Welcome to Wellington – Wayne Guppy

Grow Wellington

A home where the kids come first

Wellington a breeze the second time

Thinking big in a world of ideas

Settlement Support in Wellington

Wellington Regional Settlement Strategy

Wellington Rohe: Te-Whanganui-a-Tara

Welcome to your local marae

Marae protocols

Te Reo Māori – Visiting marae

To unsubscribe or ask a question, email settlementinformation@dol.govt.nz
FAMILY

29  Be in the splash - safely

EMPLOYMENT

24  Migrant dairy farmers

MONEY

33  Paying tax in New Zealand

CONSUMER RIGHTS

30  A new home in a new country – to rent or to buy?

EDUCATION

35  Adult education: learning English

HEALTH

34  Community Pharmacists – The health professionals New Zealanders see most often

TRANSPORT

38  Changes to New Zealand’s road rules

LEISURE

36  The beautiful ride

Subscribe to LINKZ
http://dol.microsite.co.nz/linkz/subscription/
FREE for 2 years, for new migrants to New Zealand

www.immigration.govt.nz
WELCOME TO NEW ZEALAND.

We have a great country, living as we do on the edge of the world. My role is the General Manager of the Settlement, Protection and Attraction Division within Immigration New Zealand. New Zealand is a fantastic country to live in, with an engaging climate and culture. I want to ensure you are feeling welcome in New Zealand, are settling well, and are able to make a contribution to this country. This quarterly magazine is part of providing you with the information you need. We value the skills and knowledge you bring and want to ensure you can use your talents with employers, or as investors or entrepreneurs. If you think there are things we need to do better to help you settle quickly, please take the time to let us know by emailing: settlementinformation@dol.govt.nz

Many thanks and best wishes for your future here.

Stephen Dunstan
General Manager, Settlement, Protection and Attraction Division
Immigration New Zealand

WOULD YOU LIKE TO CHANGE YOUR PUBLIC HOLIDAYS?

Many people are not aware that it is possible to move a public holiday to better suit an employee and their employer.

Since April 1, 2011, employers and employees are able to agree to transfer the observance of public holidays to another working day to meet the needs of the business or the individual needs of the employee. An employer and employee should make the agreement in writing. There are some conditions to this, which ensure the same rights and responsibilities apply in regard to the transferred day as for the actual public holiday.

To find out more, visit the Department of Labour employment relations web page, at www.dol.govt.nz/er/holidaysandleave/publicholidays/transferring.asp

Credit check of fines

In February this year a law change introduced new measures to encourage people with overdue fines or reparations to pay them – and avoid putting their access to credit at risk.

It means if you are applying for credit, companies will be able to see if you have overdue fines or reparations to pay. Also, where fines or reparations are due, the court can use any new contact information from the customer’s credit application to update their client database.

There are some other changes too. These are designed to make it easier for the courts to get overdue fines and reparations accounts paid. If you think you might have fines owing, you can check this online at: www.justice.govt.nz/fines/fines/check-if-you-have-a-fine

Or call 0800 4 Fines (0800 434 637).

New to New Zealand?
Settlement Support New Zealand (SSNZ) can help you www.ssnz.govt.nz
### GOING DIGITAL  Targeted Assistance Package

New Zealand is switching to digital TV providing better quality, more channels and features such as on-screen TV guides. The first regions to go completely digital will be Hawke’s Bay and the West Coast of the South Island in September this year. All areas will be digital by the end of 2013.

### The new adult minimum wage rate (before tax) for employees aged 16 or over is:

- **$13.50** an hour
- **$108.00** for an 8-hour day
- **$540.00** for a 40-hour week

The minimum wage rate for new entrants and employees on the training minimum wage (before tax) has increased to:

- **$10.80** an hour, which is **$86.40** for an 8-hour day or **$432.00** for a 40-hour week.

Information on wages, conditions and employment relations can be found on the Department of Labour website.

---

Did you know? **LINKZ is FREE for 2 years for new migrants to New Zealand**

---

Upper North Island
Sunday 1 December 2013

Lower North Island and East Cape
Sunday 29 September 2013

West Coast
Sunday 30 September 2012

Hawke’s Bay
Sunday 30 September 2012

Rest of South Island
Sunday 28 April 2013

Details and a timetable can be found on www.goingdigital.co.nz
I have the privilege of conducting the citizenship ceremonies for Upper Hutt and it is a real privilege to meet the new citizens who have chosen Upper Hutt and the Wellington region as their home. We have certainly noticed that over the past few years we have had a huge increase in the number of people attending our ceremonies and I know the other cities within the Wellington region are experiencing growth too. We are very fortunate in the Wellington region that many events are being organised to bring people together and enable our new citizens to showcase their cultures. I know how important it is to maintain your culture from your former home. It is also important that New Zealanders and Wellingtonians experience the cultures of our new New Zealanders. Our region and New Zealand is a better place for you choosing New Zealand as your home.

So on behalf of all Wellingtonians a very special welcome to our new immigrants and we embrace your diversity and contribution to our region. Thank you for choosing our region as your home and I certainly look forward to many more citizenship ceremonies so we can welcome people into our city and introduce them to fellow “Kiwis”.

Wayne Guppy
Mayor of Upper Hutt City, Chair of the Wellington Mayoral Forum
Wellington is a vibrant, cultural and cosmopolitan capital city, blessed with a picturesque harbour and surrounding green hills. The city offers a diversity of natural resources right on its doorstep. Within 10 to 15 minutes you can be walking or mountain biking in native bush or kayaking around the picturesque coastline. In addition, being located in the centre of New Zealand perfectly positions Wellington as the gateway to both the North and South Islands. Lonely Planet dubbed Wellington the "coolest little capital in the world" and it was named the 4th top city to visit in the publisher’s Best in Travel 2011. Wellington is renowned as New Zealand’s Cuisine Capital. Not only for its award winning restaurants and sophisticated café culture, but also for its celebrated food and beverage produce.

Wellington has all the benefits of a major international city but its compact nature means that businesses thrive in remarkable proximity with a generous spirit of co-operation and collaboration. Once seen as a grey government focused community, Wellington is now a global industry leader in screen and digital technologies and the city is brimming with smart and innovative people. It is home to world-class tertiary education and research institutions, a solid entrepreneurial base and excellent infrastructure.

Wellington has a highly educated and skilled population, with the country’s most productive and well-paid workers. Around half of the region’s workforce is employed in knowledge intensive occupations. It is no surprise then that Wellington also has New Zealand’s most highly skilled workforce with around a third of its residents holding tertiary qualifications (double the national average).

While the Lord of the Rings put the world’s spotlight on the Wellington film industry, a raft of major blockbusters since have proved that we are at the cutting edge of film and television. Success creates success and the success of the Wellington film industry has attracted more large-scale projects and partnerships creating an even more robust industry.

Wellington is a fantastic place to live and work. The energy is infectious. Living and working in Wellington is about being connected, motivated and feeling alive! ■

Peter Jackson’s The Lord of the Rings trilogy and following blockbuster movies keep Wellington in the spotlight.

Many Wellingtonians commute using the region’s suburban and regional rail network.

Once a trade-focused dry goods wholesaler, Moore Wilson has added a large delicatessen and fresh foods section, actively promoting New Zealand’s speciality produce.
One of the Māori names for Wellington derives from mythology which describes how the culture hero Māui hooked a huge stingray and hauled it out of the sea. His catch, Te-Ika-a-Māui (Māui’s fish) became the North Island.

Te Ūpoko-o-te-ika-a-Māui (the head of the fish of Maui) is the Wellington region. Ngā Karu-o-te-ika-a-Māui, the eyes of the fish, are Wellington Harbour and Lake Wairarapa.

Oral traditions say that the harbour was originally a lake, until Ngake, a taniwha (guardian) who lived within its confines, used his great strength to carve a route to the open sea – the harbour entrance. Another taniwha, Whātaitai, tried to follow but exhausted was washed up on the southern shore where he became petrified as the hill above Hātaitai still visible today.

In Māori tradition the explorer Kupe was the first person to visit the harbour naming the islands in Wellington Harbour after his daughters, Matiu (Somes Island) and Mākaro (Ward Island). Kupe made the islands of Kapiti and Mana by slicing them from the mainland with a blow of his patu (fighting club).

Kupe was followed by the Ngāi Tara ancestors, Tara-taraika and Tautoki, from the Kurahaupō canoe who named the harbour Te Whanganui-a-Tara (the great harbour of Tara), which today is another Māori name for Wellington. Other Kurahaupō tribes, Muaūpoko and Rangitāne, settled in Horowhenua and the Wairarapa. Around the 17th century, Ngāti Tara were joined by the Ngāti Ira tribe from Hawke’s Bay. Other tribes including Ngāti Kahungunu and Ngāi Tahu also lived in Wellington region, often before moving on to Te Waipounamu (the South Island).

The introduction of European muskets to northern New Zealand during the 1820s caused an imbalance in arms. Northern tribes with guns caused massive disruption in Wellington. Ngāi Tara and Ngāti Ira virtually ceased to exist. Muaūpoko and Rangitāne were displaced by Ngāti Toa, Ngāti Raukawa, Te Āti Awa and others. Māori further declined after Europeans, hungry for land, began arriving in 1840. By 1900, the population was much reduced. By the end of the 19th century there were no traditional marae left in Wellington city. The
last settlement at Waiwhetū (Lower Hutt) disappeared in the 1920s.

Māori began returning to Wellington after World War One mainly seeking work. The growing numbers of Te Āti Awa in the Hutt Valley led to the opening in 1933 of the meeting house Te Tatau-o-te-pō (doorway of the night). A marae was built at Ōtaki in 1936.

During and after the Second World War even larger numbers of Māori, not all Te Āti Awa, were attracted to Wellington.

The meeting house at Waiwhetū, known as Arohanui-ki-te-tangata (love to all people) was opened in 1960. Featuring the ornately carved meeting house Toa Rangatira, Ngāti Toa built Takapūwāhia marae in Porirua. An intertribal marae, Maraeroa rose in eastern Porirua. Opened in 1974, Tapu-te-ranga in Island Bay became central Wellington’s first urban marae. Following this, Ngāti Pōneke (a transliteration of Port Nicholson, the early name for Wellington) a group formed for the welfare of local Māori opened Pipitea marae replacing a hall they had used for some decades. Pōneke is now a Māori name for Wellington. New Zealand’s first university marae, Te Herenga Waka (the place of canoes), opened at Victoria University of Wellington in 1986.

The Wellington Tenths Trust was established in 1977 to look after lands promised to Māori in 1839 that were still owned and to pursue a claim under the Treaty of Waitangi for those that had been taken. These claims have now been settled with the Government.

Today Māori play a significant role in the cultural life of Wellington. Nowhere does this receive more recognition than in the contemporary marae at Te Papa, the national museum. Opened in 1992, the marae on the top floor of the museum is embellished with modern designs and new materials and colours in a way that illustrates the journey of Māori into the modern era.

The Fish of Maui

One of the best-known Māori legends tells of Maui, in his canoe of the South Island, fishing up a huge stingray - the North Island. In this legend Wellington harbour is the mouth of the fish - or Te Upoko o te Ika a Maui: The head of the fish of Maui, and the South Island is sometimes called Te Waka a Maui; The canoe of Maui.

Māori Proverb:
Whakatauki: Ahakoa he iti te toki, e rite ana ki te tāngata
Although an adze might be small, with patience and perseverance it can achieve as much as a person
– a good saying to encourage those adapting to a new life and challenges in a strange country that if they remain patient and keep to the task they can achieve many things.
A home where the kids come first

By Paul Green, Photos: Ivor Earp-Jones

Jobs and career opportunities attracted an Italian family to move to Wellington but it was a focus on family life that sealed the deal.

Fabio Caratori Tontini was invited to visit New Zealand for five days for a job interview. His wife Silvia Canessa came too and spent the time looking around, to see what a move would mean to their young sons Riccardo and Lorenzo. “I was trying to see the country through my kids’ eyes.”

Silvia liked what she saw. The main reason for the shift to the other side of the world was the job, but family life was the biggest concern for the family from La Spezia in northwest Italy. They returned home and made their decision. There was also a job offer from the United States but Wellington and the Hutt Valley had won their hearts.

That was in early 2009 and six months later the family arrived in New Zealand. The sale of their small apartment bought them a house with a Kiwi section in the Hutt hills overlooking Wellington harbour. In the backyard are a climbing frame and trampoline for the kids, something that Silvia says would not have been possible living in apartments in Italy.

Fabio points to the view from their window. “This view never gets me bored,” he says. It is important because both parents grew up in houses with a view, Fabio in La Spezia and Silvia in Tuscany. Their apartment in La Spezia also had a view.

Silvia researched the cost of living in New Zealand, knowing she would not have work when the family arrived here. As Fabio says, “In Italy - a family of four - you need a couple of salaries just to reach the end of the month, pay the cost of the mortgage and so on.” It was not until the family had been in New Zealand a few weeks that they felt reassured that things were cheaper and they could live on Fabio’s salary. Then Silvia found work too. What was more important though, was the friendliness of the people. The day the family moved into their new home, a neighbour who saw them unloading their belongings from a van, came to their door with a plate of home-made biscuits to make them feel welcome.

“We were pretty happy changing for the children,” says Fabio. Not only for the lifestyle but also so the boys
would grow up speaking English as well as Italian. Communicating in English with other scientists around the world has impressed on Fabio the need for skill in the language.

So they sold up nearly everything they had in Italy, apartment, cars and Fabio’s 1980s Vespa. But of course he has another now. “You can’t take away the Vespa from an Italian guy,” he says.

Riccardo, now nearly seven, and Lorenzo, nearly five, quickly became Kiwi kids with Kiwi accents. They have fun with their parents’ pronunciation when they are being read to in English. However, Riccardo’s school, says Fabio, celebrates his Italian. “They really want them to keep going with their language.”

The day after arriving in New Zealand, Silvia went to Settlement Support Hutt Valley for advice about preschool education. She couldn’t believe the advice was free. The service also explained the New Zealand school system which seemed so different from the one in Italy. There was also help to rewrite her CV in New Zealand style and Silvia was soon working.

Fabio, 38, is a marine geophysicist. In his work for GNS Sciences in Lower Hutt, he specialises in mapping undersea volcanoes, as he did in Italy. Silvia, also 38, is happy working at the National Isotope Centre, also part of GNS, a few kilometres from home in Lower Hutt.

Riccardo loves his school. Lorenzo can’t wait to start and is proud he will be going to the same school as his brother.

Being used to European systems, Fabio says that among his biggest fears about the shift was that there would be weeks of delays and frustration working through bureaucracy in New Zealand. But it didn’t happen. He was delighted when he went to get the tax number necessary for work. “I was in a queue at the post office for five minutes and I got my IRD number. I thought there was something missing. Did I have to go to the police station or something like that? But no. It was all I needed.” Later, it took him five minutes in Lower Hutt to open a bank account.

The couple are also delighted by the less formal way things are done. Back home, says Fabio, people look at all dealings in the light of the old Latin saying “Verba volant, scripta manent”. Literally, it says “spoken words fly away, written words remain”. The idea is to get everything in writing, preferably witnessed. It’s not quite like that in New Zealand, says Silvia. When someone tells you they will do something, they usually do it.

It is not only the small number of people in New Zealand, four million or so compared with Italy’s 60 million
that makes life here easier says Silvia. “I looked at the country. ‘Look at all this space,’ I said to the children. ‘All this green.’”
After a year, on a trip home to Italy, the children found they couldn’t stand all the noise and confusion in a busy town. Walking through a park to a beach the kids asked Silvia: “Mum, what’s happened to all the animals? Why can’t you hear birds whistling?” It was one of those times, says Fabio, that you could understand how children see the world.
Silvia says that in summer, “when the temperature allows us, we go camping every weekend, even if just for one night. Camping is the best game you can do with children. They go catching cicadas, or fishing. They feel free.”
Though both working, Silvia says, she and Fabio manage to take the boys to rugby, karate, scouts and other activities. And of course, they all like biking and swimming. They love the way they can travel in New Zealand, without needing to spend on expensive accommodation or restaurants unless they want to.
The boys’ grandparents have visited just to see where they live, and hope to visit every couple of years. The boys chatting on Skype has also reassured the grandparents. “At the beginning I think our family in Italy were very scared,” says Silvia. “In Italy the family are very like a whanau, a big family. So it’s quite unusual for young people to leave not only the house but also the suburb.” When the grandparents visited they were really surprised, says Silvia, to find that the people were so friendly. When Fabio’s mother, who speaks little English, was visiting she often got Riccardo to translate for her. After three weeks he told her it was time she learnt, like him.
Before coming here, the couple had no friends in New Zealand but they have found it easy to make friends, through work, and the school. They are often asked if they have met other Italians in New Zealand, and how.
“Now that I think about that, I have always met people on the beach,” says Fabio. We love to go to the beach. We have met a lot of Italians around our age, with little children.”
Italians who arrived in the 1990s told him it was hard to get Italian food in New Zealand at that time. Now it’s not difficult. But of course Fabio and Silvia like to cook the Italian way when there’s time. They make their own pasta too. “I can’t eat spaghetti on toast – from the can,” says Silvia. There is one thing they don’t like in their new country, and that’s New Zealand attempts at making Italian-style cheese. The milk is great, they say, but not that cheese. So of course they make mozzarella too, in their kitchen.
“We still spend a couple of hours cooking and 20 minutes eating. It’s the Italian way. Not really the way in New Zealand,” says Fabio.
“When we were looking for a house, the real estate agent kept showing us places and saying they were close to a fish and chip shop,” says Silvia. She thinks that perhaps the real estate woman was used to people asking for homes close to fish and chip shops where they could get a quick meal. “She wanted to help us.”
The life they are making for themselves and their sons has Silvia and Fabio convinced. “We have made the right choice,” says Silvia. “The kids can be kids. They don’t have to worry about getting dirty. In Italy most kids are scared of getting dirty, they can’t play in case they get dirty. I had never seen a sandpit before I came here, never.”

The day after arriving in New Zealand, Silvia went to Settlement Support Hutt Valley for advice.
Moving from California to Wellington was easy for Michael Corcoran and his wife Megan Doyle Corcoran the second time. After a year of Mike working for the film special effects company Weta Digital, they had returned home to the United States.

Mike’s stint at Weta had never been planned as a permanent move. Megan, had been practising law in the United States for only a couple of years and life in New Zealand interrupted that. “I studied to do social justice work and I felt pretty compelled to get back and actually do the work,” she says.

Memories of Wellington and New Zealand were strong and after about four years, the pair decided they wanted to live here again – this time making it more permanent. By now, Megan was set on a career writing fiction. “We knew the lifestyle was easier, quieter, a lot more receptive in New Zealand.”

By mid-2010 Mike was back at Weta Digital. “I came over to work on ‘The Adventures of Tintin’ and ‘Rise of the Planet of the Apes’.

“Tintin was entirely computer-generated, so all of these characters had to have clothing and hair that moved realistically.” For the Planet of the Apes he worked on Maurice the orangutan. “It seems like I keep getting apes. ‘King Kong’ was my second ape movie and I felt like I didn’t want to work on ape fur any more but of course when I came back here I did it again.” At least Maurice was a different kind of ape.
“With Maurice, I made sure that his dreadlocks moved correctly as he ran. It’s an odd speciality but it’s a lot of fun.”

Mike says the technology used in visual effects just keeps getting better and better. “Everyone has their little speciality and it keeps a lot of people busy.”

Meanwhile, Megan pursues her writing. Her second novel is taking shape and she’s excited about the creative writing master’s programme at Victoria University. The couple live right beside the sea at Lyall Bay, not far from Wellington Airport. Having lived in Wellington before, they knew what they wanted – a place near the water and catching the sun. “It was a huge advantage knowing how important the sun is. In California it’s not so much of a concern,” says Megan. They wanted to be warm and dry. Living by the water is “a dream come true” that just wouldn’t have been affordable in California. As for the wind that puts some people off Wellington, “actually it’s a very nice little saviour,” says Megan. It keeps the air fresh and sweeps away the noise of the airport, not that the noise is much by Californian standards. Wellington is also a good place for cycling, says Megan.

“Last time I felt like I was the only bike rider. And this time I get out and there’s more riders. I know New Zealand has this history of everyone riding bikes when they were growing up ... and now nobody’s ever on bikes. “So I feel that if you’re coming from somewhere else, don’t be afraid to get back on your bike. People here, I’ve noticed are really open to it.” Overall, Wellington is “very rideable,” she says.

Another thing that has changed hugely since the first time Mike and Megan lived in New Zealand is the way people stay in touch. “We miss our friends and family in San Francisco,” says Mike. But with Skype and Facebook, it’s a lot better this time.

In Wellington, there’s no shortage of friends, some of them old friends from last time. Mike and Megan are both keen musicians – she plays the mandolin and he plays “pretty much anything you hand him,” says Megan. “We play a little bluegrass with friends – it’s very social.”

There are Americans, Canadians, Kiwis and an Aussie or two. “They are people who all had very different reasons for coming here but they have all stayed.”
Wellington, says Megan, is a place where she can write. Environment counts for a writer, and Megan is pouring out the words. Her work includes short stories, blogs and a novel and there is a new novel on the way. Her online writing includes the profiles on the People section of the Cycling in Wellington website. At the same time, she is studying for a Master of Arts in Creative Writing at the International Institute of Modern Letters at Wellington’s Victoria University. Ask Megan about her novels and she’s almost tight-lipped. What she can say though, is that the first, as-yet unpublished, is very California but the novel she is working on now is California with a strong New Zealand connection.

Dot is one well-travelled Californian cocker spaniel. Moving to New Zealand with Mike and Megan twice has been harder for her than it has for them. Each time, Dot had to undergo six months of tests in the United States despite the fact that she had certificates showing all her rabies vaccinations were up to date. Then she had to sit out a month of quarantine in New Zealand. The first time it was in Auckland which made life tough for Dot because Mike and Megan were in Wellington. The second time was much better – she was quarantined in Levin and Megan was able to make frequent visits. When the big day came and Dot was on her way to her new home by the sea, she became very excited as the car drove through Wellington. “She completely recognised it,” says Megan. It had all been difficult, frustrating and expensive. But Dot’s one of the family.
Like so many British-Kiwi couples, Ben and his Kiwi wife, Anna, met in London. They arrived in Wellington on Anzac Day (April 25) 2009, along with Ben’s idea for a business.

Ben Knill knew his idea could go places but he also knew it needed help to get started. His search for advice took him to the Grow Wellington website where he found the entrepreneur and innovation centre Creative HQ. It was exactly what Ben needed – an organisation that links innovative ideas, technology and science, with business nous and a solid growth path.

Creative HQ listened to Ben’s idea for an interactive New Zealand travel guide then told him to think bigger. “I wrote a business plan which they kind of liked, but I had
to make it a global-focused scalable model,” says Ben. At Creative HQ, they see a lot of energised people landing in Wellington primed with an entrepreneurial spirit, says CEO Steve O’Connor. “We connect with many of them, whether they are looking to start their own business or just get involved in the entrepreneur community”.

“They have a greater understanding of their home markets, a depth of experience that is extremely valuable when we are trying to build globally competitive startup companies. Additionally, the investment and startup communities in other countries are often more mature than in New Zealand, so they can bring a lot of learning and experience with them.

“People traditionally think of Silicon Valley, but Creative HQ has strengthening connections with startup cultures in Boulder, Colorado, the UK, Japan and Israel, to name a few.”

Ben put together a team and developed his company, Beek, with a product described as a virtual destination experience platform. It offers business owners and tourism promoters a tool for visitors to preview their destination online. The internet users find themselves in a 3D interactive, story-filled environment”.

“It can be used anywhere where you are trying to show people a good experience,” says Ben. Beek’s own website and Creative HQ’s site do just that. So do a rapidly growing number of others. Wellington NZ.com uses it to show off the capital city, and the Interislander showcases the Cook Strait ferry experience. The Auckland, Marlborough and Wairarapa regions are also planning on using Beek.

The virtual tours are embedded on business websites. Some are launched by a click on Beek’s distinctive blue logo. Others take advantage of Beek’s “white labelling” designed so the website owners can make the tour work as though it’s totally their own.

On the website of Wellington’s Bolton Hotel, a click on the interactive guide becomes a virtual tour of the rooms, gym and restaurant. The viewer can also “walk out the door” straight into the sights and sounds of the city. As Ben says, the experience is a little like Google Street View but the atmosphere is also captured. “It really gives you the sense of what it is like to be there.”

The help that Ben has received in Wellington is in huge contrast with his experience in London where he first developed his idea. A multimillion-pound service of advice for entrepreneurs answered his request with a thick brochure. “That was it,” he says. But in Wellington, it was easy to get into the innovation “network” or “community”.

His company has been based within Creative HQ for two years now. “They let us in and have helped us connect
with the networks, raise funds, validate the product and become a lot more of a professional outfit.” He was introduced to advisers, supported with branding, given access to conferences and encouraged to talk to a lot of people, “build something simple we could sell and enter awards”.

Ben loves Wellington. To get to work, he crosses the harbour by ferry from Days Bay where he lives with his wife, Anna, and their daughter, Trilby, 3. The lifestyle is great, he says. “I can’t believe you don’t need a million dollars in the bank to get a view like this.” Wellington has a lot of the great things you would expect in a bigger city. “In the first few months here I met so many people. I learned more in the first six months here than I did in three years of a business degree. The fundamental difference is that here, people really want to talk to you. You can talk to chief executives or anyone.”

The plan, developed with Creative HQ, took the idea from a travel guide to the “platform service” that organisations incorporate into their own websites. About 70 per cent of people visiting Wellington come for business reasons, Ben says. Now for example, if an organisation is planning a conference, the participants can build their own guidebook using Beek. It can include restaurants, hotels and attractions and also the people who will be
speaking at the conference. “It’s often the people that you meet that make the experience memorable.” Beek can provide a virtual walkthrough which includes meeting politicians, or local scientists, or health professionals, “the people who are relative to your conference”.

Other applications include local spots such as Wellington’s vibrant Cuba St quarter, or Petone’s Jackson St. There is also a virtual craft beer tour, and a guide to help disabled people identify suitable facilities.

Next, Beek is getting ready to scale out of Wellington and into global destinations. That means having all its systems ready to support lots of partners, photographers and clients.

Steve O’Connor says the growing presence of smart minds from offshore is critical to the future of New Zealand’s global footprint. “The fact is that business is global; it needs to be to be relevant. We back companies with that aspiration and no less. And it so happens that a lot of global entrepreneurs want to be based in New Zealand, or at least have a reason to come here regularly. That is a huge boon for our innovation economy, because if success is about anything, it is about talent.”

“The more international thinking we can bring to the table, the more grows from our own patch. Talent begets talent.”
Settlement Support in Wellington

SETTLEMENT SUPPORT NEW ZEALAND (SSNZ)

The New Zealand Government’s Settlement Strategy recognises that new migrants are vital to our future prosperity. Successful migration is when newcomers settle well and stay. SSNZ is a nationwide network of offices providing a first point of contact for all new migrants - to go to for information, when they first arrive in new region.

In all of the major centres around New Zealand SSNZ has dedicated staff available who will help new migrants find their feet, with brochures, guides, magazines and other information resources, and access to networking meetings and workshops, employment and language-related assistance, and the reassurance of knowing you’re being pointed in the right direction.

Each local SSNZ
- identifies local settlement support needs and the services that can meet them
- connects individuals with information and services that support their settlement
- supports mainstream services in meeting the needs of new migrants and refugees
- ensures there is a clear local point of contact for migrants and refugees to access the information that they need to settle.

Because of its size and diversity, the Wellington region has four local SSNZ co-ordinators, located in Porirua, Upper Hutt, Lower Hutt and Wellington City.

If you are planning on coming to or have recently arrived in Wellington, make contacting SSNZ one of the first things you do.

Wellington City
The central Wellington office is managed by Laura Cendak as part of the Wellington City Council, from offices in the heart of the city.

The Hutt Valley
The Hutt River has two cities on its banks - Lower and Upper Hutt, although over time suburbs have spread to almost completely connect them. Two SSNZ offices are managed through one agreement, led by the Lower Hutt City Council.

Lower Hutt
Vesna West manages the Lower Hutt office, which includes providing support for an Upper Hutt satellite office.

Upper Hutt
The Upper Hutt office is relatively new, opening in late 2010. Cecilia Titulaer works with Vesna in Lower Hutt to connect newcomers in this area.

Porirua
Annette Woods runs SSNZ Porirua in conjunction with the Porirua City Council.

Contact details for the National office and all our regional co-ordinators are on the inside back cover of every issue of LINKZ.
THE WELLINGTON REGIONAL SETTLEMENT STRATEGY

The Wellington Regional Settlement Strategy was launched three and a half years ago in response to the region’s desire to do all it could to welcome and support the successful integration of new migrants, and maximise the economic and social benefits that migrants bring to our region.

Future growth and prosperity is dependent on building a dynamic regional economy, and immigration makes an important contribution to this. Migrants can fill vital skills gaps, and bring investment, fresh ideas and connections offshore.

The region needs to continue to attract skilled migrants and to ensure they stay here long-term. Retaining the skills the region needs will become more difficult as other countries compete harder for the same global skill pool. This Strategy is a means through which the region can rise to the challenge and be proactive in creating a supportive welcoming environment that will attract and retain the skills we need.

This is why the collaborative efforts of the agencies and organisations involved in the Wellington Regional Settlement Strategy are important.

Since the strategy was launched in June 2008 some great progress has been achieved by strategy partners working across business, local and central government, iwi and regional business and community organisations. Thirty action plan activities have enhanced collaboration and co-operation between Strategy partners. Some of these actions included increasing English learning opportunities, the launch of a new Volunteer Connect programme to connect new migrants with local work experience, the creation of online settlement resources such as www.live.wellingtonnz.com/page/moving-here.aspx, and welcoming activities for newcomers on local marae.

The next steps for the Strategy’s focus now need to align more closely to strengthening the region’s economic growth, particularly through activities that support the region’s workplaces where good settlement practice can directly drive economic benefit.

A refreshed action plan is now in development, organised around the focus areas of migrant attraction, migrant retention, and settlement leadership.

By working together, the region’s agencies and organisations can leverage strong advantage for its future prosperity.

GET OUT AND ABOUT, ON FOOT OR BY BIKE!

Cycling & Walking Journey Planner

- www.journeyplanner.org.nz

Greater Wellington’s Cycling & Walking Journey Planner helps make cycling and walking even more convenient, with straightforward directions for a direct route from A to B. The journey planner shows the location of bike parking racks, drinking fountains, toilets and points of interest such as parks.

Parks & Recreation

- www.gw.govt.nz/parks

All within an hour’s drive of Wellington City, the Wellington region’s parks and forests are refreshing and unique natural areas. Walk, run, ride or relax in some of our region’s most spectacular settings.

Tony Stallinger
Chief Executive,
Hutt City Council.

Judi Altinkaya
National Manager
Settlement Unit,
Immigration New Zealand,
Department of Labour.

Co-chairs, Wellington Regional Settlement Strategy.
One benefit of the Wellington Regional Settlement Strategy has been the link it has created between local Māori and new migrants arriving in the region.

Early on, local iwi (tribes) and new migrant representatives both saw the benefit of a welcoming introduction to the region.

While many newcomers have some knowledge of Māori and the Treaty of Waitangi, most still want to understand more about the people of the land - Tangata Whenua. At the same time, local iwi have a customary obligation to welcome any newcomers to their rohe (region).

Surely there could be few more simple ways of getting new migrants to feel a connection with something uniquely New Zealand than a powhiri, kai and korero on a local marae. (That’s a welcome, food and a talk at the local meeting place...).
Through the strategy, arrangements were made for local welcoming and tikanga programmes tailored for newcomers at local marae throughout the region - Pipitea, Waiwhetu, Orongomai, Takapuwahia and Te Pou o Tainui. The resulting programmes vary from marae to marae, and have all been enthusiastically received. Activities have included Powhiri, workshops on Māori tikanga, kaimoana gathering and preparation, and a heritage walk of Te Ara o Nga Tupuna. Most are publicised through local SSNZ offices and other community networks and places have always been quickly filled, and the comments of both guests and hosts are always complimentary.

There are marae throughout New Zealand, and while there are customary ways of doing things, hospitality and courtesy are at the heart of Māori culture. Anyone who takes the time to make contact with their local marae can be sure of a warm welcome.

“It was a marvellous experience for both of us and exceeded our expectation! We’ve learnt so much about Māori culture and traditions and I guess we could never find a better and more authentic source than this.”

– Ferenc, from Hungary

“Thank you for this great opportunity to learn more about the culture in my new country”

– Anika, from the Netherlands

“New Zealand is our new home, and it is very important to become aware of the Māori culture. So today’s visit is an important learning experience for us. For most of us, this is the first visit to a Marae. We have learnt a lot in this short time”.

– Redeat, from Ethiopia
NEW MIGRANT DAIRY GUIDES LAUNCHED

Immigration and Associate Primary Industries Minister Nathan Guy has launched two guides to help temporary migrant dairy workers and their employers work together more successfully.

Migrant workers make up a small but significant part of the dairy industry workforce, filling the gaps where there are not enough New Zealanders available.

There are now around 1500 migrant dairy workers in the country, making up 6 percent of this workforce. The majority come from the Philippines and demand has increased in recent years as it has proved difficult to attract and retain local workers in some parts of rural New Zealand.

The guides have come out of the Migrant Dairy Workers Initiative, set up by Immigration New Zealand in February last year in response to concerns about the welfare of migrant dairy farm workers and their families.

The dairy industry is worth more than $13 billion in export value to New Zealand and is our largest single exporter. It’s in everyone’s interest that migrant workers fit easily into rural communities.

The guides cover topics including employment and immigration law, keeping safe, working with animals, our changeable weather, Kiwi slang and expressions, and adapting to rural life.

Two separate versions have been developed. One is for dairy farmers, providing information about why settling migrants well is good for farm productivity, how to prepare for migrant workers, what to do when migrants arrive, how to relate to migrant staff, and where to go for more support.
Some Common Cultural Questions Answered

Questions of religion raised with the Human Rights Commission

Q I am a Sikh. Can I wear my turban or headscarf at work?
A This requires the agreement of your employer, but you can reasonably expect it to be agreed to.

Q Can I wear a cross/crucifix or other faith specific article at work?
A You will need to comply with the guidelines of the company you are working for. If it does not affect work related clothing requirements, notably health and safety, you should be able to wear the necklace, depending on safety concerns and prominence.

Q As an Orthodox Jew I must have seven days off for mourning. Can I be off work for this period?
A It depends on your employer’s bereavement leave provision. You may need to request annual leave or leave without pay.

Q My company has regular prayer sessions. Can I refuse to attend?
A Yes. Prayer cannot be compulsory.

Q My religion forbids me handling pork or bacon. Can I refuse to handle these products?
A Discuss this or any other specific faith-based obligations with your employer when you are being interviewed for the role. It is customary to be asked at this time if you have any questions. If not, you may say ‘I have a question’ - and you will be given the opportunity to ask.

Q I am a Seventh Day Adventist. Can I refuse to work Saturdays (holy day)?
A This needs to be agreed in your employment agreement when you’re hired.

The other guide is for the migrant dairy farm workers, and has information about working and living on New Zealand dairy farms, the cost of living in New Zealand, bringing family to New Zealand, language on the farm, farm culture, and where to go for more information. Industry partners such as Federated Farmers, Rural Women and DairyNZ all contributed to the development of the brochures, which are now available as PDF’s for download, and also to order in printed form, on the Settlement Services website: www.ssnz.govt.nz/dairyfarming
The employee guide also has Tagalog and Spanish translations, for Filipino and South American workers.
MARAETEXT

BY PROFESSOR R. TAONUI, AUT

Entering the marae
Marae are the Māori centres of ritual. Māori welcome ceremonies involve tangata-whenua (local hosts) bringing guests on to the marae as waewae tapu (sacred feet) through a process that mediates spiritual forces between hosts and visitors bringing them together in unity.

Rituals begin when manuhiri (guests) gather at the waha (gate) waiting for the hosts to respond to their presence. In the past a wero (challenge) was performed by up to three warriors who placed a special tohu (offering) on the ground in front of the manuhiri which if accepted signified that they came in peace. Today, the wero is only performed for high-ranking visitors.

The karanga (high chanting call by female kaumātua elders) commences the next stage inviting the visitors to come on to the marae and bring with them the spirits of their sacred dead to be assembled with those of the locals. A male kaumātua (elder) who leads the visitors will recite a waerea (protective incantation) while women in the group chant answering karanga.

Visitors then proceed slowly forward. Hosts sometimes perform haka pōwhiri (welcoming action chant) with men lined up in front waving greeneries, and both men and women chanting “Toia mai te waka...” (drag on the canoe).

While advancing on to the marae the visitors will pause at a discreet distance with heads slightly bowed as both guests and hosts hold still in common remembrance.
of their ancestors. The kaumatua of the marae will say “Kua ea” (Enough, death is requited) and the visitors are invited to be seated.

Speech making
Mihi or whaikōrero (speeches) follow. The host’s kawa (etiquette) determines the order of speeches. In Northland, Taranaki and the East Coast paeke (the hosts speak first followed by the visitors) is the custom. Tribes from Tainui and Te Arawa practise utuutu (alternating speeches from each side).
Whaikōrero begins with a tauparapara (chant or incantation). These are often archaic and identify tribal origins, famous ancestors, make allusion to mythology and spiritual lore, values of fraternity and the unity of humans with nature. A mihi mate (eulogy to the dead) follows. The recent bereavements of hosts and guests are remembered as well as ancient ancestors farewelled once again to te pō uriuri, te pō kerekere, te pō tangotango, the nights of eternal sleep. Mihi ki te hunga ora (greetings to the living) then follow. Here an orator will greet the marae, the ancestral house, and use expertise in whakapapa (genealogy) linking guests and locals together. He would also endeavour to mention by name esteemed persons who were present and conclude with effusive greetings to everyone. A waiata (song) rounds off the speech.
The last speaker places a koha (gift) on the marae. In traditional times this consisted of food but today is money to assist with marae expenses. This is followed with the intimacy of first physical contact, the harirū (shaking of hands) and hongi (pressing noses). The manuhiri are then taken to the dining hall where eating with the locals completes the ritual.

Some Advice for Visiting a Marae
When going onto the marae let the eldest women go first. Men follow at the back, apart from a leading kaumatua who may be to the front and one side. If you are unsure what to do, follow someone who does. Let those older than you have the seats. Sit on the floor if necessary. Your senior speakers sit at the front. Unless you are a chief sit at the back.
Listen patiently to the speeches and if you don’t understand them, look thoughtful. During the waiata stand to support your speaker even if you don’t know the song. They are speaking on your behalf.
When it comes to the hongi some tribes will press the nose once quite firmly and others will press twice but lightly. Be prepared for the difference. Don’t wiggle your nose side to side and don’t head-butt. Above all enjoy the food, you will have earned it.
# Te Reo Māori – Visiting marae

The following words and phrases are part of everyday conversation on marae. They are important because being able to speak a little bit of Māori or at least making the effort to do so is seen as a sign of respect for local people and their customs.

## Key Words associated with visiting the marae

<table>
<thead>
<tr>
<th>Māori Word</th>
<th>English Translation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hui</td>
<td>Meeting of any kind, conference, gathering</td>
</tr>
<tr>
<td>Marae</td>
<td>Area in front of a meeting house or applied to a whole marae complex, including meeting house, dining hall, forecourt, etc.</td>
</tr>
<tr>
<td>Tangihanga</td>
<td>Funeral ceremonies, when body is mourned on a marae</td>
</tr>
<tr>
<td>Tangi</td>
<td>Short (verbal version) for the above or to cry, to mourn</td>
</tr>
<tr>
<td>Kaikōrero</td>
<td>Speakers</td>
</tr>
<tr>
<td>Kaumatua</td>
<td>Male and female elders</td>
</tr>
<tr>
<td>Koro, korōua</td>
<td>Male elders</td>
</tr>
<tr>
<td>Kuia, whāea</td>
<td>Female elders</td>
</tr>
<tr>
<td>Whare nui</td>
<td>Meeting house</td>
</tr>
<tr>
<td>Whare whakairo</td>
<td>Carved meeting house</td>
</tr>
<tr>
<td>Whare kai</td>
<td>Dining hall</td>
</tr>
<tr>
<td>Whare paku</td>
<td>Lavatory, toilet</td>
</tr>
<tr>
<td>Whare hōroi</td>
<td>Bathroom, showers</td>
</tr>
<tr>
<td>Iwi</td>
<td>Tribe</td>
</tr>
<tr>
<td>Hapu</td>
<td>Sub-tribe</td>
</tr>
<tr>
<td>Hau kāinga</td>
<td>People of the land, local people</td>
</tr>
<tr>
<td>Tangata whenua</td>
<td>Local people (the people of the land)</td>
</tr>
<tr>
<td>Whenua</td>
<td>Land</td>
</tr>
</tbody>
</table>

## Useful phrases

<table>
<thead>
<tr>
<th>Māori Phrase</th>
<th>English Translation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haere mai!</td>
<td>Welcome! Enter!</td>
</tr>
<tr>
<td>Nau mai!</td>
<td>Welcome!</td>
</tr>
<tr>
<td>Kia ora</td>
<td>Hello, thank you</td>
</tr>
<tr>
<td>Tēnā koutou</td>
<td>Greetings (to three or more people)</td>
</tr>
<tr>
<td>E noho rā</td>
<td>Farewell (said when leaving to those staying at the marae)</td>
</tr>
<tr>
<td>Hōmai te ...</td>
<td>Pass me the...</td>
</tr>
<tr>
<td>- Parāoa</td>
<td>- Bread</td>
</tr>
<tr>
<td>- Tote</td>
<td>- Salt</td>
</tr>
<tr>
<td>- Inu</td>
<td>- Drink</td>
</tr>
<tr>
<td>Ko ... ahau</td>
<td>My name is...</td>
</tr>
<tr>
<td>He aha tō ingoa?</td>
<td>What is your name?</td>
</tr>
<tr>
<td>He aha te kupu Māori mō...?</td>
<td>What is the Māori word for...?</td>
</tr>
<tr>
<td>Me pēhea e kōrero...?</td>
<td>How do you say...?</td>
</tr>
<tr>
<td>Ka pai te kai!</td>
<td>This food is great.</td>
</tr>
</tbody>
</table>

Remember to be respectful when visiting a marae. However, also be yourself and when in doubt either copy what other people are doing or simply ask. There will always be someone there to advise and assist you.
Splashing around a paddling pool in the backyard, having a family picnic at the beach or fishing off the rocks ... being in, on or near water is part of everyday life in New Zealand.

However, fun in the sun and water can easily turn to tragedy. Every summer too many lives are lost as a result of drowning. It is the second leading cause of unintentional injury death for children, who can drown in very little water quickly and quietly. Drowning is preventable and WaterSafe Auckland offers some simple advice on how to keep yourself and those in your care safer around water.

- **Actively supervise young children** – this means a competent adult being within sight and reach, focused solely on the child and ready to respond
- **Learn child CPR** and know what to do in an emergency
- **Identify potential water hazards** in and around your home – such as swimming and spa pools, water containers such as buckets and bathrooms/toilets – and put barriers in place to prevent unsupervised access by children
- **Enrol children in learn-to-swim** and water-confidence classes but don’t assume they are safe because they have had lessons
- **Learn swimming and survival skills**
- **Choose to swim at a beach patrolled by surf lifeguards**, swim with others and swim between the flags
- **Be aware of your own and your child’s ability to cope in moving water** – it is not the same as the still water that you would find in a pool
- **Learn safe ways of rescuing others** without putting yourself in danger
- **Know how and when to wear a lifejacket**
- **Weather and sea conditions can change quickly** - check conditions regularly and be prepared with the appropriate safety equipment
- **Seek advice about unfamiliar locations** – talk to locals, coastguard or surf lifesaving personnel and follow the advice of safety signage.

Water safety is as much about making safe decisions as it is being able to swim. A few minutes spent in preparation can help ensure you, your family and friends are safer in and around water.

For more water safety advice visit [www.watersafe.org.nz](http://www.watersafe.org.nz)
People arriving in New Zealand can face a decision on whether to rent or buy a home. Renting a house or apartment, or just a room is popular. It allows you to live where you want to before you commit to buying.

To find accommodation for rent look at:
- “To let” or “Flatmates wanted” advertisements in newspapers
- flatting or renting websites
- the Yellow Pages for real estate agents and property management companies.
- notice boards in shops.

When you rent, there is a tenancy agreement - a legal contract between landlord and tenant. Inspect the property before signing, and keep a record of any damage.

For free information about renting, call 0800 TENANCY (0800 83 62 62) or visit www.dbh.govt.nz.

You will usually be asked to pay two weeks’ rent in advance, plus a bond of up to four weeks’ rent. The bond is security against damage to the property, and when your tenancy ends it will be refunded if there is no damage or unpaid rent. Real estate agents and property management companies may charge a commission, known as a letting fee, which is usually one week’s rent plus GST.

Work out what you can afford. For example, with rent of $200 a week, bond and letting fee, the start-up cost may be $1430. On top of that there may be connection fees for telephone, electricity, gas and, in some places, water.

If you move into an existing flat with others, be aware of what you are agreeing to. Check with the landlord that you will not be liable for unpaid rent or damage done by any other person who is moving out.

A landlord cannot refuse to rent you a property because of your race, colour or religion, or because you are unemployed. For more information, contact the Department of Building and Housing (www.dbh.govt.nz) or the Human Rights Commission (www.hrc.co.nz).
BUYING

Thorough research is recommended to minimise the risk when buying a property. Do not assume New Zealand regulations are the same as elsewhere.

www.consumerbuild.org.nz

This website provided by the Department of Building and Housing in association with Consumer New Zealand provides up-to-date information about building, buying, renovating and maintaining houses in New Zealand.

Real estate agents

Real Estate Agents have to pass an exam to become “MREINZ” – Members of the Real Estate Institute of New Zealand. They provide advice to buyers - but remember they are paid by the person selling, so it is in their interest for you to buy.

Private sales

You can buy and sell property directly if you choose. This can save money, but may also risk mistakes that can be costly. If considering a private sale, research it thoroughly and understand what you and the person selling are legally required to do.

Finding the right property

Property listings can be found in newspapers, free magazines published by real estate agents, and websites such as www.trademe.co.nz, www.realestate.co.nz and www.open2view.com.

Prices

Most properties are listed with an indication of what the owner wants – sometimes a range, or a figure such as a BBO (Buyer's Budget Over) or BEO (Buyer's Enquiries Over).

GV or RV?

An indication of price is the government valuation (GV) or rateable value (RV). You can pay for a valuation report from a registered valuer, or get online property information from state agency, Quotable Value, at www.qv.co.nz.

A common approach is to decide on the price range you can afford, while considering properties of the type, size and location you are interested in. Write a list of suitable properties, then do more research on the most appealing ones. An internet search will allow you to compare recent sale prices for similar houses or locations.
Mortgages are offered by banks, building societies, finance companies, specialist home loan companies and others. You can approach them directly or use a mortgage broker, who will help you negotiate the loan. (See www.nzmba.co.nz) Generally, you do not pay the broker but not all lenders deal with brokers. Some lenders charge an application fee, and may impose other conditions such as income protection insurance. The lender has a legal right to repossess the property if you do not meet payments. Some lenders expect you to have a deposit towards the cost of the property, while others will lend up to 100 percent of the price.

Two Government-supported schemes can also help residents buy homes:

**Welcome Home Loan**
– for loans of up to $200,000, no deposit is needed. For loans between $200,000 and $280,000, the deposit is 15 percent of the portion of the loan above $200,000.
See [www.hnzc.co.nz](http://www.hnzc.co.nz).

**KiwiSaver**
– members of this work-based savings scheme may be entitled to help buying their first home.

You can get independent information about mortgages from the Government’s Sorted website. It lists current interest rates, lets you calculate how much you can borrow, and provides tips on how to reduce the interest you pay. See: [www.sorted.org.nz](http://www.sorted.org.nz).
PAYING TAX IN NEW ZEALAND

If you have recently moved to New Zealand from overseas and intend staying long-term, you’ll need to understand our tax system. In this article, Inland Revenue outlines some of the main obligations and entitlements.

If you are a resident of New Zealand for tax purposes, you will be taxed in New Zealand on all of your “worldwide income”. This is income derived from New Zealand as well as income derived from all other countries. Your worldwide income includes any income that you derive in a foreign country even if you do not bring the money into New Zealand. For example, your worldwide income could include:
- an amount of interest you derive from funds you have in an offshore bank account
- rental income
- salary and wages paid both by New Zealand companies and offshore companies.

If you have derived overseas income that has also been taxed in the overseas country, you may be entitled to a credit for the tax already paid.

If you are earning income in New Zealand, you’ll need to apply to Inland Revenue for an IRD number. You need to fill in an IRD number application - individual (IR595) form and follow the instructions on the form.

Income from employment
New Zealand has a pay as you earn system (“PAYE”) for people on salary and wages. This means that tax is deducted by your employer before the payments are made to you. The employer then pays the tax deducted to Inland Revenue on your behalf.

If you derive income only from salary or wages (with the correct tax deducted at source), you are not required to file an annual income tax return.

Rental or business income
When you receive rental or business income, you need to keep records and file an individual tax return (IR3) every year.

Goods and services tax (GST)
Goods and services tax (GST) is a tax imposed on most goods and services in New Zealand, most imported goods, and certain imported services. GST is added to the price of taxable goods and services at a rate of 15%. You need to register for GST if you carry out a taxable activity (for example, a business) with turnover above $60,000 for a 12-month period.

Are you entitled to Working for Families Tax Credits?
Working for Families Tax Credits are financial help for families who have children aged 18 years or under, who are financially dependent. The amount of Working for Families Tax Credits you get depends on:
- how many children aged 18 years or younger you have in your care
- how much you and your partner earn
- where you get your income from (for example, employment, self-employment or a benefit).

Temporary tax exemption on foreign income for new migrants
Since April 1, 2006, people becoming tax residents in New Zealand may qualify for a temporary tax exemption on some of their foreign income. This temporary exemption is available to those who qualify as a tax resident in New Zealand on or after April 1, 2006 and are new migrants.

Need more information?
Visit www.ird.govt.nz and click on the heading “International” at the top of the homepage. Please contact us if you have any questions or concerns about taxes.
From time to time we all need advice about minor health problems. In a new country, it can be confusing and this is where your local pharmacist can help. In New Zealand, any community pharmacy will have a qualified pharmacist who can give professional advice. Pharmacists have five years of training and will assess your condition. If the problem isn’t serious, your pharmacist can suggest over-the-counter medicines or self-care measures. Even if you’ve had the same condition before, or used a medicine previously, it is worth talking to the pharmacist.

**Your pharmacist can help you with advice on:**
- minor health conditions such as sore throat, cold sores, eczema etc
- how to take medicines safely and correctly
- quitting smoking
- how to manage your weight
- minor injuries or pain
- some skin infections.

If the pharmacist thinks you need more specialised help they will refer you to a doctor.

**Getting your prescription right**

Pharmacists are medicines experts and it’s their job to make sure you get the best results from your prescription. When you give a pharmacist a prescription you usually have to wait.

**The pharmacist will:**
- make sure the prescription includes information about you and your medicines
- make sure you received the government funding you are entitled to
- make sure the medicine, dose and instructions are right for you
- make sure the medicine will not react with anything else you are taking
- check for possible side effects and warn if there are any
- telephone your doctor if he or she has any concerns
- update and maintain your medicines record.

**How much will you pay for a prescription?**

New Zealand has publicly funded health and disability services including prescription medicines. Most people pay $3 for each medicine on a prescription and there is no charge for most medicines for children under the age of six. You may have to pay more if you get a prescription from a private consultant or a doctor who is not from the general practice where you are enrolled. Sometimes the pharmacist may charge extra because the Government doesn’t fully fund your medicine or because the pharmacist has to do more work to ensure that you receive Government funding.

**How do I qualify for cheaper prescriptions?**

If you are a New Zealand resident and you are enrolled with a Primary Health Organisation (PHO), you will qualify for cheaper prescriptions.

If you have proof from Immigration New Zealand that you have or are being considered for refugee status you may qualify for cheaper prescriptions.

**Pharmacy translation kit**

A translation kit makes it easier for pharmacists to give health information to non-English speakers. The kit includes information for speakers of Arabic, Chinese, French, Hindi, Japanese, Korean, Maori, Samoan, Spanish, Thai and Tongan. It has been developed by the Pharmacy Guild of New Zealand and is available in all guild member pharmacies.

For more information email enquiries@pgnz.org.nz.
Adult education: Learning English

Most migrants find that improving their English helps them to settle into the community.

New Zealanders have a strong accent and speak quickly, so don’t be surprised in your first few months if you have difficulty understanding people. Even migrants with English as a first language can find this a challenge! If you want a class to improve your English, options include short courses, diploma courses, classes in the workplace, preparation programmes for IELTS or TOEFL exams and academic study preparation.

English language training is often referred to as ESOL – “English for Speakers of other languages”.

Prepaid ESOL

Some migrants pay Immigration New Zealand for ESOL tuition before they get residency. This money goes into an account to pay for classes when the migrant is in New Zealand. The Tertiary Education Commission (TEC) manages this money for migrants to spend. It can only be used for tuition at TEC-approved providers of ESOL classes. This is the “English for Migrants” pre-paid ESOL system.

Unfortunately, not all migrants attend ESOL courses, even when they have paid for them in advance. When you are ready to take an English language course with your prepaid ESOL funds, call TEC on 0800 601 301.

When you enrol in a class that is part of the “English for Migrants” system, managed by the Tertiary Education Commission, take the receipt you received from Immigration New Zealand (INZ) when you pre-paid for ESOL, and you will not have to pay any extra fees. ESOL tuition purchased from Immigration New Zealand must be used within five years.

Migrants who have not pre-paid for ESOL tuition can attend ESOL classes, but have to pay for the cost of the class.

English Language Classes

You can study ESOL at home, at a university or polytechnic, at community education classes and at private language schools. ESOL courses can be one week or one year long. Most start by testing your English ability so that you are placed in the right class. It is important to be clear about your goals. Do you want to speak to your neighbours? Do you want to learn to write English better? Do you want to understand English better in your workplace? Do you want to pass IELTS? There are courses for all of these goals.

One-to-one sessions

English Language Partners offer one-to-one ESOL tuition in your home. This service is available under the English for Migrants (prepaid ESOL) system. It provides about 4 sessions a week of 1.5 to 2 hours each. For migrants who have not pre-paid for ESOL the one-to-one tutoring is free of charge for one hour per week. You do not have to have pre-paid ESOL to enrol for home tutoring but you have to be a permanent resident.

Small group classes

English Language Partners also provide classes called English Language Groups for learners, once or twice a week. Another group-learning option is a free course called English for Employees. It is for new permanent residents who are working either full-time or part-time.

Social English

Getting plenty of practice with speaking English is a great way to improve your skills. English Language Partners organise social events to help with this. Ask your Settlement Support co-ordinator, or check with the local Newcomers Network to find out about events and groups you may be interested in.

For more information

TEC English for Migrants: www.tec.govt.nz/Funding/Fund-finder/English-forMigrants/Learner-resources/

English Language Partners: www.englishlanguage.org.nz


Newcomers Network: www.newcomers.co.nz

A poster produced by English Language Partners New Zealand (ELPNZ) and the Community Languages Association of New Zealand (CLANZ) highlights New Zealand’s diversity. The poster was developed to support International Mother Language Day (February 21) and Race Relations Day (March 21), with the Human Rights Commission and UNESCO both supporting the initiative.

For copies of the poster and more information contact grace.basset@englishlanguage.org.nz
The beautiful ride

By Paul Green

Enjoying stunning scenery and a bit of exercise in the great outdoors can be as easy as getting on your bike and going where the traffic can’t.

Paul Chapman saw an unusual bicycle for rent at a snowless ski field in his homeland, Lebanon, one summer. “I said: What is that?” It was a mountain bike and Paul had to try it.

In 2006, living in New Zealand he borrowed his sister’s bike and took to the hills again. Within a year he was riding competitively. Now, the 48-year-old lives in Wainuiomata, close to one of the Wellington area’s networks of mountain biking tracks. Focusing on his business, Pestproof, he is too busy to race but rides regularly.

Paul visited his mother and other family in New Zealand four times before he moved here. “I knew after my first visit that I wanted to live and die here,” he says. “People focus on quality of life instead of fighting their neighbours and themselves”.

Mountain biking, he says, reminds him of what people in Lebanon and elsewhere are missing out on.

But his first bike event was on the road, Wellington’s Around the Bays. Being a part of it when the mayor finished her speech and hundreds of cyclists got under way “I had a tear in my eye,” he says.

A member of Hutt Valley Mountain Bike Club and Hash House Bikers, Paul says mountain biking has also given him the chance to make many friends.

Mountain biking Kiwi-style is as big as the next bit of open trail. It’s a sport and fun activity with as many levels as there are riders. Some ride to race, some for the thrills, some for health and fitness, some to see the country, and many for pure pleasure.

With 40 mountain bike parks in New Zealand plus thousands of kilometres of tracks and trails to ride, the opportunities are endless. More than quarter of a million new bicycles a year are sold in New Zealand and more than a third of those are mountain bikes. It is estimated that three-quarters of a million people aged over 16 are involved in cycling, so it’s no surprise that...
so many are finding their way off-road. Most towns and cities have good tracks nearby, with Wellington and the Hutt areas claiming more than their share. Wellington’s Makara Peak mountain bike tracks offer some of the best rides, just a few kilometres from the centre of the capital. The park’s hills are interlaced with more than 50km of tracks, most of them hand-built by enthusiastic volunteers. To get there, popular instructions say, follow the overhead trolleybus wires from the Beehive, to where they end in the suburb of Karori and follow the sign. It’s free.

Wellington is also home to the Karapoti Classic where top competitive riders and hundreds of recreational riders and families pit themselves against 50km of rugged terrain. Since 1986 this annual event 10km north of Upper Hutt has continued to increase in popularity. Entries are capped at 1000 riders who can face anything from dust and sweltering heat to a severe drenching and mud bath in a beautiful but testing setting. Torrential rain in March 2012 forced its only postponement in 27 years, with the race’s river crossings rated too dangerous. Founders of the Karapoti Classic, the Kennett brothers, Paul, Simon and Jonathan, also worked with the Ministry of Economic Development on the establishment of the New Zealand Cycle Trail, which is actually a series of trails giving access to scenic areas throughout New Zealand.

The eighth edition of the Kennett’s book, Classic New Zealand Mountain Bike Rides, includes sections on this series of 18 trails among more than 300 rides. Some of the trails already built and ready to ride are family-friendly, like the 11km Old Coach Road section of the Ruapehu - Whanganui Nga Ara Tuhono trail. Others like the spectacular two-day Mangapurua Bridge to Nowhere trail are suited to experienced cyclists. This year, the country’s most famous off-road cycle route the Central Otago Rail Trail, has been included in the Cycle Trail project.
Changes to New Zealand’s road rules

Two of New Zealand’s give way rules have been changed to make the roads safer.

The changes which took effect on 25 March, also bring New Zealand road rules more into line with other countries where traffic drives on the left.

**CHANGE 1**
The left-turn versus right-turn rule
This new rule requires traffic turning right to give way to all vehicles coming from the opposite direction and turning left.
This applies at cross roads, T-intersections and driveways where:
- both vehicles are facing each other with no signs or signals (as shown above)
- both vehicles are facing give way signs
- both vehicles are facing stop signs (as shown above)
- both vehicles are facing green traffic signals.

**CHANGE 2**
Uncontrolled T-intersections
The new rule requires traffic turning right from a terminating road (bottom of the T) with no signs or signals, to give way to all vehicles on the continuing road (top of the T).
This change brings it into line with T-intersections where there are Stop or Give Way signs on the terminating road.
The rule also applies at driveways including public driveways such as at a supermarket or hospital.
Vehicles should continue to give way to pedestrians on a footpath, or cyclists and pedestrians on a cycle path or shared path.

Other give way rules remain unchanged
Traffic signs and signals at intersections show road users what they need to do so you should continue to obey these signs and signals.
If you’re turning, you still need to give way to all vehicles not turning. If all other give way rules (and signs and signals) don’t determine who gives way, give way to vehicles coming from your right.
You must also continue to give way to your right at roundabouts.

**THINGS TO REMEMBER:**
Only two give way rules have changed.

**CHANGE 1:**
- Left turn v right turn.
- If you’re turning right give way.

**CHANGE 2:**
- Uncontrolled T-intersections.
- Top of the T goes before me.

Driveways are like T-intersections – so “Top of the T goes before me” still applies.

More information including leaflets in various languages, a video and interactive quiz about the changes are available from the NZ Transport Agency at www.giveway.govt.nz.
New to New Zealand?

SETTLEMENT SUPPORT NEW ZEALAND (SSNZ) can help you

Immigration New Zealand funds the SSNZ initiative so that new migrants are able to easily find the information they need to settle quickly and stay.

- **SSNZ Whangarei**
  Tel: 09 407 3056
  Email: ssnzwangarei@wdc.govt.nz
  Web: www.wdc.govt.nz/portal/settlementsupport.html

- **SSNZ Auckland**
  Tel: 09 625 2440
  Email: ssnzauckland@arms-mrc.org.nz
  Web: www.arms-mrc.org.nz

- **SSNZ North Shore**
  Tel: 09 486 8635
  Email: ssnznorthshore@raeburnhouse.org.nz
  Web: www.northshorecity.govt.nz
  Keyword: settlement support

- **SSNZ Waitakere**
  Tel: 09 837 4273
  Email: ssnzwaitakere@waitakere.govt.nz
  Web: www.waitakere.govt.nz/ourpar/settlementsupport.asp

- **SSNZ Manukau**
  Tel: 09 263 5490
  Email: ssnzmanukau@arms-mrc.org.nz
  Web: www.arms-mrc.org.nz

- **SSNZ Hamilton**
  Tel: 07 853 2192
  Email: ssnzham@wmrc.org.nz
  Web: www.wmrc.org.nz

- **SSNZ Tauranga/Western Bay of Plenty**
  Tel: 07 579 6532
  Email: ssnz@ymcatauranga.org.nz
  Web: www.migrantsupport.org.nz

- **SSNZ Rotorua**
  Tel: 07 350 0533 or 07 348 4199 ext 7054
  Email: ssnzrotorua@rdc.govt.nz
  Web: www.rotorua-living.com/settlement

- **SSNZ Hawke’s Bay**
  Tel: 06 834 4171
  Email: ssnzhb@napier.govt.nz
  Web: http://tinyurl.com/ssnzhb

- **SSNZ New Plymouth**
  Tel: 06 759 1088
  Email: ssnp@xtra.co.nz
  Web: www.ssnp.org.nz

- **SSNZ Manawatu**
  Tel: 06 355 6971 / 06 356 8199
  Email: settlementsupport@pncc.govt.nz
  Web: http://tinyurl.com/ssnzmw

- **SSNZ Porirua**
  Tel: 04 237 3578
  Email: ssnzporirua@ccc.govt.nz
  Web: http://tinyurl.com/ssnzporirua

- **SSNZ Hutt Valley**
  Tel: 04 570 6786 or 04 589 3700
  Email: huttsettlement@huttcity.govt.nz
  Web: www.immigration.govt.nz/settlement/contacts/wellingtonregion/hutt.htm

- **SSNZ Wellington**
  Tel: 04 803 8330
  Email: settlementsupport@wcc.govt.nz
  Web: www.wellington.govt.nz/move

- **SSNZ Nelson**
  Tel: 03 546 0305
  Email: sonny.alesana@ncc.govt.nz
  Web: www.nelsonsetasmansettlementsupport.co.nz

- **SSNZ Canterbury**
  Tel: 03 353 4162
  Email: settlementsupport@cecc.org.nz
  Web: www.settlementsupport.net.nz

- **SSNZ Dunedin**
  Tel: 03 477 4000
  Email: ssnzdunedin@dcc.govt.nz
  Web: www.dunedin.govt.nz/newcomer

- **SSNZ Southland**
  Tel: 03 211 1803
  Email: ssnzflying@venturesouthland.co.nz
  Web: www.southlandnz.com/LiveinSouthland/MovetoSouthland/SettlementSupport.aspx

If you are not sure which office to contact, please call freephone 0800 SSNZ4U (0800 776 948) from a landline and your call will be transferred to the office closest to you.

**DIRECTORY**

It can take a while For you and your family to get used to your new home. You need to find out about housing, jobs and training, schools, health services, tax, rubbish collections, public transport, childcare, as well as local activities and events where you can meet people in your new community.

Settlement Support New Zealand (SSNZ) offices located around the country can connect you with your local community. SSNZ is your first point of contact for information, services and advice. Friendly and understanding coordinators are ready to answer your questions and point you in the right direction.

Subscribe to LINKZ

http://dlr.microsite.co.nz/linkz/subscription/

FREE for 2 years, for new migrants to New Zealand

www.immigration.govt.nz
Immigration New Zealand funds the following specialist services to support the settlement of new migrants, and to enable New Zealand employers to easily locate the skills their businesses need.

CAB Language Link – free help in your language
Citizens Advice Bureau is an independent community organisation providing free, confidential information, advice, support and advocacy. CAB Language Link is funded by the Department of Labour to provide the CAB service to newcomers in 26 languages. To contact CAB Language Link about absolutely any issue at all, phone 0800 78 88 77 or go to: www.cab.org.nz and click on the ‘Help in your language’ button.

Chinese New Settlers Services Trust – workshops about living in NZ 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 search for ‘Settlement Support’.

Immigration New Zealand funds several services that match newcomers with the skills employers are seeking. These services assist newcomers with careers guidance, CV reviewing and interview performance and improves access to employment opportunities that match their skills and experience.

In Auckland and nationwide…

New Kiwis
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.

In Wellington and Canterbury…

Newcomers Skills Matching Programme – Wellington
Connecting Canterbury Employers and Newcomers’ Skills Programme – Christchurch
These programmes match newcomers with the skills that employers are seeking in the Wellington and Canterbury regions. They assist newcomers to New Zealand with career guidance, CV reviewing, and interview techniques, and improve access to employment opportunities that match their skills. For more information about the Newcomer Skills Matching Programme:
- In Wellington: phone 04 470 9949, email kirstie.mill@eccc.org.nz or go to: www.eccc.org.nz
- In Canterbury: phone: (03) 353 4161, email juder@cecc.org.nz or go to: www.cecc.org.nz