closely with people whose first language is not English.

“I think our patrollers speak around a dozen languages between them.”

Tonight the Wellington Safety Patrol has six members on duty. For the first half of the evening, before the match finishes, the patrollers will cover areas around the waterfront and Courtenay Place.

In the second half, when the match is over and the town fills with rugby fans, they will accompany Sergeant Shane Benge and Senior Sergeant Steve Sargent of the Alcohol Harm Prevention Unit down to Courtenay Place.

Down by Allen Street, Jasim Adam offers tips to patrollers Leo Jing and Aminundeen Pakeer Thambe: be sure to take proper notes about what you see. For example saying ‘young people’ is not enough. What ages are they? Can we say anything about their ethnicity?

The community patrollers are a second set of eyes and ears for the Police and, dressed in their yellow high-visibility jackets, are an obvious and reassuring presence.

But they do not have formal powers. If anything happens, they will need to call in help. Keeping themselves safe is their first and all-important priority.

Jasim is the most experienced of the patrollers. A prominent member of the local Muslim community, he has worked with Muslim youth, been a prison volunteer, and, for more than five years, has helped advise the Police when they work with Muslim families. A project management consultant, Jasim volunteers because he wants to give back to the community, as does finance officer Leo Jing.

Patroller Kengo Kaichi is working for the Japanese Embassy, but back in Japan he was a police officer,
a job to which he will return. He has volunteered to see how things work in New Zealand.

Som Fields, a Victoria University postgraduate international student, is thinking about joining the police one day.

Yao Meng, originally from China, and Aminudeen Pakeer Thambi, who came to New Zealand as a refugee from Sri Lanka, are partway through the six- to 12-month Police recruitment selection process, including a pre-Police college distance learning course and a physical appraisal test.

Yao is a university-qualified finance officer. Aminudeen has a pharmacy degree; someday he would like to work in police forensics.

After the first half of their evening, the patrollers gather again at the Wellington Central Police Station to talk things through and compile their notes.

It has been quiet. One patrol came across two German tourists drinking cider and let them know that an inner-city liquor ban is in place. Another patrol came across a taxi driver having an asthma attack and alerted Police Liaison Officer Constable Duncan Ashton, who called an ambulance.

In the second half of the evening, the patrollers accompany Sergeant Benge and Senior Sergeant Sargent out on to the streets of a very different, post-match, Wellington.

The mood is one of celebration. The All Blacks have won. Revellers gather around to banter with the two Police Officers, who respond with good-natured amused. Then Shane and Steve lead the patrollers off on a mystery tour of deserted side alleys, empty shopping lanes and parking lots.

By the time the patrollers return to the Central Police Station, it is almost midnight.

Postscript: Following the Bledisloe Cup test, 14 arrests were made for alcohol-related offending, including disorderly behaviour and fighting, in and around the Courtenay Place area and the CBD. The All Blacks won 29-9.
Ambassadors support international students

The years from adolescence to young adulthood can be a difficult and vulnerable time, says Wellington District Ethnic Liaison Coordinator Phil Pithyou of the New Zealand Police. This is the period when people form relationships, experiment with alcohol, begin driving and exercise their independence. It is a complicated time, and it can be particularly so for international students who are living far from home and family.

As a group, international students can be more vulnerable to falling victim to crimes such as burglary or fraud. The barriers of culture and language make them harder to reach and it is less likely they will know where to go for help.

Wellington’s International Student Ambassador programme, which was set up in September 2016, is part of the solution, preventing crime and victimisation by getting the right messages out using messengers who understand the best ways of reaching out to their communities.

“If you don’t know your audience, it is very easy to get things wrong,” explains Phil.
The ambassadors also relay information back to the police.

“We give them information we think is important, but they also tell us what they think is important.”

Eventually between 20 and 30 international students will be trained to be ambassadors for their student communities.

Currently five education providers are working with the Police as members of the programme: Queen Margaret College, Whitireia New Zealand, WelTec, the Wellington campus of Massey University, and Victoria University of Wellington.

A similar programme in Auckland has proven highly successful.

To find out about the Wellington Safety Patrol or the Wellington International Student Ambassador programme, contact:

Synteche Collins
synteche.collins@police.govt.nz
(04) 381 2016
Volunteers flock to ZEALANDIA

Many new migrants have discovered this wildlife wilderness in the middle of Wellington city.

Six kilometres from the downtown bustle of Wellington lies a very different world. Here, nature rules. Overhead, bush parrots called kaka have noisy conversations, while on the forest floor, tuatara – the last representatives of an ancient group of lizard-like reptiles – chase insects among the dead leaves.

In some ways, in those six kilometres you have travelled back more than 200 years to a time before European settlers arrived in New Zealand, bringing with them today’s ever-present enemies of native wildlife: rats, cats, stoats, weasels, ferrets and possums.

This is ZEALANDIA, a 225-hectare island of regenerating bush centred around two disused water collection dams and surrounded by 8.6 kilometres of predator-proof fence.

In ZEALANDIA, birds like the kaka, which is rare on mainland New Zealand, and the little spotted kiwi, which now only survives on predator-free offshore islands and sanctuaries, are thriving.

Indeed, every day flocks of kaka fly out from ZEALANDIA to feed and play in the bush and gardens of suburban Wellington.

It was shortly after moving to Wellington from Germany that Nikki Oesterle, ZEALANDIA’s volunteer coordinator, decided to apply to join ZEALANDIA’s community of volunteers.

She liked the beauty of ZEALANDIA and the good work it was doing, and she saw volunteering as a good way of establishing herself in her new home and getting to know New Zealanders.

“As an immigrant, you don’t know that many people in a new city,” she says.

“To get to know more people, build a network and learn more about this place, I figured volunteering would be a good thing to do.”
Volunteering as a visitor guide eventually led to a temporary position. This led, in turn, to her current job, working to build and maintain ZEALANDIA’s 600-plus volunteer workforce.

I met with Nikki and volunteers Margot Meuleman and Sarah Young in Rata Café, in ZEALANDIA’s magnificent new visitor centre.

Volunteering is very common in New Zealand, says Nikki – and the figures support her. According to the International Charities Foundation, in 2013, 44 per cent of New Zealanders spent time volunteering, significantly more than Australians or Europeans.

ZEALANDIA could not function without volunteers. Volunteers check the fence line is intact, maintain more than 32 km of tracks, help feed and band the birds, host visitors, guide tours, and provide biosecurity control. In terms of the hours they donate, they make up half of ZEALANDIA's workforce.

At regular recruitment meetings, ZEALANDIA interviews potential volunteers. Those who are accepted are matched with roles suited to their strengths and trained in the skills they need.

Trainee volunteer guides spend hours accompanying guided tours, learning about ZEALANDIA before leading tours themselves.

The work of the volunteers is acknowledged with awards and an annual Volunteer Appreciation Dinner.

Many of the 125,000-plus annual visitors to ZEALANDIA are from outside New Zealand, making foreign-language skills among the volunteers highly valued. French, German and, increasingly, Mandarin Chinese are languages in demand.

Recently Nikki has worked with the Victoria University International Leadership Programme to attract more international volunteers, and she works alongside local colleges to recruit Mandarin-speaking guides.

“Volunteering is an opportunity for the students to practise their Chinese with Chinese speakers,” she explains.

Overall, about 20 per cent of ZEALANDIA’s volunteers are migrants, says Nikki, while among more recent recruits the figure is close to 40 per cent.

Qualified in environmental education in the US, Margot saw volunteering for ZEALANDIA as a way of understanding what was, for her, an exotic environment.

“Whether you come to New Zealand on a holiday or extended visit or you are moving here permanently, in order to get a sense of place, it is really nice to learn the fauna and flora,” she says. “It is worthwhile volunteering for that reason alone: once you can identify what is around you, you see and understand so much more.”

For Margot, as for Nikki, volunteering has led to a paid position with ZEALANDIA.

A love of nature and wildlife prompted IT professional Sarah to volunteer for ZEALANDIA. In the UK, her life was dominated by work; in New Zealand, a better work-life balance meant she had the time to volunteer.

These days she knows the New Zealand bush better than some locals. “Kiwi friends sometimes say, ‘You know more than me,’ and I can say, ‘Yeah, probably.’”

One of her pleasures is pointing out wildlife visitors often miss.

The tuatara, which often lie motionless are a good example.

“They are also well camouflaged, which doesn’t make spotting them any easier,” says Sarah.

Unique to New Zealand, they are a highpoint of any ZEALANDIA visit.

“You’d be amazed, if you stand over by the tuatara, how many people would walk past them if you didn’t point them out.”
Among the wildlife visitors may see at ZEALANDIA are, (clockwise from top left) tuatara, takahe, saddleback and kereru. The takahe are particularly rare, and classified as critically endangered. The two takahe at ZEALANDIA are an older pair that have been retired from a breeding programme. Photos: Brendan Doran.

ZEALANDIA is located at the end of Waiapu Road, a 10-minute drive from downtown Wellington.

A free 11-seater shuttle picks up and drops off ZEALANDIA visitors from outside the city i-SITE and from the top of the Cable Car.

Many of Wellington’s public buses will stop at the end of Waiapu Road. This is about a two-minute walk from the sanctuary.

ZEALANDIA features a café, information centre and souvenir shop. A range of tour options, including night tours, are available.

Admission costs start at $18.50 for adults, $10 for children aged 5-14 years, and free for children under five. There are also student, senior and family prices.

Both day and night tours are also available.
Keeping wildlife safe from your cat

Cats are popular pets — and natural hunters. So how can you, as a cat owner, help out your local wildlife?

To begin with, get your cat desexed. From as young as five months old, a female cat can get pregnant and could have several litters of kittens a year. As a result, thousands of unwanted kittens end up at SPCA centres around the country, or living on the streets as strays. You can stop this happening by getting your cat desexed.

Desexing male cats stops them breeding with stray cats and makes them less likely to travel far from home or get into fights.

Get your cat microchipped and registered. Microchipping makes the cat easy to identify and means it is more likely to be returned to you if it is lost.

You can reduce your cat’s hunting behaviour by feeding it inside your house at a regular time and keeping it inside at night.

When you go on holidays, leave your cat with a cattery.

Make sure your cat has a complete and balanced diet and provide it with moving toys. A well-fed cat with access to toys is less likely to hunt.

You can also fit your cat with collar with a bell. One Dunedin study found that placing bells on cats halved the number of birds caught.

To find out more about visiting ZEALANDIA or becoming a ZEALANDIA member or volunteer, go to:

www.visitZEALANDIA.com
Inside the Skilled Newcomers Programme

Since 2008, the Wellington Chamber of Commerce has run a Skilled Newcomers Programme to match the skills of newcomers to Wellington with the needs of local businesses.

“Wellington is a very high-skill city, it needs knowledge workers,” explains James Sauaga, the Programme Coordinator.

Often newcomers have the skills employers need, but they don’t understand how to look for a job in New Zealand or what it is that employers are looking for.

“It can be very different from the way they approach things in their home countries,” says James.

The Skilled Newcomers Programme works in collaboration with many local organisations, among them MCLaSS (Multicultural Learning and Support Services) and the Job Mentoring Service run by English Language Partners.

MCLaSS deliver regular workshops on behalf of the programme, teaching newcomers how to put together New Zealand-appropriate CVs and cover letters, and the best ways to approach job interviews.

The Job Mentoring Service matches job seekers
with trained volunteer job mentors, who provide one-to-one support and advice to job seekers.

“We are very lucky to have such a great local network supporting skilled migrants,” says James.

One common mistake newcomers make is being too formal.

“In many other countries, it is usual to be very formal when you meet with someone like an employer. In New Zealand we are more relaxed. You need to be able to shake someone’s hand, greet them by their first name and have the confidence to have a conversation.”

He emphasises the need for job seekers to be flexible in their approach and to find the right employer.

“This is a creative city; Wellington is very diverse. You have to make an effort to understand how the company you want to work for operates. What are they looking for? What is their culture like? Take the IT industry. At one company the dress code will be jeans and t-shirts; at another, it might be suit and tie.”

A variety of agencies refer newcomers to the Skilled Newcomers Programme, where as a first step they must fill in a web-based application form.

The programme is open to skilled migrants who have been in New Zealand for less than two years and are legally entitled to work.

Depending on their needs, the migrants enrolled with the programme may be referred to MCLaSS, to the Job Mentoring Service or to other organisations supporting migrant job seekers in the region.

The programme aims to connect its newcomer clients with employers through the Chamber of Commerce’s network.

“Our emphasis is on supplying our employers with quality candidates,” says James.

International students are a recent focus. Victoria University of Wellington is among the top 2 per cent of the world’s universities, and of its 21,000 students more than 3,000 are international.

“We see so many international students coming here, getting great qualifications, and then leaving,” says James. “The question is, how do we connect them with the opportunities that there are here in Wellington?”

As well as their skills, the diversity newcomers bring to businesses should also be seen as a strength, says James.

“A quarter of Wellingtonians were born overseas. If you are in business, that’s a quarter of your customer base. If you want to understand your customers and their needs, it makes sense to employ a workforce that represents that diversity.”

James Sauaga, Programme Coordinator.

To learn more, visit:
www.wecc.org.nz/skillednewcomers
New guide for migrants in hospitality

A guide for migrants working in the hospitality sector has been published by Immigration New Zealand. The guide delivers information about employment rights, the ins and outs of the New Zealand workplace, and workplace communication. It is available in English, Korean and simplified Chinese.

“As New Zealanders, we have a unique ‘Kiwi’ way of communicating at work. The guide explains how workplaces tend to be more informal in New Zealand than in many overseas countries. This informal style flows over into how we communicate,” says Judi Altinkaya, National Manager Settlement.

The guide explains some common expressions in the New Zealand hospitality sector, such as cover (customer or guest) and prep (short for ‘food preparation’).

*Working in hospitality in New Zealand (a guide for migrant hospitality workers)* joins a line-up of existing guides to working in the dairy, aged-care and construction sectors.

Guides for employers who are hiring migrants have also been published for each sector.

“It is important that both employers and migrants understand New Zealand employment law and that they know that all employees have the same rights, whether they are New Zealand or overseas born. Everyone is entitled to the same minimum wage, the same leave, the same working conditions,” says Judi.

*Working in hospitality in New Zealand* has advice about how to move to New Zealand, and settling in successfully.

“The better informed people are, the smoother their transition will be into New Zealand work and life. Good information leads to happier migrants and more efficient workplaces,” says Judi.

The guide provides contact details for settlement services, as well as unions, that migrant workers can turn to if employment issues arise.

The guide can be read online or downloaded as a PDF from [www.newzealandnow.govt.nz/resources/working-in-hospitality](http://www.newzealandnow.govt.nz/resources/working-in-hospitality)
Kupu whakahau – simple commands

By Prof. Rawiri Taonui

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

**E**

E is used in front of a verb or “doing word” that is one or two syllables long:

<table>
<thead>
<tr>
<th>E noho</th>
<th>Sit</th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>

**Long words**

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

<table>
<thead>
<tr>
<th>Haere</th>
<th>Go</th>
</tr>
</thead>
<tbody>
<tr>
<td>Āwhina</td>
<td>Help</td>
</tr>
<tr>
<td>Turituri</td>
<td>Be quiet</td>
</tr>
<tr>
<td>Whakarongo</td>
<td>Listen</td>
</tr>
</tbody>
</table>

**Combining with names**

The same rule applies when using a personal name:

<table>
<thead>
<tr>
<th>E Hone, haere</th>
<th>John, go</th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>

**Kia**

Kia expresses a command as a desired goal:

<table>
<thead>
<tr>
<th>Kia tere</th>
<th>Be quick</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kia tūpato</td>
<td>Be careful</td>
</tr>
</tbody>
</table>

**Mai and atu**

Mai and atu add directional clarity:

<table>
<thead>
<tr>
<th>Hūhana, whakarongo mai</th>
<th>Susan, listen to me</th>
</tr>
</thead>
<tbody>
<tr>
<td>E Hemi, haere atu</td>
<td>James, go away</td>
</tr>
</tbody>
</table>

**Mā**

Mā can be added when giving commands to groups:

<table>
<thead>
<tr>
<th>Kötiro mā, piki mai</th>
<th>Girls, climb up here</th>
</tr>
</thead>
<tbody>
<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
Discovering tikanga Māori in Wellington

In December 2016, a new year-long tikanga Māori (protocols and customs) and basic te reo (Māori language) programme for former refugees and new migrants began with a visit to Ngāti Toa’s Takapūwāhia Marae in Porirua.

One hundred and thirty former refugees and new migrants took part in a visit that Debbie Player of MCLaSS (Multicultural Learning and Support Services) describes as “unforgettable”.

Ngāti Toa kaumatua (elder) Taku Parai and his whanau welcomed the group, and the visit included a traditional wero (challenge), a pōwhiri (welcoming ceremony) and a hangi (food cooked in an earth oven).

Supported by interpreters, the group learned about the warrior chief Te Rauparaha, the origin of the New Zealand’s most famous haka, and the history of the fall and rise of tikanga Māori over the past 150 years.

The response from the group was enthusiastic. “Many of them were excited to discover a part of New Zealand culture that had familiar elements, such strong tribal connections with land, rituals of welcome and the cooking and sharing of food,” says Debbie.

The new Wellington-based tikanga Māori and basic te reo programme is jointly operated by three multicultural non-governmental organisations (NGOs): MCLaSS, which initiated the programme, the Red Cross and Changemakers Refugee Forum.

Ben Ngaia, manager of cultural and education initiatives for Wellington Tenth’s Trust, has provided guidance and professional development to the staff of the three NGOs, and has helped them to connect with iwi in the Wellington region.

“Our experience so far has strongly confirmed the value of creating strong connections with local iwi,” says Debbie.

The new programme is funded by Adult and Community Education (ACE) Aotearoa.
## 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](http://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](http://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](http://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](http://www.cecc.org.nz)

### In Auckland and nationwide...

**Are you looking for employment?**
[www.newkiwis.co.nz](http://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
SETTLEMENT SERVICES

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, 7) 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

WHANGANUI–MANAWATU

CAB Palmerston North
Community House, 77 King Street, Palmerston North
Monday–Friday 9am – 4.30pm

BAY OF PLENTY

CAB Tauranga
38 Hamilton Street, Tauranga
Monday–Friday 9am – 5pm

CAB Rotorua
Community House, 11/3 Erura Street, Rotorua
Monday–Friday 9am – 5.30pm

GISBORNE

CAB Gisborne
124A Bright Street, Gisborne
Monday–Friday 9.30am – 4pm

HAWKE’S BAY

CAB Napier
Community Hub, Community House, 62 Raffles Street, Napier
Monday–Friday 9am – 4pm, Saturday 9.30am – 12pm

WELLINGTON

CAB Lower Hutt
Apex House, Cnr Queens Drive and Laings Road, Lower Hutt
Monday–Friday 9am – 5pm

CAB Upper Hutt
2 Sinclair Street, Upper Hutt
Monday–Friday 9am – 4.30pm

CAB Porirua
2nd Floor, Pember House, 16 Hagley Street, Porirua
Monday–Friday 9am – 4.30pm

CAB Kapiti
1st Floor Coastlands Shoppingtown, Paraparaumu
Monday–Friday 9am – 4pm

CAB Wellington City
Mezzanine Floor Central Library, 65 Victoria Street, Wellington
Monday 9.30am – 5.15pm, Tuesday–Thursday 9.30am – 6.30pm, Friday 9.30am – 3.30pm, Saturday 11am – 1pm

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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