Professional achievement and a new lifestyle
Kapiti–Horowhenua

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

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FREE for 2 years for new migrants to New Zealand
WELCOME TO NEW ZEALAND

Hello to our regular readers, and to all new subscribers and recent arrivals, welcome.

As the General Manager of the Settlement, Protection and Attraction Division within Immigration New Zealand, my role is to ensure you are feeling welcome here, are settling well, and are able to make a 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 want to ensure you can use your talents to grow our existing companies – or to invest in or start your own.

We have a great country, here on the edge of the world. New Zealand is a fantastic place to live, with an engaging climate, landscape and culture, and real opportunities to be what you want to be.

We also value your feedback. If there are things we can do better to help you settle quickly, please take the time to let us know.

Email us: settlementinformation@dol.govt.nz

Many thanks and best wishes for your future here.

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

INTRODUCING THE Z-CARD

Immigration New Zealand has a new communications product for people who are just starting to consider New Zealand as their future home.

The Z-card uses a compact format that fits easily in your pocket, but expands to a larger-than-A3 sheet, providing space to inform prospective migrants about living and working in New Zealand. It also signposts the first steps to settling in New Zealand.

Most Z-cards will be used overseas at migration fairs and Immigration branches and agencies, but they will also be used in key New Zealand tourist destinations so that visitors will be able to take one home to help with planning should they wish to return for good.

NEW MINISTER OF IMMIGRATION ANNOUNCED

The Prime Minister John Key has appointed a new Minister of Immigration in changes to the government’s Cabinet announced in late January.

Michael Woodhouse, a National Party list member and current Senior Whip is from Dunedin and has degrees in Commerce and Health Administration, and has experience in a number of parliamentary roles including Health, Transport and Industrial Relations and the Finance and Expenditure committees.

The new post is as a minister outside cabinet, with Immigration already represented as a group within the Cabinet as part of the Ministry of Business, Innovation and Employment.

A profile and contact details can be found at www.parliament.nz

Minister of Immigration
Michael Woodhouse
Did you know? LINKZ is FREE for 2 years for new migrants to New Zealand

CHRISTCHURCH’S HIVE IS BUZZING

Inspired by the Canterbury region’s need for new lightweight, quick-to-build, strong and affordable homes, the “Hive” (Home Innovation Village) opened in April last year. Since then, with the support of national and Christchurch-based companies, a series of innovative, pre-built homes has been built. These homes are fast to assemble, high quality, permanent and architect-designed. They are sustainable and affordable, making them attractive to red zone casualties, savvy investors, developers and architecture enthusiasts.

Hive will be open until February 2014, at the Canterbury Agricultural Park, off Curletts Road.

www.prefabnz.com/Hive

‘BOTH WORLDS’ TV SERIES SEEKS CASE STUDY CANDIDATES

TV3’s documentary series ‘Both Worlds’ returns in 2013. For series two, the makers are seeking 1.5 and 2nd generation New Zealanders who will express who they are, and how they fit in. The multi-cultural community that makes up New Zealand is to be embraced, say the programme makers. “With your help, let’s open minds and grind stereotypes into the dust by demonstrating just how diverse individuals from migrant and refugee communities are.” If you would like to share your story, or know someone who would, contact Notable Pictures and ask for the “Both Worlds” researcher:

09 973 5731
research@notablepictures.com
www.notablepictures.com

WOMAD RETURNS TO ‘THE NAKI’

Each year the international World of Music, Arts and Dance festival draws crowds to Taranaki - known to locals as "The Naki".

As well as music from around the globe, WOMAD has cooking sessions featuring the performing artists, films under the stars, a Global Village of more than 80 stalls, music workshops, a Kidzone and a Paepae that shares Māori culture. It is held at the Bowl of Brooklands in New Plymouth, Taranaki, one of the most beautiful outdoor venues in the world.

WOMAD co-founder Peter Gabriel says: “The festivals have also allowed many different audiences to gain an insight into cultures other than their own through the enjoyment of music. Music is a universal language, it draws people together and proves, as well as anything, the stupidity of racism.”

March 15 – 17  http://womad.org/festivals/new-zealand

TELL US YOUR STORY

Facts and figures are useful, but to get a point across, nothing matches a good story. That’s why LINKZ Magazine is always on the lookout for recent migrants with a tale to tell. Coming to a new country is never easy, so we like examples that help prepare others by making them aware of the challenges.

If you or any of your friends have a story from the last five years or so, we’d like to hear from you. Email us anytime.

settlementinformation@dol.govt.nz

Tell us your story
Hello and Welcome
To Porirua City

We are thrilled to welcome newcomers to our vibrant city. Porirua City is home to more than 50,000 residents, who make up a rich multicultural community, featuring many immigrant and refugee populations. We work hard to support new residents through our Settlement Support service. The service can provide you with information and connections to make settling into Porirua City as easy as possible. And it’s a great place to live.

We hope you are able to take full advantage of all Porirua has to offer; from enjoying our many waterways and beaches, to exploring the rolling hills and walkways that criss-cross the city or enjoying the great shopping opportunities on offer. You’ll often hear locals remark that when they get home they feel like they are on holiday – and it’s true. You can explore all our city has to offer through our comprehensive Porirua City Council website www.pcc.govt.nz or give Settlement Support a call and see how we can be of service: Telephone 04 237 3578 or 0800 776 948 (free phone in New Zealand).

On behalf of Porirua City I warmly welcome you to our city and wish you every success for the future.

Nick Leggett
Mayor of Porirua City

The region stretching north about 85 kilometres from Porirua on the west coast of New Zealand’s North Island to Foxton near Palmerston North, has a character all of its own. A short distance up State Highway 1 from Wellington, there is a distinct change in scenery, atmosphere and lifestyle. The northward journey crosses three local government authorities, so in this issue, three mayors offer their own local welcome.
WELCOME TO KAPITI

Just 40 minutes from Wellington, Kapiti offers the last glimpse of the sea from State Highway 1 before you arrive in Auckland.
You can drive, take the scenic train trip to Kapiti from Wellington, or fly from Auckland, Nelson or Blenheim landing at the new Kapiti Airport.
The district is framed by the Tararua and Akatarawa ranges and offers access to 40 kilometres of stunning beaches from Paekakariki to Ōtaki.

Two major river corridors (Ōtaki and Waikanae) also offer excellent swimming, fishing, walking and cycling.
Kapiti has a rich Māori history, a relaxed friendly environment, fabulous walking and cycling tracks, great golfing (including the internationally-rated Paraparaumu [Links] Golf Course and a range of unique coastal villages, attractive cafes and rural attractions, as well as a great central shopping centre in Paraparaumu.
The jewel in our crown is Kapiti Island, an internationally recognised nature reserve protecting some of New Zealand’s rarest and most endangered birds.

Jenny Rowan
Mayor Kapiti District Council

WELCOME TO THE HOROWHENUA
– THE BEST RURAL LIFESTYLE DISTRICT IN NEW ZEALAND!

Over 30,000 people live in Horowhenua and all are blessed with a lifestyle second to none. A wonderful temperate climate, outstanding growing conditions, and scenery that reflects the real New Zealand, from the Tararua mountains that dominate our eastern boundary to some of the finest west coast beaches in the country.

Horowhenua is a special part of New Zealand. Just over an hour from Wellington and half that time to Palmerston North, it has the feel of another world. From the calm quiet of bushwalks and gardens, history and culture to the exhilaration of rivers and the sea, the region offers something for everyone.

There are a number of small towns including Foxton, Shannon and Tokomaru, several tiny beach communities, and the main centre of Levin situated on the junction of State Highways 1 and 57. I am proud to be mayor of Horowhenua District – the best rural lifestyle district in New Zealand!

Brendan Duffy
Mayor Horowhenua District Council
Porirua, just north of the capital, is one of the four cities that make up the Wellington region. Up the coast from Porirua lie Paekākāriki, Paraparaumu, Waikanae, Ōtaki, Levin, and Foxton, with a string of beach and rural settlements in between.

Many people living in Porirua and north commute to Wellington daily for work. Much of the Wellington region’s food comes from rich horticultural land in the Ōtaki-Levin area between the beaches and the rugged Tararua Range. The temperate climate and fertile soil make the area ideal for orchards and market gardens. Many Wellingtonians look forward to retiring in the scenic Kapiti-Horowhenua area.

The Kapiti Coast’s settlements developed where the original Māori tribes had their villages, close to fresh running water. Later, they marked the route of the main trunk railway line, from Wellington to Auckland.

Today, people are drawn to the area by: Kapiti Island Nature Reserve; the beaches and sea fishing; Coastlands shopping centre; Te Wānanga O Raukawa (the Māori university at Ōtaki); the retirement villages; Nga Manu Wildlife Sanctuary; display gardens; golf courses and bowling greens; Paekākāriki Rail and Heritage Museum; Tararua Range adventures; Southward’s Car Museum; Lindale Farm and Visitor Centre and Paraparaumu Airport.

The spectacular landscape and microclimate have made the Kapiti Coast one of the most desirable places in the world to live. They also explain the growth of retirement villages in the area.

**Porirua**
Porirua is home to the Pataka complex which showcases contemporary Māori and Pacific art. It has five main galleries with more than 14 exhibitions a year. The complex also houses the city’s library, a café and a Japanese garden. Within the same cultural precinct Te Rauparaha Arena, the city’s premier sporting and events centre, houses an aquatic centre and facilities for numerous sports.

**Paraparaumu**
Paraparaumu lies on a river, is sheltered from the stormy west by Kapiti Island, and rests against the Tararua mountain range. Paraparaumu is notable for its beach promenade, cafes, a small airport in the middle of the town, some of New Zealand’s top retirement villages, an internationally known golf course, Coastlands shopping centre, Southward’s Car Museum, and a towering statue of Our Lady of Lourdes.

**Waikanae**
Waikanae is a settlement of about 15,000 people on the banks of the Waikanae River. A large proportion of its residents are retired people, many of whom live in retirement village complexes. Many Wellington people have holiday homes in Waikanae. It’s known for whitebaiting, safe beaches, a warm climate, and the Nga Manu Wildlife Sanctuary.

**Ōtaki**
Ōtaki is one of New Zealand’s oldest urban settlements and one of the most important historic places in the Kapiti district. In the days when stagecoaches used beaches as roads there was an overnight stop at Ōtaki where the river was crossed by ferry. Today, Ōtaki has a population of around 6000 and is home to a Māori university.

**Levin**
Levin in the Manawatu-Wanganui region is the largest town in Horowhenua district, with just under 20,000 people. On State Highway 1 and the North Island Main Trunk railway, it is 90km north of Wellington and 50km south of Palmerston North. The town’s Māori name is Taitoko. Levin is a service centre for the surrounding rural area, and a centre for light manufacturing industries. The town celebrated its centenary in 2006.
The Tararua Range forms a divide running down the lower part of the North Island and provides a backdrop for the Kapiti coastal plain. The highest peak is 1570 metres (5150 ft) and 10 rivers rise on the mountain slopes, providing water for settlements between Palmerston North and Wellington. Parts of the range are popular for tramping and hunting.

Kapiti Island and the coastal landscape were created by gigantic earthquakes 200 million years ago. The island, about 5km offshore, is one of New Zealand’s most valuable nature reserves, with visitors able to observe rare birds and see the recovery of vegetation after intensive modification during last century. Visitor permits and bookings are controlled by the Department of Conservation.

New Zealand will hold a census on 5 March 2013. At the last count, compared with the rest of New Zealand, the Kapiti Coast District population had:

- SLIGHTLY FEWER children aged under five
- SLIGHTLY FEWER young people aged 5 to 19
- SIGNIFICANTLY FEWER (under two thirds) people aged 20 to 39
- SLIGHTLY MORE people aged 40 to 64 years
- SUBSTANTIALLY MORE people (around double) aged 65 and more.
Named for Kapiti Island, which dominates Wellington’s west coast, the Kapiti Coast stretches from Paekākāriki north of Wellington to Ōtaki and Levin.

The legacy of Kupe
Māori tradition says that the explorer Kupe made Kapiti and Mana islands by slicing them from the mainland with a blow of his patu (club). An anchor stone found at Komanga Point and now on display in Te Papa museum is said to belong to Kupe.

The Kurahaupō canoe and other tribes
The early Kapiti Coast tribes of Ngāi Tara, Rangitāne and Muaūpoko descend from Whātonga, the captain of the Kurahaupō canoe, his sons Taraika (whose name is given to Wellington Harbour – Te Whanganui-a-Taraika) and Tautoki, and a grandson, Rangitāne.

Tara had a great-great-grandson called Tūteremoana who became the paramount chief of Ngāi Tara. His name has been given to the highest point of Kapiti Island.

Because of its importance as a trade network into Te Wai Pounamu (the South Island) many other tribes also lived in the region for different periods of time, including other Kurahaupō tribes such as Te Hāmua and Ngāti Apa; and, from the East Coast, Ngāti Kahungunu, Ngāti Mamoe, Ngāi Tahu, and Ngāti Ira.

Muskets, migrations and displacement
The introduction of European muskets during the 1820s changed the tribal landscape of the Kapiti Coast.

In 1819–20, Ngāti Toa under the chiefs Te Rauparaha and Te Rangihaeata swept through the area. Basing themselves on Kapiti Island they caused huge turmoil. Ngāti Toa were joined by allies from Taranaki, including Ngāti Tama, Ngāti Mutunga and Te āti Awa who became the dominant group in the Wellington and Hutt Valley areas. Ngāti Raukawa, who were closely related to Ngāti Toa, also came south, eventually controlling centres at Ōtaki and in the Rangitikei Valley. Along with Muaūpoko, these tribes dominate the region today.

European arrival
During the 1820s and 1830s most European interest in the region centred on Mana and Kapiti islands. Kapiti was the hub of the local whaling industry.

Anticipating that the British Crown was about to annex New Zealand, the New Zealand Company sent a first group of settlers to Wellington in August 1839 to purchase as much land as they could before the Crown could prevent land sales.

The Crown suspended further sales after the Treaty of Waitangi was signed in 1840. However, as more European settlers began arriving in the 1840s, tensions rose as settlers demanded more land. After four Māori and 22 Europeans were killed on the Wairau Plains there was fighting in the Hutt Valley and at Porirua. Then Te Rauparaha was arrested and Te Rangihaeata retreated to the Manawatū. As resistance waned, European settlement spread.
Māori today
Despite the losses of land and the impact of European agriculture and settlement, the Māori tribes of the Kapiti Coast are making a determined comeback.

Ngāti Raukawa
The Te Rūnanga o Raukawa (tribal council) sits in Otaki. In 1975, Ngāti Raukawa initiated a 25-year tribal development plan entitled ‘Whakatupuranga rua mano – Generation 2000’, which saw the widespread revitalisation of marae and the Māori language, and the establishment of Te Wānanga-o-Raukawa, the tribe’s centre of higher learning in Otaki. Today, Ngāti Raukawa people are involved in a wide range of pursuits including the arts, sciences, business and the reconstruction of Māori knowledge. Ngāti Raukawa are internationally recognised as leaders in indigenous education.

Ngāti Toa
Ngāti Toa have a main marae at Takapūwāhia in Porirua. The Te Rūnanga o Toa Rangatira (the tribal authority), established in 1989, employs around 70 people in health, environmental management, local government, tourism, fisheries, Treaty of Waitangi claims, research, sports and recreation, and education to promote the socio-economic and cultural wellbeing of present and future generations.

Muaūpoko
The Muaūpoko administrative base is at Levin. The Muaūpoko Tribal Authority provides health and welfare services for tribe members and the wider community. Waipunahau (Lake Horowhenua) remains a significant rallying point for tribe members. The Muaūpoko Lake Horowhenua Trust has been involved in one of New Zealand’s largest environmental restoration projects aimed at restoring the lake’s fisheries and water quality.

Māori proverb (Whakatauki):

“As the body rests, the spirit blossoms; as the spirit rests, the body strengthens.”
The Kapiti Coast-Horowhenua region extends some 85 kilometres along the southwestern coastline of New Zealand’s North Island, from greater Wellington’s most northern urban area – Porirua – northwards to a line between the town of Foxton and the Manawatu’s main city, Palmerston North. This means the area is bounded by the SSNZ offices of Porirua in the south and Manawatu in the north. Situated in Hartham Place, the covered mall in the centre of Porirua, SSNZ Porirua is an easy walk from Porirua railway station on the fully electric double-tracked Waikanae-Wellington line, with a regular train service running at least hourly on most days. This makes it a straightforward stop for new migrants travelling to Wellington, or back to the string of towns and lifestyle choices dotted up the coast. SSNZ Porirua co-ordinator Annette Woods, with 20 years in the region, knows it well and enjoys meeting newcomers from her northern beat. The Porirua office, like other SSNZs, organises frequent workshops on topics such as driving in NZ and local recreation opportunities, and is a great meeting point for a more widely dispersed coastal migrant community. To the north of the region in Palmerston North, SSNZ Manawatu provides a complementary service, readily available to newcomers in the towns of Ōtaki, Levin and Foxton, and the surrounding area.

With no scheduled local buses in the area, private cars are the usual form of transport for the trip which, depending on the town will be 20km-to-50km, perhaps half an hour away at the open-road speed limit of 100kph. SSNZ Manawatu co-ordinator Shannon Simpson is a recent migrant herself, having moved with her Kiwi husband to Palmerston North from Vancouver, Canada. Her background in libraries and international affairs, and her own recent experience combine to make Shannon well-informed and highly motivated to help make newcomers’ experiences as positive as hers has been. Between the knowledge and experience of SSNZ Porirua and the energy and recent experience of SSNZ Manawatu, new migrants throughout the Kapiti-Horowhenua region have a reliable and accessible point of contact for any local information they might need. Settlement Support is a government-funded Immigration New Zealand initiative to provide information to newcomers to New Zealand.

CONTACT DETAILS FOR THE NATIONAL OFFICE AND ALL SSNZ REGIONAL CO-ORDINATORS ARE ON THE INSIDE BACK COVER OF EVERY ISSUE OF LINKZ.
Charisma Antalan arrived in New Zealand in the middle of thunder, lightning and heavy winter rain. She said to her aunt who was welcoming her to Paraparaumu on the Kapiti Coast: “This is scary. It’s worse than the Philippines.”

After that, apart from cold weather and “a little bit of culture shock”, tough English language requirements were to prove the biggest hurdle in a new career in aged care.
Charisma, from the island of Mindoro, and her husband, Lloyd, who is from Isablela in the northern part of the Philippines, were already registered nurses. Lloyd worked in theatre and Charisma in a neurosurgery ward. They worked in Saudi Arabia where they enjoyed a good pay package and conditions but the system did not offer residency for foreign workers.

“Back in 2001 my aunt started encouraging me to come here. She opened my eyes to New Zealand but I ignored the idea at that time,” says Charisma. In 2007, her aunt again suggested the idea of coming to New Zealand. An agency in the Philippines collected her documents and sent an application to the Nursing Council in New Zealand. The aunt helped her to find work and Charisma arrived in 2008, with Lloyd following six months later after completing his Middle East contract. Though both experienced nurses, they were new to aged care. Now residents on Skilled Migrant visas, they work with dementia sufferers at Bupa’s Winara Rest Home in Waikanae. They live nearby, sharing the care of their daughter Chryslly, 2.

At work, Charisma and Lloyd find the elderly residents often don’t know they have dementia and don’t realise they need help. “They sometimes think they are in their 20s or 30s or 40s. If you show them a current photograph they can’t recognise themselves, but if you show them an old picture of them in their teenage years, they know it’s them,” says Charisma.

But the work is satisfying. “They do say thank you, and appreciate what you do. It feels good, as well, when the family comes and they see their loved ones being well looked after.”

“Every six months we meet the families of the residents. They appreciate the good care that we provide for their loved ones. They know that our work is hard. One told me that if he had to look after his mum he wouldn’t last one day. He said he wouldn’t have the strength, or the patience to look after her.”

“One thing that makes it hard is that you are looking after people you don’t know. And with dementia, new residents can’t tell you about themselves and their family, what they like or how they want to be dressed.” Charisma started working at Winara as a caregiver while waiting to get her nurse’s registration. In New Zealand the standard of English required for registered nurses is particularly high, tougher than in Canada, USA or Australia, she says. It took her four attempts to meet the standards, with the tests costing $295 the
first time and rising to $385 the final time. Spelling is considered important, so Charisma and Lloyd have had to switch from the American English spelling they learned in other countries.

That was followed by the Nursing Council’s CAP (Competence Assessment Programme). Charisma had no problem because by this stage she was used to the workplace culture. She says the programme would be hard for anyone just arriving from the Philippines without experience of working life in New Zealand. When she became a New Zealand registered nurse in September 2012, “it was a relief.” Since then, her work has included spells as deputy manager at the rest home. Lloyd is still bringing his language skills up to standard, working as a caregiver until he can get his nursing qualifications accepted. Both say the language is very important for communicating with the residents and others at work.

Lloyd says life in New Zealand is very different and much quieter than life in the Philippines with its 103 million people. The couple feels a sense of security and safety in New Zealand. “And we’re getting used to the different weather and change of seasons,” says Charisma. “It’s not that bad because in the Middle East they have cold weather too, so we already had experience of cold winter.”

Through Charisma’s aunt, who is married to a New Zealander, the couple had some knowledge of New Zealand lifestyle before they migrated. “But there was still a bit of culture shock.” They lived with her aunt when they first arrived which helped them to adjust.

There were many adjustments to make at work … in general, people are less formal here.
There were many adjustments to make at work. “In the Philippines we don’t have aged care,” says Charisma. And, in general, people are less formal here. “It’s not that people don’t respect elderly people here, but in the Philippines we have titles for older people.”

“Even with my boss here at work, Lorraine - in the Philippines I would address her as ma’am. But here you call everyone by their first name. We feel as though we are being a bit rude, calling people by their first name.” Lloyd says that feeling is especially strong when talking to people older than yourself. In the Philippines it is considered a form of respect to use titles such as Tita meaning aunty, Tito for uncle, Ate for older sister or friend and Kuya for older brother or friend. Lloyd was surprised to hear some small children in New Zealand even addressing their parents by their first names. “We have had to adjust because we are not in the Philippines anymore.”

The general lifestyle in New Zealand is also totally different. “It is so simple,” says Charisma. “I remember when we first came here, my cousin said to me ‘you have all these gadgets’. That was because in the Philippines people are more likely to buy items such as new phones as they come on the market even if they don’t need them - but we’re trying to live a Kiwi lifestyle.” Chryslly is being brought up as a Kiwi and chats in English, saying mum and dad. She attends sessions at a local pre-school. “She’s growing up in the culture where she’s living.”

Food has also been a big change. “In the Philippines
we eat rice three times a day. Rice with fish, rice with meat, with egg, or anything.” Even for a snack, says Lloyd – “Sometimes you just have some rice.” Here they are eating a more varied diet.

They find New Zealanders friendly. “People say hi in the supermarket even when they don’t know you.” They miss their families back in Philippines but Skype is a big help. Charisma’s parents visited two years ago, just before Chryslly was born.

There is a small Filipino community on the Kapiti Coast and Lloyd and Charisma attend occasional gatherings. On Sundays, they go to church in nearby Paraparaumu and meet friends. “It’s good that we moved here,” says Lloyd.

“We’re trying to live a Kiwi lifestyle.” Chryslly is being brought up as a Kiwi and chats in English, saying mum and dad. She attends sessions at a local pre-school. “She’s growing up in the culture where she’s living.”
Migrants bring valuable skills

Migrant workers have a vital role in the care of elderly people in New Zealand, says specialist Lorraine Pollock. Lorraine, manager of Winara rest home in Waikanae on the Kapiti Coast, is quick to praise the skills and attitudes that migrant staff bring to New Zealand’s growing aged care business.

Seven years ago, at a different rest home, Lorraine employed a woman from Kiribati. Since then she has employed 30 or 40 more from the small Pacific country. She says they are hardworking and their empathy and respect for the elderly is tremendous. The same applies to people from the Philippines and several other countries. "A lot of New Zealanders don’t show quite such a high regard for their elderly."

At Winara, there are two Filipinos, a Fijian Indian and a Chinese migrant who have become registered nurses and are all in senior positions. “Each has made a great achievement. It’s great to see them grow,” says Lorraine. Winara is owned by Bupa, one of the biggest aged care groups in New Zealand, with nearly 50 rest homes and retirement villages. It employs more than 3300 people including many migrants. A fair proportion of managers and clinical managers in Bupa and other companies have come from overseas, says Lorraine. "They are often quite ambitious people who want a better life for their kids."

"Paraparaumu and the Kapiti Coast must be the aged care capital – a bit like Tauranga," says Lorraine. "I think there are 15 aged care facilities in this area so there’s a lot of competition for staff. Companies have been expanding and staffing can be a problem. Five years ago there were not enough registered nurses."

“The companies have trained large numbers of staff but Lorraine can see another crisis on the horizon. In New Zealand, dementia affects one in three people aged over 90. The number of these people suffering from dementia and needing specialist care is expected to triple in the next 35 years. “Who will care for all these people?” She sees a growing need for registered nurses and trained people to care for the elderly in care facilities and in their own homes. For migrants seeking aged care careers, language can be the biggest problem. Nurses from countries including the Philippines must pass English language tests then complete a CAP (Competence Assessment Programme) before their qualifications can be recognised in New Zealand. Lorraine says Filipinos who were registered nurses in their own country, are often working as care givers in New Zealand, held back by the difficult language tests. Most newcomers enrol in an English academy which is open to all of them. Bupa runs its own CAP courses.

Several companies, including Bupa, have AIP (Approved In Principle) status with Immigration New Zealand which helps trained migrant staff to stay in New Zealand."
Challenges for an ideas man from Amsterdam

By Paul Green, photos by Ivor Earp-Jones

A desire for more living space brought a family from bustling Amsterdam to a quiet street on the other side of the world.
Dick van den Oever says one word – space – sums up why his family chose New Zealand. “Tangible space and virtual space – space in your head.” The scenery, climate and empty coastline, compared with Europe’s crowded beaches. The Netherlands has about 400 people to the square kilometre – New Zealand has 15. And he says the worst problems and drawbacks were all linked to one word – uncertainty.

The journey started because their home in a pleasant part of North Amsterdam was becoming too small for a family with two children growing up. A plan to extend the house took two years of wrangling. Meanwhile, building costs rose and the couple decided they no longer wanted to live there. They decided to take a break, far from their lifestyle.

They chose New Zealand, where the landscape and clean image reminded Dick of scenes of Canada that had always impressed him. Four weeks of touring in New Zealand proved to be a dream holiday. “In the plane home, my wife was crying as she saw the coastline disappearing,” says Dick. “She said: ‘I want to live here’. I said: ‘Yeah, right’, not thinking I could make a living in New Zealand.”

An audio-visual producer, Dick made a video of the trip and sold it to his travel agent to offset the costs. As an entrepreneur with his own business, he set about making an application to emigrate to New Zealand under the Long Term Business visa category.

“I was over 50 and that doesn’t help,” says Dick. “And I didn’t have a lot of certificates that would help me here, because in my line of work I did a lot of conference and symposium organising and a lot of video coverage. You learn that doing the job. There’s no school for being an audio-visual producer.”

His work had centred on banks and groups including medical organisations but he could see that this might not be open to him in New Zealand. He felt he needed to be in New Zealand to talk to people and see if he had a future here.

Six months later the family was back in New Zealand doing serious research. They rented a house for three weeks in Paraparaumu about 50 kilometres north of Wellington. “It was winter, 2008. We didn’t want to drive around to the beautiful places. We just wanted to see what it was like living here in the worst season,” says Dick. He began looking into work. The children were able to go to a school in Wellington for a week to experience New Zealand education. Billie, who was 10, and Siem, who was 9, loved the school and did not want to leave it.

In Europe, commercial immigration consultants had advised him not to focus on Auckland where there are a lot of people involved in television and related industries but to take his skills to Wellington. That suited the family. “We wanted to escape that four-lane or eight-lane thing that we have in the Netherlands.” Eventually Dick’s application was sent to New Zealand. His huge file of paperwork included language tests, medical certificates, education certificates and a business plan. It then came back from New Zealand because Dick had translated some of the papers. There was no problem with his English, but an authorised translation was required. It went back to New Zealand, and then “it was a year before we got an answer”.

It was an uncertain time, but determined to change their lives, Dick and Whetu (see “A Real Kiwi Name” – page 22) sold their house to prepare for a move, without confirmation that they could come to New Zealand. With the global economic downturn, business was bad in the Netherlands. “We closed our office – as a producer you can work from home. A month later we were told we could come here – but you don’t believe it. You get your stuff in a container, and you are ready but there is still uncertainty.” The
formal language of official papers added to the stress. It was hard to understand precisely what the rules meant and how they applied to our situation. “Till the moment you have permanent residency you live in constant uncertainty. You do not know if they will send you back in the end, and what impact that would have on your family.” Even with residency, clauses about the two-year waiting period caused uncertainty - “Does that mean they can still send us back?” Once approval came, the family had three months or so to migrate. Through a friend in the Netherlands they had met a couple who live in the Hutt Valley north of Wellington. These new friends invited the family to live in their house for two or three months when they arrived in January 2010.

The search for a house to buy focused on Wellington at first but led back to the Kapiti coast. “We didn’t know exactly where we wanted to live but I come from South Holland and my wife comes from North Holland so the sea kept pulling us – like a magnet.” The family moved to Otaihanga just north of Paraparaumu and on the south bank side of the Waikanae River. In Māori, Otaihanga, means, “place made by the tide”.

To learn more about New Zealand’s style of business, Dick attended an Activate programme run by the regional economic development agency Grow Wellington. After a few sessions he found himself turning his head and straining to hear. “I thought I was going deaf. But it wasn’t my hearing, it was the New Zealand slang and pronunciation that I was experiencing.” A few weeks later his ear tuned in to the local language and the problem disappeared.

Dick sees opportunities in New Zealand but change means presenting a new business plan. For example, he and Whetu struck a deal to run a booking agency for a Dutch travel agent and this had to be cleared with Immigration New Zealand before a contract could be signed. As an entrepreneur he needed to make quick decisions but such delays can put contract agreements in jeopardy.

In Amsterdam, Dick worked with a team of about 10 people but in New Zealand he has “downsized” his business Captured Essence. “I can be my own cameraman, sound guy, etc.” With a small team, Dick directs and produces videos on everything from performance to business, medicine to travel, and culture. Projects include Kapiti Island’s nature reserve and the Pride Awards that celebrate achievements by young Wellington people.

“We came from a country where individualism is so important, but in Māori society whānau matters more.”
The economy has kept his business small but Dick is confident. He has plenty of ideas and says it's just a matter of finding the right ones for the area and the economic times.

Dick has started to produce an audio-visual resource on Māori storytelling. Dick and Whetu were surprised and found it sad that some New Zealanders saw their nation as two separate groups – Māori and Pakeha. “We really connect with Māori.” They particularly like the multi-layered Māori concept of whānau – or extended family. “We came from a country where individualism is so important, but in Māori society whānau matters more.” The van den Oevers all take part in kapa haka – Māori performing arts.

Looking back, Dick and Whetu say making their move while their children were still at primary school made the transition easier. Billie, now 14 and Siem, 13, love their school life and activities and don’t want to go back. Billie enjoys horse riding and plays the harp. Siem plays futsal (five-a-side indoor football) at school and plays the drums. In summer they swim in the river and fish in the estuary near their home.

Their parents have plenty of activities, with the business, Māori culture and social activities, and a boat they can launch near home, always with fishing rods aboard. Dick also goes hunting because he loves to cook. “You can gather your own food here, and you can grow vegetables all the year round.”

New Zealand was a natural choice for a new home, having Western culture, being open to migrants and accepting of newcomers, says Dick.” And of course there are a lot of people here from the Netherlands. Some family and friends have been left behind but some who have visited the van den Oevers in New Zealand say: “We understand. You are not coming home.”

"The sea kept pulling us – like a magnet. That’s the reason we bought a house here."
Setbacks
no match for a family’s
determination

By Paul Green, photos by Ivor Earp-Jones

A British couple with three children were hit with a huge setback that would have kept most families at home but a taste of the lifestyle had made them determined to make a home in New Zealand.
Julian Ilott describes a last-minute house sale collapse, possessions in limbo and family stuck in England with classic British understatement: “I had a slightly interesting journey to New Zealand.”

It was 2008 and Julian had a job lined up in Wellington. Getting a Skilled Migrant visa was relatively straightforward because there was a shortage of his specific IT skills in New Zealand. The previous year, Julian and his wife Vanessa had left their children with grandparents in Britain and visited New Zealand on what he calls a holiday and scoping exercise. They toured, mainly in the North Island and spent a few days in the Kapiti region. “We just thought it was brilliant”. There was great weather, easy access to beaches, a relaxed atmosphere and friendly people. “We thought this would be a great place to live.”

They put their home on the market and prepared to move. At the time, the British pound was strong against the Kiwi dollar but then everything changed dramatically with the European economic downturn. Two weeks before the family were due to leave for New Zealand, the sale of their house fell through. House sales had stalled in Britain and things looked grim. The family had to unpack everything and replace some items they had sold. Julian, who was committed to six months of work in Wellington, had to leave Vanessa and the children and travel alone. “That was a difficult time,” says Julian. “I went back to the UK to try again and it took another 14 months to get our house sold.” Another offer fell through at a late stage but a third buyer was eventually found for the house in rural south Lincolnshire. “We were on a plane to New Zealand within a week.”

Selling the house was the big thing, he says. Settling in New Zealand was easy, with administration matters much easier than in the UK. “You just throw yourself into the Kiwi lifestyle. People are extremely friendly.” Julian and Vanessa, who is training in reflexology, say communicating with family and friends in the UK is no problem with Skype. The only challenge is difference in time zones. Julian’s parents have visited several times and other relatives are planning to visit too.

The initial idea of New Zealand rather than anywhere else came from Julian’s sister and her husband who stayed with Julian and Vanessa after a world trip. Both nurses, they had worked in Auckland for six months and came back “absolutely raving about New Zealand. They put some ideas in our heads,” says Julian.

The Ilotts arrived in New Zealand in October 2009. “We rented properties for the first two years then decided to build a house, which was something we had always wanted to do. In the UK, building within a five-minute walk of a beach was an impossible dream.”

In their first three weeks they stayed in a beach house at Raumati, just south of Paraparaumu. “My son Harvey, who was 6, had been cooped up on a plane so he was ready for action. He popped around to the neighbours and said hello. We became good friends with those neighbours and we recently went back to see them for a 60th birthday. It was a great introduction to Kiwi life.”

Their new house sits on a hectare (2½ acres) at Peka Peka between Waikanae and Otaki. The drive or train journey to Wellington takes about 50 minutes. “It’s nothing,” says Julian. His London commute, from Lincolnshire, meant car, train, tube then walk. It took two hours each way if all transport was on time.

He finds Wellington great. “A nice-sized city with plenty of restaurants, bars, cinemas and everything else you need, and easy to get in and out of”. But for lifestyle, he says, the Kapiti coast is the place for him and his family. The children go to school at Te Horo and absolutely love it. With about 200 children, it’s very much a community school and has a similar feel to the small school they went to in England. Recently, Josephine, 11, went on a city experience trip from school. “They spend four days in Wellington, visiting Te Papa museum, kayaking in the harbour and doing all sorts of things to give them a different perspective and experience city life.” They also do country camps.

"You just throw yourself into the Kiwi lifestyle. People are extremely friendly."
Local touch global reach

Julian Ilott, director of testing services for Capgemini New Zealand, has an impressive background in IT in the UK and New Zealand. A software testing specialist, he joined Capgemini when they were expanding in New Zealand.

The operation is part of Capgemini Australia and building up the New Zealand team is evidence of a desire to invest in the local market, says Julian. A global organisation with its headquarters in Paris, Capgemini has more than 140,000 employees, 75 of whom work at offices in Auckland and Wellington.

Julian says software testing is a strong aspect of Capgemini globally, with more than 10,000 staff working in this area. “Last year we were rated as the global number one in software testing by Ovum.” For Capgemini in New Zealand, he says the key is having the local presence and the ability to leverage what has been proven to work elsewhere.

The work includes a wide range of projects covering government, banking, utilities and telcos. Julian says the group is committed to leveraging knowledge – recruiting people locally but also drawing on some of the best practice from the wider Capgemini organisation to bring in new approaches and techniques within IT and technology consulting.

Julian considers himself a local now. “I see myself as a Kiwi – well, I’m working on it anyway.” The combination of a local team with some experts from elsewhere puts Capgemini in a strong position, he says. “Local and global are both important – that’s why I’m here.”

“I see myself as a Kiwi – well, I’m working on it anyway.”
IT’S LIKE BEING ON HOLIDAY

Julian and Vanessa Ilot say the happiness of their three children was always a big consideration in their move. Their home, where the kids’ voices are gradually acquiring a kiwi twang, is one street away from the beach.

It’s an outdoor lifestyle with room on the property for activities and animals – about 20 of them – including a dachshund, horse, goats, lambs, pet rats, guinea pigs and chickens.

Tiffany, 12, and Josephine, 11, are both mad keen on football (soccer), says Julian. Harvey, 9, likes inventing and making things and wants to know how everything works. He’s also in charge of the chickens.

“One of the nice things here is that you can just take the horse for a ride on the beach. It’s the sort of thing we used to do on holiday but here we can do it any day of the week.”

Julian can see why the Kapiti Coast is a popular place for Wellington people to have holiday cottages.

There is a family kayak for the beach, and mountain bikes. And in winter there’s skiing less than three hours away at Turoa, or in the South Island. Vanessa is also learning cheese making and takes part in the Ōtaki community Timebank scheme in which people share their skills with others.
By Associate Professor R. Taonui

Te Reo Māori: Special Occasions

GREETINGS
Practising special greetings is a fun way to learn basic Māori language. A common phrase “ngā mihi” has several meanings – “greetings”, “best wishes” and “congratulations”. When coupled with other words like “ngā mihi mahana” or “ngā mihi aroha” the meaning changes to “warm greetings” and “loving wishes”.

GIFTS
Parents may use any of the following phrases on gifts for children. “He aroha whāereere, he pōtiki piri poho” (a parent’s love to a young child). “Tāku hei piripiri, tāku hei mokimoki, tāku hei tāwhiri, tāku kati taramea” to children cherished as “my pendant of scented fern, fragrant fern, scented gum, sweet-scented speargrass”. Children are “te tau o te ate” literally the “string of the heart”.

Presents to parents, uncles and aunties, and grandparents can be signed according to gender: “Arohanui ki tāku matua” (love to my father/uncle/grandfather) or replace matua with “whāea” for mother, aunty or grandmother. “Koro” and “kuia” can also be used for grandfather or grandmother.

SUMMER HOLIDAYS
“Ki pai ō rā whakatā” [May your days of rest be good] and “Hari hararei” [Happy Holidays] are often quipped for holiday wishes.

NEW YEAR
“Ngā mihi mo te tau hou” (Greetings for the New Year) is a salutation Māori continue well past the holiday season as they greet friends and associates.

BIRTHS

<table>
<thead>
<tr>
<th>English</th>
<th>Māori</th>
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<tbody>
<tr>
<td>Welcome to your new baby girl</td>
<td>Nau mai, e hine, ki te ao tūroa</td>
</tr>
<tr>
<td>Welcome to your new baby boy</td>
<td>Nau mai, e tama, ki te ao tūroa</td>
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ST VALENTINE’S DAY

<table>
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<tr>
<th>English</th>
<th>Māori</th>
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<tbody>
<tr>
<td>With all my love</td>
<td>Me te aroha nui</td>
</tr>
<tr>
<td>Love ya heaps</td>
<td>Taku aroha nui mōū / Taku aroha nui ki a koe</td>
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MOTHER’S DAY

<table>
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<th>English</th>
<th>Māori</th>
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<tbody>
<tr>
<td>Love and best wishes for Mother’s Day</td>
<td>Ngā mihi me te aroha nui mō te Rā o te Whaea</td>
</tr>
<tr>
<td>To Mother with love, from (name)</td>
<td>Ki a Māmā me te aroha nui, nā (ingoa)</td>
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KAI MOANA — *Foods of the sea*

By Associate Professor R. Taonui

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TE IKA-A-MĀUI (THE FISH OF MĀUI)

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

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

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

FAVOURITE SPECIES

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

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

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

CUSTOMS

Passing their fishing grounds down through the generations, tribes jealously guarded them with natural features such as hills, rocks and streams and special pou (posts) marking boundaries.

Experts knew the movements and seasons of the various fish species. The Ngāti Porou tribe caught tāmure during March, April and May. In June and July it was the warehou and moki. In August, September and October it was tarakihi, pare (trumpeter fish), rawaru or taipua (rock cod), kehe (marble fish) and kumukumu (gurnard). Tribes retained sophisticated “maramataka” (moon calendars) that calibrated best times to fish. The saying “Rehua-ma-Atutahi” (the stars Antares and Canopus) marked the seaward and inland migrations of whitebait.

Customary practices preserved the fishing resource. ‘Te Ika Whakataki’ involved returning the first fish to Tangaroa, god of the sea. Rāhui were prohibitions or temporary bans employed to protect against overfishing. Fish were either steamed in a hangi (earth oven) or hung up on a scaffold to dry in the sun, and stored in pātaka (storehouses) for future consumption. Coastal peoples often traded dried fish, seaweed and shark oil to inland tribes for preserved birds, rats, hīnau (berry) cakes and other foods and resources.

Gifting or koha was an important display of tribal manaaki (hospitality) and mana (status). In 1837, Te Waharoa of Ngāti Hāua presented 20,000 dried eels and several tonnes of fish to guests at a significant tribal gathering. In 1844, the great Waikato Chief Pōtatau Te Wherohero had 9000 sharks laid out at a feast in Auckland.

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

CHANGES IN MAORI FISHING

Māori received compensatory Treaty of Waitangi settlements in 1989 and 1992 for the losses of their fisheries. Today Māori fishing companies control about 35 per cent of all offshore fisheries. Māori continue to take fish and other seafood for personal consumption and traditional gatherings.
Online tool helps migrants plan

As a LINKZ reader you probably have your own memories of the challenges in moving to a new country. As well as the stress of coping with the many unknowns, the list of things that need to be done can seem endless. This mixture of things you can’t be completely sure of, plus many more you need to be sure of, is the kind of pressure no one wants or needs. And when your destination is half the world away the potential for something to go wrong can easily seem larger – even when it’s not.

Put it all together and it’s easy to see why providing assistance with planning and completing the actual journey to New Zealand is an area where Immigration New Zealand has wanted to do more to help.

We’re pleased to announce the result: NZ Ready – our online settlement planning tool.

NZ Ready provides users with a starting set of information about New Zealand, automatically tailored based on details potential migrants provide. For example, whether you are bringing children, have a job offer, or know which region you will live in, a set of useful links and an accompanying task list is created to relate to each aspect of your planning.

Users can then do their own research starting from the useful links, adding notes to each task. NZ Ready stores the answers to questions so users can return at any time to update or add more details. It is designed to provide peace of mind by making sure the task list can’t be lost or forgotten.

The full task list can be downloaded as a PDF, complete with the user’s own notes, for printing or digital storage.

For Immigration New Zealand, the NZ Ready tool also creates an effective linking mechanism that will encourage potential migrants registered with New Zealand Now to link to and navigate through the group’s three main websites – New Zealand Now, Immigration, and Settlement Support New Zealand – as they move through the three main stages of migration – deciding to come, making it happen, and settling successfully in their new community.

Visit http://nzready.immigration.govt.nz
Keep on learning throughout life (Adult Community Education)

What do flax weaving, computer animation, car maintenance, first aid, knitting, Te Reo Maori, sign language, windsurfing and memoir writing have in common? You can learn any of these new skills at an adult and community education (ACE) course.

ACE courses are held in schools, universities, community halls, church buildings, marae – and even in private homes – mostly in the evening or on weekends when people are more likely to have spare time, and the facilities tend to be more available.

Courses are open to all New Zealand residents aged over 16 who have left school. Unlike formal courses and qualifications, there is no entry requirement – all you have to do is enjoy learning.

All classes are self-funded so charges apply, and they need enough enrolments to be viable. Consequently most ACE activity is in the main centres of Auckland, Hamilton, Wellington Christchurch and Dunedin, where you’ll find a wide variety of courses available. However, Rural Education Activity Programmes (REAP) occur in less populated areas.

Most ACE courses occur once a week during the school terms, and topics range from the academic and practical to hobby and recreational.

Moving to a new community can be an excellent time to try out that cooking or gardening course you might have thought of doing, and it’s a great way to meet others who live in the same area and share your interests.

Do you have a skill of your own that others may wish to learn? Most ACE providers are pleased to hear from tutors in new subjects. Course choices are developed with input from local communities, but every course needs a tutor, and many new residents bring new skills with them. For example, cooking courses - from Moroccan to Mexican - have been offered by new migrant tutors.

ACE also plays an important role improving the reading, writing and numeracy skills of many adults in the community. While the New Zealand education system is very well regarded there are still many pathways that result in adult residents requiring courses to help them improve these key skills that can make a considerable difference to their opportunities for employment and advancement.

The New Zealand government sets and monitors standards for ACE providers, which you can check by searching for “ACE” at the Tertiary Education Commission (www.tec.govt.nz) and the New Zealand Qualifications Authority (www.nzqa.govt.nz).

To find out more about the ACE opportunities nearest you, visit Xtend for courses in your area.

http://xtend.co.nz/index.php
Census to count EVERY PERSON AND HOUSEHOLD in New Zealand

5 MARCH
The 2013 Census will count how many people and households there are in New Zealand on Tuesday 5 March, and will provide official figures on people living in New Zealand.

Details of every man, woman and child in the country on this day must be entered on a census form. Statistics New Zealand is working to raise awareness among all communities about the census and why it is important, and will provide a telephone service offering assistance in languages including Korean, Mandarin, Cantonese and Hindi.

During the last census, Asian people were under-counted, because many didn’t know they had to fill in the census forms. Everyone needs to fill in the 2013 Census whether they were born in New Zealand, are visiting, or have recently moved here.

The information collected by the census is used to help decide funding for things such as schools, roads, and health care. This information is used by community groups to apply for resources such as training and education facilities, community centres and parks.

It is important that everyone in the country on Tuesday, 5 March, 2013 fills in a census form – old and young, whether they were born in New Zealand or overseas, and whether they live here or are just visiting. Official census collectors will deliver the census forms to every household. You can do your census on paper or they can be filled in online.

Carol Slappendel, General Manager Census says: “The census is important because information from it helps determine how billions of dollars of government funding is spent in the community. It is used to help make decisions about which services are needed and where they should be, such as hospitals, schools, roads, public transport, and recreational facilities.

“Census information also tells you how your community has changed over the years, things like how many people live where you live, what sort of jobs they do, and so on.”
JOB INTERVIEWS
- The Johnson Group

If you’re new to New Zealand, a job interview may seem like a daunting challenge. Here are some interview tips to help you get the job you want.

BEFORE THE INTERVIEW

Do some research on the organisation by looking at its website. You may be asked questions about the organisation’s products or services in your interview. If you are not confident of your English skills, practise some possible interview questions with a friend. Listening to the radio will help you to familiarise yourself with the Kiwi accent.

How you choose to dress for your interview is important. For most office-based jobs, interviewers will expect both men and women to dress conservatively and wear a business suit. Another way to decide what to wear is to visit the organisation’s shop front or work site to see what its employees wear.

Remember to bring copies of your qualifications, references, and any useful information that relates to your work, for example: a portfolio of your design work or awards for customer service.

IN THE INTERVIEW

Aim to arrive a few minutes early. Arriving late (without a good reason) suggests that you’re unreliable. If you’re going to be unavoidably delayed, phone the interviewer to let him or her know.

You may be interviewed by one person or an entire panel of people. Be aware that to get the job, you may have to attend several interviews and be interviewed by different people within the organisation. You might also have to perform some tests, such as behavioural and numeracy tests.

When greeting your interviewers, it is common to shake hands. In some cultures direct eye contact is seen as disrespectful, but in New Zealand it demonstrates honesty and openness. First impressions are important, and a bright smile will show that you are friendly and confident.

Speak slowly and clearly. If at any point you don’t understand a question, ask the interviewer to repeat it. During the interview, do not smoke, chew gum, or eat. However, it is acceptable to drink water, tea or coffee if it is offered.

INTERVIEW QUESTIONS

In New Zealand, many interviewers ask what are known as behaviour-based or competency-based questions. These are used to help the interviewer assess what steps you would take when faced with a problem. A straight yes-or-no answer is not acceptable.

For example, if you are asked “Have you dealt with conflict in the work place?”, talk about a situation in a previous job where you used your negotiation skills to resolve an argument. Begin by explaining what happened, what you did, and the end result of your actions.
Some other common questions you might be asked are:
• Tell us about your work history?
• What relevant experience do you have for this job?
• Why do you want to work for our organisation?
• What are your strengths and your weaknesses?
• Where do you see yourself in five years?

Don’t be afraid to talk about your achievements and skills. This isn’t considered boastful or arrogant, and it lets the interviewer know that you are a keen and accomplished worker. Don’t talk badly about previous employers. Always focus on the positive things you’ve learned from your experiences.

At the end of an interview, you may be asked if you have any questions. Asking questions is looked on positively: it shows you’re interested and eager about the role. Some questions you could ask are: “Who will be my manager?” and “With which projects will I be involved?”

AFTER THE INTERVIEW
If your interview was successful, you may be offered the job, or asked back for a second interview. If you don’t get the job, don’t feel too disheartened. Ask your interviewer what tips they could give you to improve your interviewing skills.

Don’t be afraid to talk about your achievements and skills.
Stay safe at the beach this summer

- Surf Life Saving New Zealand

Wherever you are in New Zealand you’re never far from a beach. Surrounded by a stunning coastline with many beautiful beaches, spending time in the surf is a way of life in New Zealand, particularly over the summer. But a beautiful beach doesn’t always mean it’s a safe one. In the same way our weather can be changeable, our beaches can be unpredictable. Here are some simple safety tips:
FINDING A SAFE BEACH
Finding the right beach is easy thanks to an innovative Surf Life Saving New Zealand website. Find a Beach is a live, interactive website that features up-to-the-minute information including weather, hazards and even a rating system for activities such as boogie boarding or fishing.

The website is www.findabeach.co.nz (and it is mobile-friendly!)

Surf Life Saving clubs are at the heart of communities throughout New Zealand. With 73 clubs and around 16,000 members they are full of ordinary Kiwis doing extraordinary things. Members come from all walks of life, and all ages, from seven to 90. And they are always welcoming new members – even if you don’t want to become a lifeguard there are plenty of ways to participate in club activities.

Joining a club can be a great way to get involved with your new community, meet new people and get an insight into the great Kiwi “can do” culture.

To find your local club visit www.surflifesaving.org.nz

BE SMART AROUND ROCKS
Exploring rocks for sealife and rock fishing are popular ways to enjoy New Zealand’s coastline. But whether you’re fishing or exploring, rocky outcrops can be dangerous especially when the waves are high. Don’t think a wave will simply wash around you – moving water is powerful.

• Always wear a lifejacket when rock fishing.
• Check the swell, weather and tide forecast before choosing your fishing location. The tidal range can be up to four metres or more and there is often a swell.
• Avoid rock fishing during high swells.
• Watch the ocean and waves for 10 minutes before moving on to the rock platform. Never stand on a rock outcrop that is already wet – it’s a sure sign waves will be washing over it.
• Avoid surf spray or wet rocks that have been swept by spray.
• Always face the ocean, never turn your back on the sea.
• Pay attention to safety or warning signs posted nearby.
• Always have a clear escape path to safe ground – don’t get caught by the sea.

WHAT IS A RIP?
Rips are a common hazard at New Zealand beaches. They occur when there is a strong current flowing back out to sea. They can be hard to spot, as a patch of smooth water in the waves can actually be a rip.

How to avoid or survive a rip

• If the beach is patrolled, swim between the flags. Surf Lifeguards know the safest part of the beach for swimming.
• If you get caught in a rip – don’t panic. You can ride a rip – it will not suck you under.
• Float on your back.
• Raise your hand to alert lifeguards.
• Go with the flow until the current weakens – don’t try and swim against it.
• Swim parallel to the shore for 30-40 metres then swim back to shore.

Most importantly, wherever possible swim between the flags!
Your choices for getting online

- TUANZ (The Telecommunications Users Association of New Zealand)

So, how do you choose an ISP (internet service provider)? It depends a lot on how you will use the internet.

If you expect to be online mostly while you’re out, with a smart phone or wireless data to a laptop, you might only need a mobile connection. However mobile data costs much more per gigabyte than fixed line data, so if you do this you’ll need to look out for wireless hotspots (where someone like the local council offers free wireless access to attract people to the area) – or expect to spend a lot more money. New Zealand’s mobile market has become a lot more competitive lately, so it is likely to be worthwhile shopping around.

Fixed line home connection options are currently more limited - fibre is only now being deployed, and cable is only available in some parts of Christchurch and Wellington - so for most of us the traditional copper phone line is all there is. This network is run by Chorus, and most ISPs just resell the Chorus service, so there’s not much difference in terms of what you get.

Some ISPs have put equipment into local phone exchanges, to offer different services, but it’s only available in some areas. Most ISPs have a tool on their website to help you work out what’s available where you live. You may also want to ask what, if any, management rules are applied to your account. Some ISPs limit applications like peer-to-peer file sharing or have different amounts of data available at different times of the day – or even local versus international data limits.

Most data plans, fixed or mobile, charge a monthly fee for which you get a set amount of data, and then have a variable charge over this for any extra data used. You can prepay for a set amount of data, but any unused at the month’s end is lost. Or, you can pay less up front and more per gigabyte as you go.

It really does help to understand what your use is likely to be before you decide, as the most common complaint is when people find they are stuck on a plan paying too much for extra data, or for data that they never use.

Check with your ISP and remember, if you don’t like the price or the service you should vote with your wallet – there are plenty of options out there.

For many new migrants the internet is vital because it provides the most cost-effective ways of keeping in touch with friends and family overseas.

WHAT ARE MY CHOICES?

www.ispfind.co.nz lists all NZ ISPs, their plans and pricing
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: ssnzwbangarei@wdc.govt.nz
  - Web: www.wdc.govt.nz/portal/settlement-support.html

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

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

- **SSNZ Waitakere**
  - Tel: 09 837 4273
  - Email: ssnzwgakere@aucklandcouncil.govt.nz

- **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: ssnztau@arms-mrc.org.nz
  - Web: www.arms-mrc.org.nz

- **SSNZ Rotorua**
  - Tel: 07 351 7054
  - Email: ssnzrotorua@rdc.govt.nz
  - Web: goo.gl/vTyWk

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

- **SSNZ Taranaki**
  - 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: settleresupportpalmerstonnorth.co.nz

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

- **SSNZ Porirua**
  - Tel: 04 751 7054
  - Email: ssnzrotpirua@rdc.govt.nz
  - Web: www.arms-mrc.org.nz

- **SSNZ Hutt Valley**
  - Tel: 04 570 6786 or 04 589 3700
  - Email: huttsettlement@huttcity.govt.nz
  - Web: huttcity.govt.nz/services/settlement-support/

- **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.nelsonasmansettlement.support.co.nz

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

- **SSNZ Dunedin**
  - Tel: 03 474 3332
  - Email: ssnzdunedin@dcc.govt.nz
  - Web: www.dunedin.govt.nz/newcomer

- **SSNZ Southland**
  - Tel: 03 211 1803
  - Email: eirlys@venturesouthland.co.nz
  - Web: goo.gl/xWISg

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.
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.

**In Auckland and nationwide…**

**New Kiwis**

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.

**In Wellington and Canterbury…**

**Newcomer 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](http://www.eccc.org.nz)
- **In Canterbury:** phone: (03) 353 4161, email juder@cecc.org.nz or go to: [www.cecc.org.nz](http://www.cecc.org.nz)

**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](http://www.chineseservice.org.nz) and search for ‘Settlement Support’.

**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 Immigration New Zealand 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](http://www.cab.org.nz) and click on the ‘Help in your language’ button.

**Chinese language support**

Citizens Advice Bureau is an independent community organisation providing free, confidential information, advice, support and advocacy. CAB Language Link is funded by Immigration New Zealand 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](http://www.cab.org.nz) and click on the ‘Help in your language’ button.

**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.**