It’s time to explore
For Jacques and Aldine, the move from South Africa means the dogs now enjoy lots of good walks outside.
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NEW ZEALAND NOW
www.newzealandnow.govt.nz

To view videos of our featured migrants, download copies of LINKZ or find out more about how to make New Zealand your home, visit www.newzealand.govt.nz
WELCOME TO NEW ZEALAND

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

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

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

This quarterly magazine is one way we work to provide you with the information you may need. Each issue highlights things you may find new or different here, and we tell some stories from a region of New Zealand. This issue we visit Canterbury and talk to newcomers from South Africa, Brazil and the UK.

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

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

Many thanks and best wishes for your future here.

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

Making learning Māori easier

Feel confident and impress others with your knowledge of Māori language (te reo) and culture (tikanga). Try these new free courses from Massey University.

Toro Mai involves two 10-hour courses: one on te reo, the other on tikanga. There are no costs, no assignments and no exams. The courses are online and interactive, so you can study and complete them at home, in your own time.

Learn how to mihi (meet and greet), about original and modern Māori culture, and the core values that make up te ao Māori (the Māori world).

These are immersive, interactive activities that you can complete at your own pace.

To find out more, visit the Massey University website (massey.ac.nz) and search for Toro Mai.
New migrant guides in aged care

Two new updated guides are now available for migrant workers in aged care, and for their employers.

The migrant guide covers the rights of migrant workers and the responsibilities of employers.

Fair conditions are important for workers and for residents in aged care. Quality of care is at risk when workers are not treated fairly.

Read the migrant guide online at: newzealandnow.govt.nz/agedcare

Read the employer guide online at: immigration.govt.nz/agedcare

Is your employer fair?

New Zealand is proud of our history of protecting worker wages and conditions – and our employment rules here may cover more than you think.

Don’t rely on what others tell you. The best way is to check for yourself – and checking your employment rights is easy, with the Employment Learning Modules at Employment New Zealand.

These short online modules cover the basics of employment law in six plain-English sections: working arrangements, employment agreements, annual leave, other leave, pay and wages, and hours of work.

The modules are free, interactive and engaging. You learn at your own speed, and you get your own dashboard, fact sheets – and certificates of completion.

To learn and test your knowledge, visit: employment.elearning.ac.nz

Did you know?

New Zealand was one of the very first countries in the world to introduce an eight-hour working day. The first person who we know for certain negotiated terms including working 8 hours a day was Samuel Duncan Parnell, in 1840. He had just arrived in Wellington. The eight-hour day was one of the ideas the settlers talked about on the way out from London.
The seedbed of Waitaha, or Canterbury plains

By Dr Rawiri Taonui

Regional culture and history: Canterbury

Māori mythology says the sweeping vista of the Canterbury plains was formed after a great canoe, Te Waka o Aoraki, foundered on a reef. When the upturned keel petrified as Te Tiritiri o te Moana (the Southern Alps), mystical guardians swept across the land: carving the hills of Horomaka (Banks Peninsula), scouring out the Akaroa and Whangaraupō (Lyttelton) harbours, and raking rock and stone down from the mountains to create the Canterbury plains.

Ōtautahi (Christchurch)

Ōtautahi was a vast wetland in pre-European times, extending north to Kaiapoi and south to Te Waihora (Lake Ellesmere). With the Otākaro and Opāwaho (Avon and Heathcote) rivers providing rich food sources and living and defensive positions, Ōtautahi stood as a central South Island nexus of trade routes running north and south along the eastern seaboard, and as a staging area for crossing mountain passes to the West Coast to retrieve pounamu (greenstone).

Early tribes

The Hāwea and Rapuwai were the earliest occupants of the region. They were followed by the Waitaha tribe, who originated from the Bay of Plenty and East Coast of the North Island. Tradition says their most famous ancestor, Rākaihautū, walked through the middle of the South Island from Nelson to Bluff, then north along the eastern coast to Akaroa Harbour. As he walked, he dug large holes that filled with snow melt, forming the great lakes of the South Island.

The Canterbury plains were named Ngā Pākihi Whakatekateka o Waitaha (the seedbed of Waitaha) after the tribe he founded. The Waitaha had major settlements along the Avon River, and at Akaroa and Pegasus Bay. The Waitaha were followed by Ngāti Māmoe, who dominated the earlier inhabitants through conquest and intermarriage, under the leadership of a chief called Tū-te-Waimate.
Tradition tells that Rākaihautū walked great distances across the South Island and came at last to Akaroa Harbour.

Ngāi Tahu

Ngāi Tahu share common ancestry with the North Island tribes of Ngāti Porou and Ngāti Kahungunu. From bases at Hātaitai and Miramar in the Wellington region, their subtribes of Ngāti Kurī and Ngāi Tūāhuriri expanded into the South Island, gradually intermarrying with and subsuming both the Ngāti Māmoe and Waitaha.

The children and descendants of the Ngāi Tahu ancestor Tūāhuriri took possession of Canterbury, with each chief controlling a different area. Tūrākautahi built Kaiapoi pa, Ruahikihiki took Taumutu, Makō had Wairewa and Te Rakiwhakaputa acquired Whakaraupō. Intermittent conflicts continued with Ngāti Māmoe and Waitaha, until unifying marriages between leading families occurred in the 18th century.

Post-European history

Between 1820 and 1835, the Canterbury region was devastated by epidemics, and inter-tribal fighting exacerbated by the introduction of the musket. Ngāi Tahu also lost the Canterbury plains in a forced “sale” to the government. The tribe received a $170 million settlement in 1997.

The governing entity Te Rūnanga o Ngāi Tahu has grown this amount to more than $1 billion today. The rūnanga and its constituent sub-tribes now play a significant role in the economic, political, cultural and social life of Christchurch, including playing a central role in post-earthquake relief efforts since 2010.
Mayoral welcome – to Christchurch and Canterbury

Nau mai, haere mai. A warm welcome for your new life here in our special part of the world, Christchurch; a great place to explore.

I was born and raised in Christchurch and have lived here all my life. Sometimes I think people like me take for granted what others only dream about.

Christchurch has always been New Zealand’s garden city, but what that means in the 21st century is quite different from what it meant when I was growing up. Today our garden city is as much about striving for sustainability, food resilience, ecology, clean rivers and environmental protection as it is the wonderful parks and gardens you can enjoy.

Christchurch is also the international gateway to our wonderful region of Canterbury and the South Island of New Zealand.

For outdoor enthusiasts, our region has an incredible amount on offer. We love being one of the few places in the world where you can be on a beach and a ski field within a couple of hours of each other.

The regeneration of our city is continuing to evolve. We are very much a city brimming with opportunities – a city that’s open to new ideas, new people and new ways of doing things – a place where anything is possible.

Welcome once again to Christchurch and to Canterbury – where there’s more to life every day.

Lianne Dalziel
Mayor of Christchurch
Christchurch regional & economic overview

Christchurch is New Zealand’s second-largest city and the international gateway to the South Island and Antarctica.

The region of Canterbury is a strong rural hinterland that makes up 12.5 percent of the New Zealand GDP, and we have capacity to grow.

Christchurch, as the powerhouse of the South Island, is the capital of the mainland and home to almost 400,000 proud Cantabrians.

The city has been reimagined and is now becoming New Zealand’s newest and oldest city.
Central Christchurch has welcomed both new and old businesses back into the heart of our city over the last year, and whilst post-earthquake rebuild activity will be part of our city for years to come, we have come a long way. New buildings are reaching completion across the city and we have welcomed a huge array of new cafés, bars and restaurants, all waiting to offer a taste of local hospitality.

Part of the city’s new identity are the various quirky and colourful transitional projects dotted on sites across the city. These creative spaces, temporary installations and art projects have created interest locally, across New Zealand and internationally. They have also bought a sense of energy and excitement to Christchurch, inspiring the city’s regeneration.

Of note is the array of laneways and public spaces that have been created in the heart of our city. This is accentuated by a street art scene that has emerged on the faces of new and old buildings and via installations throughout our city streets. Key projects across the city are well advanced and we have fabulous amenities for visitors and residents to enjoy – QEII sports facility, Tūranga (our central library), an Adventure Park on our doorstep, to name but a few.

We have so much more to look forward to in the months ahead: brand new sporting facilities, a conference centre, Town Hall and so much more to welcome residents and visitors.

Christchurch is also renowned for its creative and varied events calendar, which offers programmes and events throughout the year to suit the whole family. There is more to come as we explore new opportunities.

Further afield our region offers magnificent scenery, world-class vineyards and a variety of adrenaline-pumping outdoor adventure experiences.
Christchurch has all the benefits of a friendly, compact and connected city while enjoying the advantages of big-city life. It offers the best of all worlds and is a place that welcomes new people, new ideas and new ways of doing things.

Today's Christchurch is a place of opportunity where anything is possible. A place where we explore new ideas with impact and ignite the spirit of our people. A place to call home.

Crowds enjoying Christchurch's annual World Buskers Festival.
EMBRACING A SEA CHANGE

Half a world away from their old lives in England, Peter Drake and his family are embracing the relaxed atmosphere and beach life of Canterbury.
When he is floating on his back in the sea near Christchurch, looking up at the blue sky, Peter Drake counts his blessings.

“I think to myself, ‘There is no way I could have ever seen myself doing this in England, but I am so glad I came out here,’” he says.

“Waikuku Beach is a fantastic place and there are usually not many people there. You can race into the water, dive under the waves and enjoy the freedom and relaxation it brings you. Sometimes you get bowled [knocked] over like you’re in a washing machine, but that is all part of the fun.”

Peter, his wife Susan and their son Ethan were living in a village near Cambridge, England, when Peter was made redundant. Friends had said the family would like living in New Zealand. Peter realised this was the perfect time for a change.

He had considered Australia (he was too old) and Canada (it was too cold) as destinations, but New Zealand was the number-one choice. “I needed a complete break from the UK. I needed something to push me out of the depression I’d got into,” he says.

Susan and Ethan liked the idea of moving, although Ethan, now 15, was nervous after hearing about the 2010 and 2011 Canterbury earthquakes. “We said, ‘Don’t worry, we won’t live in Christchurch,’ and we don’t – we live in Rangiora!” Peter laughs. (Rangiora is a small town a short drive north of Christchurch.)

As a skilled software engineer and computer scientist, Peter qualified for the SMC Visa. After landing in Auckland in September 2012 he quickly got an interview and then a job offer.
He works as a system engineer at Tait Communications, which develops and manufactures high-technology communications systems. The Christchurch campus includes Tait’s main manufacturing, research and development facilities, and there are Tait offices and customers worldwide.

“I was particularly enticed by the job because it involved working with Tait products and products from other companies as well, so I can glue the two systems together.”

An average working day begins at 7am and ends at 4pm. Often during summer, Peter goes straight to the beach after work for a swim. In fact, the beach has become a central part of his life. A friend, Rusty, suggested Peter might enjoy surf life saving at Waikuku Beach, approximately 10 minutes drive from Rangiora.

Surf Life Saving New Zealand (SLSNZ) is a charity that teaches children and teenagers to be safe in the sea, through the Nippers and Rookie Lifeguard programmes, and supports local clubs to organise volunteer lifeguards at beaches.

“I had never heard of surf life saving. I turned up on a Saturday morning in October, at a cold, windswept Waikuku Beach, and stood there feeling a bit useless while Ethan joined the Junior Surf programme [for kids aged 7-13]. I ended up behind the BBQ doing the sausage sizzle. After a few Saturdays of staying behind the BBQ, Rusty threw me his wetsuit and said ‘Put this on and get wet,’” explains Peter.

Jumping into the surf changed Peter’s life. He has now been on the committee of the Waikuku Beach Surf Life Saving Club for five years, and has just become the club treasurer.

“I have become more of a people person. During summer, I help coach the kids, and also patrol the beach as a patrol support person – essentially, a non-swimming lifeguard. I go swimming three times a week and to the gym as well; I want to swim fast enough to become a lifeguard.”
Susan prefers to stay at the water’s edge, getting her feet wet while walking along the beach and throwing pinecones in the sea for their dogs to fetch. She has made friends through her church, and works part-time for an art teacher working with adults with intellectual disabilities.

“We’ve settled here a lot quicker than we thought we would. The weather’s nicer, for one thing!” she says.

Everyday transactions feel more relaxed to her. “I like the fact that when you go to the bank, you can talk to the person without those see-through barriers between you. You just lean on the table and talk to them.”
Carly Wright is the perfect person to help migrants settle into Kiwi life – she has made the move from overseas too.

As a recent migrant, Carly Wright knows a thing or two about what people from other countries experience when adjusting to New Zealand life. She works in the human resources (HR) team at Tait Communications, and arrived on a working holiday visa in 2017 to get some international work experience.

“I studied HR in the UK and I was really interested in global mobility: moving people internationally and managing an international workforce. I thought the best way to do that was to move abroad and work in human resources,” she says.

“I considered Australia as well, but I am not a big fan of creepy-crawlies [bugs]. I will take my chances with an earthquake, but not with a tarantula!”

She used the Immigration New Zealand website to decide which visa best fitted her situation. As Carly could only work in a temporary role at the time, getting a six-month parental leave cover role at Tait suited her perfectly. Now she is on a work to residence (talent) visa, which she could apply for because Tait is an accredited employer.

After a challenging start, Ethan has settled well at school and is now a junior leader at his church youth group.

New Zealand’s high cost of living is the biggest challenge. Everything from food to garden equipment is more expensive; Susan is just over six feet tall, and says, “I miss being able to easily get clothes to fit me, especially trousers.”

Salaries are lower than in England, adds Peter. “We can’t go out as often as we’d like, and we don’t tend to have many holidays. All our money tends to go on the mortgage, food and the pets.”

However, the beach and the mountains make them feel at home. Peter laughs, “For me, moving to New Zealand has been the second-best decision of my life – after marrying Susan!”

In the same boat
The company employs 440 people in New Zealand and a further 160 in their offices around the world. Carly and her two Christchurch colleagues also work with global HR team members. She is heavily involved with recruiting and onboarding new staff: writing and placing job advertisements, shortlisting candidates and writing up job agreements.

Being an accredited employer with Immigration New Zealand really helps when they offer roles to international candidates, because it cuts down paperwork and makes the visa process a lot smoother. If they hire an international candidate, Carly also helps to arrange their relocation package. “We will pay for flights for them and their family members to move here, and set them up with accommodation and car hire for the first couple of weeks. We work with a company called Orbit who offer us individualised support, so we can take a lot of the stress out of moving for people,” she explains.

When filling more senior positions, they tend to take a more flexible approach to the process. “There’s higher risk with higher-paid positions, as they can be hard to fill. If we’re hiring someone in the US or UK, they can meet with senior executives over there to find out more about the company,” Carly says.

When Carly first arrived, she stayed in the satellite community of Oxford with her brother and his family.

“I love driving out to Oxford because I see all the mountain scenery and it reminds me that I’m in New Zealand, and actually I wouldn’t see this in England.”

She has become good friends with her two flatmates, and joined the committee of a society called the Canterbury Young Professionals (CYP). The group of approximately 600 young professionals meets regularly for events.

“There are a lot of new bars and restaurants opening up in the city, after the earthquake, so we are constantly on the lookout for the new, cool places. I find that a really good way to network and meet people,” says Carly.

“My favourite thing about living in Christchurch is that I can drive for an hour in any direction and I can be at the beach or in the mountains or in the countryside. It’s really great if you want to get outdoors and if you want to be active.”
After trialling life in several different countries, Brazilians Marcel and Nathalie Ferreira have chosen to settle down in Pegasus, just outside Christchurch.
Highly skilled IT people such as Marcel Ferreira are in demand around the world. For Brazil-born Marcel and his wife Nathalie, New Zealand’s lifestyle lured them to settle here instead of other countries.

“You can go to the mountains, you can hike and do sports, and you still have the good things of a city: cinema, theatre, events and bands. That’s the best part of New Zealand, I would say,” Marcel explains.

“I grew up in small apartments in Sao Paulo, so to live here in a house is a massive difference. Another thing that I really love here is the night sky: in Tekapo, which has the Mt John observatory, you can see the Milky Way with the naked eye. If you grow up in a city, you never ever see the Milky Way, and here I could see it.”

Marcel works as a technical product manager for DXC Technology, an international IT services company. The opportunity originally involved living in Melbourne, but Nathalie knew they would be happier in New Zealand. DXC Technology is a
global company, so it is easy for Marcel to do his programming and software work from their Christchurch base.

The idea of coming here occurred to Nathalie when they were living in Malta. They had left Brazil in 2013 so Marcel could gain international experience, and to escape the crime in Sao Paulo. Nathalie was on a partner visa and unable to work there.

“I was sitting in a small flat in Malta, with a view to the Mediterranean sea – which was pretty, but I’m not into the hot and humid weather there – and thinking, ‘Where could we find a place to go to?’” she says.

Australia, Canada and New Zealand were all options. New Zealand won because they decided it was the best place to raise children, which they plan to do. Marcel had job offers with work-to-residence visas from companies in Auckland and Christchurch, and Nathalie did not hesitate before recommending Christchurch.

“I saw the opportunity to grow with the city, as it rebuilds, and I understood there were a lot of opportunities happening in Christchurch,” says Nathalie.

The couple arrived in 2014, but there was still upheaval to come. Soon after becoming permanent residents, Marcel decided to move
back to Europe for professional reasons. However, after two months, they realised the best place for them was New Zealand, Marcel says. (See page 20 for details.)

“Even in New Zealand, there is a very good IT market. There are lots of companies that want to implement new systems, and everybody wants to shift to the cloud. So there are plenty of spaces for IT professionals, infrastructure and programmers,” he says.

“One thing about the market in New Zealand is people have to trust you, so you have to make connections. It’s sometimes hard to get the first opportunity, but once you get it you make friends and business partners for life. If you do a good job in one company, it will be really easy to get more opportunities. And they really care here about the work-life balance.”

Nathalie works for Farmlands Co-operative Society as a procurement manager, negotiating
Keeping up with IT trends

After three years living here, Marcel Ferreira began to get nervous. As a senior programmer and IT professional, he worried that living in an isolated country meant he would be “left behind” and unable to keep up with the latest technology.

So when a former employer offered him a job in the Netherlands, he and Nathalie decided to return to Europe. They moved soon after becoming permanent residents.

“After two months there, I realised yes, there are new developments and programs, but you can see the same stuff in New Zealand. I decided to come back,” he says.

“In my job here, I work with people from the United States all the time, with people from Europe and in Australia. And one of the best programmers I’ve worked with was one here in Christchurch, who studied at Canterbury University.

“I have access to all the latest technology, and I can do well from here. In today’s world, you should not be worried about not having access to knowledge, because it doesn’t really matter where you are, you have the opportunity to access the latest technology.”

Besides, leaving New Zealand has made Marcel more grateful for what this country offers.

“Otherwise I would never know how good New Zealand is. When I went to Europe, I used to compare things: ‘In Christchurch, it was like this’ or ‘Christchurch was like that’. I had to come back,” he says.

“If you are thinking about a move to New Zealand, what I would suggest is research.”

“Go to the Immigration New Zealand website, they have very good information. It is hard but it is worth it.

“Another thing I would say is come with an open mind. Be open to being part of the Kiwi culture. Some things will be better, some things will be worse, but in the end it’s worth it.”
with vendors for goods and services and to represent the business stakeholders’ interests. She and Marcel live in the new settlement of Pegasus, where they bought a house earlier this year. The 30-kilometre commute is very easy, she adds.

“If we leave around 6.40 in the morning, it takes about 30 minutes to go to the city, which is not much. With traffic it might take 40 minutes, but if you are from a big city like we are – Sao Paulo has 11 million people and massive traffic jams – Christchurch is like paradise,” she says.

They drive an electric car, to do their bit towards caring for New Zealand’s beautiful environment. First they used Yoogo Share to trial an electric car, and now they have a Nissan Leaf. They drive approximately 80 kilometres a day, and Marcel says it only uses up half of the car’s battery.

**Building a new community**

A lot of people new to New Zealand also live in Pegasus. Marcel says Kiwis, Germans, South Africans, Italians and English people live in their block.
“Our neighbours are Italian, so we eat together, and we drink a very good pinot noir from Central Otago, which is my favourite wine,” he says.

“It's lovely to have all these friendly people who want to make New Zealand their new home.”

It is difficult being far away from family and friends, adds Marcel, especially because it is not easy to get to know Kiwis on a deeper level, even though they are very friendly.

“I find out by experience that the best way to make good friends with Kiwis is to make them understand you want to stay. Once they see someone from outside who wants to stay here and be part of the community, they will be part of your life.”

Nathalie agrees. “Because this is a small country, people grow up together, they go to the same college and workplaces, and they are part of a community that’s already very mature and close,” she says.

“There are a lot of immigrants here, so it’s quite easy to find others who are going through the same experience. So I know lots of Kiwis, and I love them very much, but I know a lot of English, German, and Indian people too. I have a variety of friends and colleagues that I would never have in Brazil.”

Certain cultural differences are obvious. Marcel sees people walking barefoot in shopping malls; when he asked one person why, she replied, “Why not?” Lunch in Brazil is “like a party”, he says, where everyone gets together for 1-1.5 hours; here, some people eat lunch at their desk.

Marcel used to play guitar and piano in Brazil, at weddings and parties. He has just joined a band called Mama Rock, which plays covers (songs by other artists), and also has a YouTube channel where he plays and sings songs by the band Queen. His very curly hair and facial features makes him look very similar to Queen lead guitarist Brian May.

“I was on Brian May’s website once! I like music but I do not want it to be a profession. it's just about having a good time, playing with friends and meeting new friends.”

In the afternoons, they like to take their dog Turing (named after British mathematician and code-breaker Alan Turing) for a walk around Pegasus. Nathalie says she often realises then how good their life is.

“Many times I say, “Look what we have got. It's amazing. I would never have thought in my life that we would be able to have this.” I'm really glad we have managed to get here.”
Getting the job done

Finding the right person for each opportunity leads to business success.

James Makoni, head of procurement for Farmlands Co-operative, doesn’t specifically hire migrants. But “Farmlands wants to be the best it can possibly be, and what it then needs is the best people”, he says. “Lately we’ve been offshore to find the talent we need, to provide the best service for our shareholders.”

Procurement is what Farmlands is about – using the buying power of the society’s members to get them the best combination of product quality, availability and price. So when James was setting up a new procurement team, he was looking for the best.

Nathalie applied for the role, and immediately impressed. “The thing that stuck out was really her focus on the customer. She was very eager to learn, she was process driven, and she just wanted to work very, very hard – which she has” says James.

“The thing about New Zealand is business wants to be good at what they do, and often it doesn’t matter where somebody comes from, if you’re delivering then you get rewarded – and that’s been my experience in New Zealand.”

For employers, Makoni notes, “one of the things that can happen with migrants is, because they have experience offshore, when they come to New Zealand, in general terms they are coming in at a lower level than where they’ve been in their home countries. So often you’re getting a lot of bang for your buck.”

“But also remember, helping people is a big part of the process. It’s a brave decision for somebody to leave their home country, to go to another country, and work is really, really important in terms of helping them settle. Because I came here as a student, I saw the whole Kiwi side of life, and that’s important. New Zealand is very open and welcoming, so part of what I say to my team is yeah, be engaged… with rugby, with cricket, with a different church if you are that way inclined – be involved in life in New Zealand.”
IT’S TIME TO EXPLORE

Moving from South Africa has given Jacques and Aldine Vorbeck – and their two little dogs – the chance to enjoy simple pleasures, such as a good walk outside.
Even our four-legged friends can discover a new life in a new country. Jacques and Aldine Vorbeck moved from South Africa to Christchurch in early 2018, and their dogs Chino and Vanilla really noticed the difference.

Aldine did not feel safe walking their dogs without Jacques in South Africa, so she did not take them out very often. Now, she takes them to a nearby dog park almost every day.

“Vanilla used to sit on her bottom after you walked one metre with her, because she wasn’t really used to it. Now she is running all over the place,” explains Aldine.

But the process of bringing the dogs over was time-consuming and expensive, says Jacques. “And here, we didn’t know it was a big problem to rent a house where they allow dogs. Not many landlords let you have dogs in their house,” he adds.

For the first two weeks, they stayed with Michaela Malloch, a woman they contacted through the website christchurchhomestay.org. Starting new lives in a foreign country was difficult at first, but he and Aldine always supported each other.
“That is what makes our relationship great. We can stick together and count on each other to make it through tough times,” says Jacques. Moving overseas is not the first big challenge they have faced together. They met as teenagers, and began living together once they finished school. Aldine says that created conflict with their parents, although Aldine’s mother has always supported them unconditionally.

“Our parents held the classic view that you need to get married first and then you need to move in together, and so on – and that didn’t happen for us,” she explains.

It did not help that the two families practised different Christian religions, adds Jacques.

“That was probably one of the most difficult things to face, having two different religions and your parents not liking that you just moved in together and do not have the same religion. That is when we started to grow as a couple together.”

Jacques works as an electrical protection technician at Connetics, an electrical distribution contracting company. He is part of a team that looks after technology at sub-stations (stations that are part of an electricity network).

“Getting a visa was pretty straightforward for me because my employer is an accredited employer. Going through them and obtaining a Talent Accredited Employer Visa basically means that after two years, I automatically qualify for residence,” he says.

It was more complex to register as an electrical engineer with the Electrical Workers Registration Board (EWRB). “If you want to be an electrical worker in New Zealand, I would say get as much of your registration in order with the EWRB as you can, before you come over,” Jacques adds.
Aldine worked as a mathematics teacher in South Africa, and is doing relief (temporary) teaching while waiting for paperwork to arrive from South Africa. She already has interviews lined up for a full-time teaching job next year.

When she is not working, Aldine enjoys going to a kickboxing-themed fitness programme called 9Round, or simply taking the dogs for a walk around their Rolleston neighbourhood.

“It is safe here. I see women walking with babies on their own, just going for a jog or a walk. That is something that I always wanted to do.”

“I don’t want to depend on being with Jacques to walk safely outside, and that is how we used to live in South Africa,” she explains.

Safety and security are very important to the pair, who are now married and plan to start a family soon. Aldine says in South Africa, burglars would break into her family home 7-8 times a year.

“I would not raise my children in an environment like that. I want them to be able to get on a scooter by themselves and go to school, and not need their mum watching them the whole time.”

On weekends, Jacques and Aldine enjoy going for walks, or to free events around the city. During winter, they drove up to Arthur’s Pass to see snow for the first time.

“That was really something. I grabbed a handful of snow and made a little ball and threw it at my friend. I will tell you one thing, it is not as soft as it looks!” laughs Jacques.

They have noticed some differences between their adopted home and South Africa: buying a house is “about 4-5 times more expensive” here, and the speed limit is slower.

“But the scenery is remarkable, so we don’t mind driving 50 kilometres an hour in some places. Everywhere you drive, there are mountains to see,” he adds.

Even though a decision to emigrate might result in pressure to stay from family and friends, says Aldine, it is important to be true to your own dreams.

“If this is something you want to do, then you need to get on the plane and do it, because if you wait too long then you will never do it.”
Investing in people

Companies that smooth the settlement path will reap the rewards.

When skilled workers are in demand, being a welcoming, supportive employer makes all the difference – especially if you’re hiring migrants.

Lenore Stevenson-Comer works at electrical distribution contracting company Connetics as the people capability manager. She explains they put a lot of thought into how to attract and retain migrants. “One of the most important things for us was understanding what would attract overseas candidates to work for Connetics. We needed to showcase what we offer, and highlight what was good about moving to New Zealand,” she says.

Next, they considered how to make recruitment and settlement run as smoothly as possible.

“We make sure we have a really solid relationship with prospective employees. We look at the hurdles they will encounter and figure out how to make things easier,” says Lenore.

When she began at Connetics in August 2017, the company rarely sought out applications from migrants. “We would put ads on Seek and Trade Me, but it is such a talent-short market for the roles we look for. We have an excellent apprenticeship training scheme for Kiwis, but we can’t find enough skilled people to complement this.”

A different approach to recruitment has helped Connetics understand who was available in the international market. Now the company employs 360 people, from diverse backgrounds. Lenore says they make a particular effort to tackle unconscious bias.

“We want to help our supervisors and managers realise there may be differences in the way people perceive other cultures, then help our teams connect with people on a person-to-person level, as opposed to holding pre-conceived ideas.”

Welcoming different ways of thinking feeds into the company’s philosophy that “our people have the solutions to the issues we encounter every day”, Lenore adds.

“We see overseas recruitment as a long-term investment. There is definitely extra time needed for supervision and adjustment, but once that takes place, we have really skilled workers who are loyal to us because we have taken the time to train them and help them settle here.”
Put yourself in their shoes

Being aware of what migrants face will increase your chances of a successful hire.

It’s common for an interviewee to feel on edge during a job interview. When an employer meets a migrant candidate via Skype, it can be a nervous experience for all.

Richard Thwaites, control and protection supervisor at Connetics, explains what was in the back of his mind when he interviewed Jacques in December 2017.

“You’re thinking, ‘I have a short time to talk to this guy, and if I give him the nod, he and his family are going to pack up their lives and move to the other side of the world.’ It’s always something you are conscious of,” says Richard.

Connetics received Jacques’ CV through a recruitment agency. As well as checking Jacques’ technical background, Richard needed to ensure he and wife Aldine were ready to move.

“I concentrate a lot on lifestyle expectations during the interview too. HR follows through with arranging their travel and transport, and helping them find accommodation,” he says.

“You also have to think of their family. If they have a wife who isn’t coming straight into a job or doesn’t have children to help her meet others in the community, it can be very hard to meet people. So they need support there too. That is one big thing Connetics looks at: we’re getting Jacques as part of a package.”

Connetics builds and maintains power lines and associated equipment in the South Island and lower North Island; Richard’s department looks after technology at the substations, protects the network, and helps find faults to be repaired.

The company has successfully employed migrants from the Philippines and South Africa. Richard says Connetics often employs migrants as they offer a valuable mix of academic and hands-on technical skills.

“The specialist skills required for our industry are often hard to find in the local market,” he says.

“Jacques fits in with the team really well. Technically he is very knowledgeable, and he knows when it’s time to get your head in the game and knuckle down. And other times you can have a wee bit of banter.”
CHECKING YOUR CONDITIONS OF EMPLOYMENT

Although New Zealand workplaces are usually relaxed places, every employee has certain employment rights – and learning about them is a smart move for migrants.

Kiwi workplaces can seem surprisingly casual to migrants. New Zealanders use informal language when talking to their boss, and usually call them by their first name too. Your job description might be broader and more flexible than it was at home.

But there are basic rules every employer must follow in New Zealand, whether they employ one person or 100 people. These relate to things such as minimum wages, working conditions and safety standards.

These rights are the same for Kiwis and migrants. Locals know their employment rights because they have worked in New Zealand for many years – but migrants often assume the standards they worked to overseas will be the same here, when that is often not so.

Whether you are about to begin a job or you are already working somewhere, the first thing to do is check your employment contract. This is a legal agreement between you and your employer, and it will list things such as your pay rate, hours of work and leave entitlements. Even if you have already accepted a verbal offer for a job, you must sign this written agreement before starting work – and your employer is required by law to do one, to get your signature, and to provide you with a copy of the agreement.

Here are some important points to remember:

› If you work a full year (an average of 37.5 hours a week over 52 weeks) you get a minimum of four weeks annual leave. In addition, there are 11 public holiday days that are also paid holidays.

MBIE Online Employment Learning Modules are a free tool so that employees and employers can learn essential information about their rights and obligations. This can help you identify any issues early and therefore manage them better. To sign up visit: https://employment.elearning.ac.nz/
› You are entitled to a certain amount of paid leave if you get sick.

› You have the right to stop working if you believe it is unhealthy or unsafe.

› It is against the law for a person or a business to punish you because you have spoken up about workplace health and safety.

If you are about to accept a job and there is something in your contract you are unsure about, it is quite acceptable to take the agreement away to think it over, or to ask someone for advice. If you want to negotiate about something in your contract, make sure you do it before you sign.

One thing that has a big impact on our particular way of working is the size of our businesses and organisations. A huge number of New Zealand businesses have fewer than 14 employees. This means you might have to approach the person who runs the company to talk about your working conditions.

You might have never done this before, and you may feel afraid or vulnerable. But do not let that put you off asking questions. Knowing your rights, and discussing them with your boss, is the best way to make sure you get the same entitlements as all other workers.

To learn more about your rights and what support is available, visit:

employment.govt.nz
immigration.govt.nz/exploitation
worksafe.govt.nz/workers
STARTING A BUSINESS

Running a successful small business takes careful planning and management. In New Zealand almost 40 per cent of new businesses do not survive more than five years.

A chartered accountant can advise whether a business plan is viable. If you want a loan you will need to prepare a full or partial business plan with a budget and cash-flow forecast. Banks usually require a business plan before lending money.

Buying an existing business may be an option – but make sure you get an independent valuation. Consider the size of the market it may be smaller than you expect in New Zealand, competition, expenses, margins, and working hours. It is wise to seek expert advice at this stage. A lawyer can help with an agreement to buy a business or franchise, or to enter into a lease for premises.
There are several ways to operate a business in New Zealand.

A sole proprietorship is the easiest and least expensive – to establish, operate, close or sell. Until it makes more than $30,000 a year, there are no specific registration, accounting or audit requirements. However, you are completely liable for all business obligations and debts.

A company needs a legal registration process; an annual tax return or declaration (and an IRD number); an annual return to the Registrar of Companies detailing shareholders, capital and officers – and more if listing on the Stock Exchange. The Companies Office, which gives registration information, has a website at companies.govt.nz.

Partnerships and joint ventures need no specific registration, auditing, or meetings, and no public statements of the financial position. Partners need IRD numbers. Shares are taxed separately as personal income.

Trusts are mainly for asset protection, anonymity of investment, estate planning, and long-term provisions for family income.

Foreign corporations may incorporate a local subsidiary, or register, and operate a branch office.

**Tax and other legal requirements**

It is important to get legal advice before signing any documents.

Paying tax is a legal responsibility. Some taxes are requested in advance, so check carefully, and avoid penalties. There are severe penalties for mistakes or not keeping up-to-date. Contact Inland Revenue on 0800 377 774 or visit their website at ird.govt.nz

Businesses must also comply with the Fair Trading Act, the Employment Contracts Act, the Resource Management Act, the Companies Act, and more.

There are local special licences for many businesses, particularly involving food and agriculture.

There is also compulsory accident compensation insurance (ACC). See acc.co.nz.

**Health and Safety**

Health and safety is a high priority for company owners and directors, who can incur costs where fault is proven.

For more information visit: worksafe.govt.nz

**Accounts**

Most businesses now use online or desktop software. Remember if you do it yourself, mistakes can be expensive to set right. Chartered accountants will advise about software options, and provide ongoing help. Or an accountant can do the work for you.

**Free help getting started**

The new Getting Started page at business.govt.nz has what you need to know, to start a business in New Zealand, set out in clear and sensible steps.

Sections include:

› Getting set up
› Doing the market research
› A ‘Choosing your business structure’ tool
› Introduction to taxes (with IR info)
› ACC levies
› Managing funding and finances.

Visit: business.govt.nz/starting-a-business

For further information, call free on 0800 776 948.
THE LASTING BENEFITS OF ITINERANT MUSIC TEACHING

The common language of music helps migrants connect with others.
Daniel Sun was a quiet, serious eight year old. He had always been quiet and serious, and never spoke much in class, but the school he found himself in the year he turned eight was different. Daniel’s family had recently moved from China to Christchurch. “I couldn’t understand what was going on a lot of the time. When we first came to New Zealand I didn’t speak English at all.”

Daniel is in his early twenties now, but he remembers one day from that year clearly. He was in his Year Three classroom, and his grandmother had come in to school to bring him his lunch. While she was there, a woman came into the classroom carrying a small electronic music keyboard. She greeted Daniel’s teacher, and sat down with one of the other students, who started to play something on the keyboard. Daniel’s grandmother nudged him. “Tell her you can play!” she whispered.

Daniel had taken after-school keyboard classes in Beijing since he was five and a half, but he did not see how he was supposed to tell the music teacher this. His grandmother did not speak English either. When Daniel stayed quiet, she stepped forward and waved to the teacher. She mimed playing keyboard, and then pointed at Daniel. “The teacher asked me to play something for her. Then she said ‘Why don’t you come and play in our music group?’ So I did, and I started having music lessons again.”

The visiting music teacher in Daniel’s classroom that day was Judith Bell, one of Christchurch’s leading music educators. She has decades of teaching experience, and she is a passionate advocate for the system that allows teachers like her to visit schools across New Zealand and give children like Daniel free or subsidised specialist music lessons: the itinerant music teaching programme.
"Itinerant music teachers go from school to school as they're needed," she explains. "Usually they're a specialist in one or two instruments, and many of them are professional performance musicians." The system is funded by the government, and exactly how it works differs slightly at different age levels.

Primary and intermediate schools have what is called the "out of hours" music teaching programme. At high school, the programme is called itinerant music teaching.

"Some people dislike the term, because in other countries the word "itinerants" can mean wanderers or homeless people. But historically in New Zealand, that has been the term we use."

Judith learned the value of government-funded music lessons when she was at school herself.

"I've always loved music," she says. "My Dad was a bagpiper and he played the piano, and when I was five years old they gave me a ukelele for Christmas."

"I still remember unwrapping that ukelele. I think I was eight when I started playing guitar, and maybe a bit older than that when I started piano. But Mum and Dad could only afford lessons for a few years. I had to stop learning when I was twelve so that my sister could have her turn." This was when she discovered that her intermediate school offered free lessons.

"I did not enjoy being at intermediate, I found being a pre-teen a really horrible, lonely age. But then finding out I could learn a new instrument for free – any instrument, you could pick anything you wanted – that was a defining moment for me. I took up the clarinet, although at that point I didn't even know what it was. That opened up so many opportunities. I got into an orchestra, and by the time I got to high school I wanted to be in everything. I remember coming to school early so I could listen to all the different music groups. I took up the tuba just so I could be in the brass band. Music became a profoundly important part of my life."

Her career as a teacher crept up on her. People started asking her for lessons, and a teacher friend asked her to come in and do some relief teaching. After she got married and had her first baby, she started teaching preschool music classes. "Then as my children grew I started helping out in their schools, and I was doing more and more itinerant teaching. The turning point was when my older son reached intermediate school and started a music group in his class, and asked me to come and help take it, and the school offered me a permanent job."

She still has that job, as the director of the thriving music programme at Chisnallwood Intermediate. When she started, the school had four regular itinerant teachers. Today they have sixteen.
She has seen music make a vast and lasting difference in the lives of many children. It can be particularly valuable to children new to the country, even ones whose English is not yet fluent.

“Of all the subjects, music gives you the best ways of working without language.”

I know that for some children communication is a problem in the classroom, but those same children often respond with so much enthusiasm once they’re able to play in a group. And if students are able to find what they’re really good at, and excel at it, and if they meet other people who love the same thing, it’s setting them up for happier and more successful teenage years. It makes for a healthier student and life journey.”

That has certainly been Daniel Sun’s experience. He enjoyed playing in Judith's music group at his primary school so much that he ended up going to Chisnallwood Intermediate when he got older. His family was still new to the country then, and like many migrant families they had little spare income, so paying for music lessons was not easy.

But at Chisnallwood, Daniel met Katherine Jones, a piano teacher who offered to teach him free of charge. He went on to study composition and singing at Victoria University in Wellington, and last year he won first prize in the New Zealand Symphony Orchestra's TODD Corporation Young Composers Awards. Today he is helping his parents run their motel business in Rotorua, and studying German.

"I want to go over there and do some auditions for a masters programme next year," he says. That moment in his Year Three classroom when his grandmother mimed playing the keyboard has determined the whole path of his future. "Obviously for me getting to learn music was a very big thing. As big as you can imagine."
CHOOSING A SCHOOL AND SCHOOL ZONING

Some parents in New Zealand think it is important to choose a suitable school for their children. They may want to consider which school they wish them to attend and then whether if it has an enrolment scheme, when deciding where to rent or buy. This is because our free state-funded education system is designed for students to go to a local school.

The handy interactive tool at nzschools.tki.org.nz/en enables you to type in the name or address of any school in the country, and view school enrolment zone information:

In this example the school zone for Wadestown School is shown. Families living within the home zone are guaranteed the ability to enrol should they wish, while families living outside the home zone would need to apply in the ballot.
Some New Zealand schools have enrolment schemes, to help their Board manage their roll. These schools have a home zone – students that live within the home zone get automatic right to attend, while those that live outside the home zone and wish to attend can go into a ballot, which is a lottery type system.

So if being able to go to a particular school is important, it is a good idea to check the details of whether it has an enrolment scheme and if it does, where its home zone is, before deciding where to live.

Generally students are able to enrol at any local school that offers their year level. However about 40% of state-funded schools (state and state integrated schools) have an enrolment scheme.

Most students in NZ attend a state-funded school. Private or independent schools enrol the remainder. They are not zoned, but they are also not fully government funded. As a result they charge set fees, which for some schools can be over NZ$20,000 a year.

**Culture and character**

New Zealand has a highly regarded education system. The Education Review Office (ERO) reviews and reports on every school, checking that they are maintaining the legal requirements that are expected. For state and state integrated schools this includes their governance and leadership, as well as the delivery of education.

The New Zealand Curriculum sets the direction for student learning and provides guidance for schools as they design and review how they deliver teaching and learning in their school. Approaches will differ from school to school.

Private schooling enables parents to access education with specific traditions and in some cases particular approaches.

If you want to know more about a particular school, have a look on its website or at the data the Ministry of Education has about it. You can also talk to someone from the school, they can say best what makes the school unique and special.

**The Ministry of Education**

Education is a government priority. The Ministry of Education website has detailed information for parents, caregivers and students. Visit education.govt.nz.

The main page for parents is parents.education.govt.nz. Here you will find information about NZ schools and enrolling at them, support and advice for parents of children of all ages, news, important dates like school terms, ERO reports on individual schools, a school zone finder, support and advice for parents of children of all ages, and explanations of our exam systems – it is an excellent resource, worth visiting.

The New Zealand Now website features a comprehensive introduction to schooling in New Zealand, from preschool care and school zoning to getting involved with your child’s education. Visit: newzealandnow.govt.nz/education
RENTING A HOME

Learn about your rights and responsibilities

If you are living in a rental home, you have certain rights that are protected by New Zealand law.

Tenancy Services is a government agency that can help you with information about the rights and responsibilities of both tenants and landlords.

You can find this information in a number of languages at tenancy.govt.nz. For example, the popular Renting and You is a booklet available in 15 different languages. You can read it online, download or print a copy.

The booklet explains what to do at the start of a tenancy, what money you should pay, when and how to get help if there is a dispute between tenants and landlords, and how to end a tenancy.

Short Guide to Good Renting is a smaller, shorter version. It is currently available in four languages, but will be translated into more later this year. It is also available at tenancy.govt.nz.

There’s more on this website about how to get help in your own language. Just visit the ‘contact us’ page for details.

Here are some things to know about renting:

› Get a written, signed tenancy agreement. See a tenancy agreement example at tenancy.govt.nz
› Get a receipt for any rent paid by cash or for any bond you pay to the landlord.
› Tenants must keep the rental property reasonably clean and tidy, and pay the rent on time (even if there is a dispute).
› Tell the landlord if something needs fixing. Make the request in writing, so you can show it to Tenancy Services if it is not fixed in a reasonable timeframe. You can use a ‘notice to remedy’ template, which is online at tenancy.govt.nz.
› Tenants need to provide 21 days’ notice to end a tenancy in most cases.
› Landlords need to provide 90 days’ notice to end a tenancy in most cases.
› You cannot end a fixed term tenancy early.
› All rental homes must have working smoke alarms. These should be put in by the landlord. Tenants should not move them, and must replace the batteries if needed.
› From 1 July 2019, all rental homes must have insulation in the ceiling and under the floor that meets required standards. This is the landlord’s responsibility.
› All tenancy agreements signed after 1 July 2016 must include an insulation statement about what insulation the home has, where it is, and what type it is.
› Boarding houses have slightly different rules, so make sure you know what these are.
› There are legal processes available to help with tenancy problems between tenants and landlords if you are not able to sort it out easily between yourselves.
Tenants, are you insulated?

Rental homes must meet insulation standards by July 2019.

Get the facts at tenancy.govt.nz
OWNING A DOG

Kiwis love their dogs – almost one third of households have one – but we also take the responsibility of dog ownership seriously. New Zealand has strict rules around dog ownership, to protect both the animal and the general public.

Are you ready to own a dog?
As a dog owner, you must:
› register your dog with your local council and get it microchipped
› keep your dog under control at all times
› ensure your dog is in good physical health and that you meet its behavioural needs
› ensure that your dog has food, water and shelter.

Care and costs
Dog ownership can be expensive; a 2011 report said around $1,050 a year. Dogs also need company and exercise – and who will take care of your dog when you are working or travelling?

Registering and microchipping
By law all dogs over three months old must be microchipped, and registered with the local council every year by 1 July. Owners of unregistered dogs can be fined.

Any vet can assist with the microchip insertion. It is relatively painless, and permanently identifies the dog and its owner on the National Dog Database (NDD). Dogs that are lost or stolen can be returned to their owners, and councils can track dogs that have caused problems before.

On registration you also get a registration disc or strap for your dog to wear.

Animal welfare
The law requires that you take good care of your dog. It must be healthy and free from distress and pain. If the dog is sick or injured, appropriate medical care must be sought. You should also plan for what you would do about your dog in the event of a natural disaster, such as an earthquake.

By staying up to date with vaccinations, flea, tick and worming treatments, you can keep your dog healthy. As a responsible pet owner, you should have your dog de-sexed to prevent the birth of unwanted puppies.

Public health and safety around dogs
All local councils have dog by-laws to promote public health and safety, which can ban dogs from specified public places or require that they are kept on a leash – and set up areas where dogs can be exercised off leash.

When a dog defecates in a public place, the owner must pick up after it. Most dog owners carry plastic bags with them for this purpose.

If your dog displays threatening behaviour to people, other animals, or wildlife, it can be classified as ‘menacing’ or ‘dangerous’. A menacing dog must be muzzled and may be required to be de-sexed. Some breeds of dog are automatically classified as menacing; check with your local council for details.
A dangerous dog must be kept in a fully fenced area at home, de-sexed and muzzled, and kept on a leash when out in public. It is illegal to import certain breeds into New Zealand: American Pit Bull Terrier, Dogo Argentino, Brazilian Fila, Japanese Tosa and Perro de Presa Canario.

**Disability assist dogs**

Dogs that have been trained to assist with people with disabilities and have the recognised certification are allowed to enter many places where dogs are generally banned. To find out about the process for certification, contact the Department of Internal Affairs.

**Learning how to be a responsible dog owner**

The Royal New Zealand Society for the Prevention of Cruelty to Animals (RNZSPCA) runs animal centres, a pet adoption service and education programmes. It also employs inspectors, who have a variety of roles including law enforcement.

Your local council, SPCA centre or vet should be able to advise you about dog obedience classes.

Some councils offer discounted dog registration rates if the owner meets their requirements to qualify as a responsible dog owner.
WHO CAN DRIVE IN NEW ZEALAND?

New or temporary?
To drive in New Zealand without a New Zealand driver licence, you must:

› have a current and valid overseas licence or driver permit, either in English or with an accurate English translation
› have been in New Zealand less than 12 months
› not have been disqualified or suspended from driving in New Zealand
› not have been granted a New Zealand driver licence.

If you do not meet all of these requirements, you must apply for a New Zealand driver licence to drive in New Zealand.

Converting to or applying for a New Zealand driver licence
You may be able to change your overseas driver licence to a New Zealand licence. The requirements are different depending on where your current licence is from. To find out more, visit: tinyurl.com/nzdriverchange

To get a new driver licence, you must:

› be 16 years of age or older
› meet medical and eyesight conditions (for details, visit tinyurl.com/nzdrivemeds)
› pass the required theory and practical tests.

Rules and conditions
While many New Zealand road rules may be similar to what you are used to, there are important differences about driving here that are not obvious. When you are planning a trip, keep these things in mind:

KEEP LEFT. It is easy to remember when there are lots of other cars about, but on many New Zealand roads you might not see a car for some time. Be especially careful to stay on the correct side of the road when turning at intersections– it is very easy to accidentally move to the wrong side of the road while turning.

SEATBELTS. These are required by law to be worn by everyone in the car– including back seat passengers.
ALLOW TIME. New Zealand roads are often more windy and narrow than they appear on Safari or Google Maps. Journeys can take much longer than you expect and might take you outside mobile phone coverage. Always have warm clothing and some water with you – just in case!

RURAL ROADS. These are often made of loose gravel (sometimes called ‘metal’). Cars can slide more easily. Take extra care. A safe speed for you may be much less than for locals. If you can, pull over to let others pass – a cheerful toot will often be your reward.

DRIVER LICENCE. You must keep your licence with you at all times while driving.

SPEED CAMERAS. These can be in unmarked vehicles. Keep to the speed limits and avoid fines.

DRINK DRIVING. This is a serious offence. Random breath testing happens frequently. The alcohol limit for drivers 20 and over is 250 micrograms per litre of breath. The limit for drivers under 20 is zero. In general, driving while affected by any drugs, including prescription medicines, could lead to prosecution.

MOBILE PHONES. It is illegal to use a hand-held mobile phone while driving. To use a mobile phone, either use a hands-free kit or find a safe place to pull over.

For more information, visit these websites:
Who can drive in New Zealand?
tinyurl.com/newnzdriver
Tourism New Zealand Drive Safe website
drivesafe.org.nz
New Zealand Police Road Safety web page
tinyurl.com/nzroadrules
Electric car charging sites
journeys.nzta.govt.nz/ev-chargers/
TE WAONUI-A-TĀNE – THE FORESTS

Te Waonui-a-Tāne, and mauri
In Māori lore the forests (Te Waonui-a-Tāne) are the domain of the god, Tāne Mahuta, who is the source of the mauri, the life force of the forest and plants. The cry tīhei, mauri ora! is a key part of ceremony, and is used at the beginning and end of formal and informal occasions. It is a cry of togetherness that says, "Listen up! Let there be life!"

Our natural heritage
In pre-European times Te Waonui-a-Tāne was an ever-present force, as constant as the sea and the sky. Māori revered it, and utilised it in a variety of ways.

Since human arrival Te Waonui-a-Tāne has been reduced from 80% to just 25% of the country. Our largest surviving native tree is believed to be a kauri tree, called Tāne Mahuta, in Northland’s Waipoua Forest. It is an important symbol and a major tourist attraction.

Large trees
Ancient Māori used many large trees for various purposes. Tall tōtara and the massive kauri for waka taua (war canoes). The tall kahikatea for edible berries, and versatile mānuka and kānuka for roofs, spears and paddle shafts – and leaves for scented oil.

Traditionally, Māori saw common green gecko as guards of a forest’s mauri (life force).
Tree ferns
The trunks of the ferns whekī, whekī-ponga and ponga were used for walls, and the fronds for roofs. The silver underside of ponga fronds are good track markers.

Flowering plants
The native clematis (puawānanga) is said to be the child of two stars – Pūanga and Rēhua – because it blooms in between the rising of Pūanga in June and Rēhua in December.

When the kōwhai bloom, it is time to plant kūmara (sweet potato).

Pigment for yellow dye was extracted from the kowhai flowers, and the flexible branches were good for making houses and bird snares.

Weaving plants
Harakeke (flax) and wharariki (mountain flax) were used for weaving into kete (baskets), sails, tukutuku panels, fishing nets and muka – prepared fibre that became cord for tying adzes, fences, houses and canoes.

Immortal guardians
Lizards such as the moko kākāriki (common green gecko) and moko tāpiri (Pacific gecko) were often released to guard a forest's mauri. Māori believed these guardians were immortal.

Food
The root of bracken fern (aruhe) was the most important pre-European wild vegetable. Forest areas were sometimes cleared so aruhe could grow.

Hīnau berries were an important food, pounded or soaked to remove the flesh from the stones, then dried and baked into large cakes.

The bright-orange, apricot-flavoured fruit of the karaka is also edible – but only once ripe. The kernels were a good food source, but required boiling for up to 12 hours and soaking in water for 1–2 weeks to remove the poison karakin. The kernels could then be stored for several months.

Kauri dieback
A new disease now threatens all Kauri trees. It’s called Kauri dieback, and can be easily spread by the slightest contact. Kauri are now so threatened that many tracks and trails and whole forests are being closed to public activity. The track to Tāne Mahuta is raised above the forest floor but the disease has reached Waipoua and fears grow it will spread to the tree itself.

Saving the mauri of the kauri
We say tīhei, mauri ora! to the awe-inspiring Kauri. Do what you can to make sure this very special species survives.

See kauridieback.co.nz
VISITING A MARAE

By Dr Rawiri Taonui

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 a marae

Hui – Meeting of any kind, conference, gathering
Marae – Area in front of a meeting house, or a whole marae complex, including meeting house, dining hall, forecourt, etc.
Tangihanga – Funeral ceremony, when body is mourned while resting on a marae
Tangi – Short (verbal version) for the above or to cry, to mourn
Kaikōrero – Speakers
Kaumātua – Male and female elders
Koro, korōua – Male elders
Kuia, whāea – Female elders
Whare nui – Meeting house
Whare whakairo – Carved meeting house
Whare kai – Dining hall
Whare paku – Lavatory, toilet
Whare hōroi – Bathroom, showers
Iwi – Tribe
Hapa – Sub-tribe
Hau kāinga – People of the land, local people
Tangata whenua – Local people
Whenua – Land

Useful phrases

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

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.
The tomokanga (entrance) of Paritahi Marae on Waiheke Island.
Make the most of your skills

Immigration New Zealand provides funding for newcomer skills matching and job search assistance programmes to help skilled newcomers and their partners find employment that matches their skills and qualifications, with employers that are seeking skilled employees to grow their businesses. NOTE: Eligibility criteria apply.

Regional services

**Regional Newcomers Skills Matching and Job Search Assistance**

- **Auckland | Waikato | Wellington | Canterbury | Southland**
  Provided by Chambers of Commerce, and economic and community development organisations.

**New Kiwis Career Success workshops**

- **Northland | Auckland | Waikato | Bay of Plenty**
  Provided by the Auckland and New Zealand Chambers of Commerce. To register for all regions:
  - P: 0800 709 907
  - E: nkcs@chamber.co.nz
  - www.newkiwis.co.nz
  (Search for ‘New Kiwis Career Success course’)

**Northland**

- New Zealand Chambers of Commerce

**Auckland**

- The Chinese New Settlers Services Trust
  - P: 09 570 1188
  - E: employment@cnsst.org.nz
  - www.cnsst.org.nz – then click on: Employment and Enterprise Services

- Auckland Chamber of Commerce

**Waikato**

- Hamilton Multicultural Services
  - P: 07 853 2192
  - E: jackie@hmstrust.org.nz

- New Zealand Chambers of Commerce

**Bay of Plenty**

- New Zealand Chambers of Commerce

**Wellington**

- Wellington Chamber of Commerce
  - P: 04 470 9940
  - E: skills@wecc.org.nz
  - www.wecc.org.nz/skillednewcomers

**Canterbury**

- Canterbury Employers’ Chamber of Commerce
  - P: 0800 50 50 96
  - E: kellyw@cecc.org.nz
  - www.skillsconnectcanterbury.co.nz

**Southland**

- Venture Southland Trust Board
  - P: 03 211 9101
  - E: therese@venturesouthland.co.nz
  - www.southlandnz.com/work

**Work Connect**

- Auckland | Waikato | Wellington | Canterbury
  Provided by the Tertiary Education Commission.

- Work Connect is a free 10-hour programme for:
  - skilled migrant visa holders
  - partners of skilled migrants
  - international students on post-study work visas with level 7+ qualifications.

- The programme includes group and one-on-one coaching.

- To find out more and apply now, visit www.careers.govt.nz/workconnect or phone 0800 222 733 and ask about Work Connect.

- Eligibility criteria apply.
Nationwide service

**NEW KIWIS**

**LOCAL // GLOBAL**

New Kiwis is an online skills matching service for skilled migrants and returning Kiwis who are seeking employment that matches their skills and qualifications. Eligibility criteria apply.

New Kiwis helps you to:

- register your resume to access a network of more than 5000 employers registered with New Kiwis
- prepare for the New Zealand job market with the Job Seeker Online Course
- use the information centre to learn more about Kiwi workplaces
- view and apply for vacancies advertised online.

New Kiwis is provided by the Auckland Chamber of Commerce with funding from Immigration New Zealand. [www.newkiwis.co.nz](http://www.newkiwis.co.nz)
Local information for new migrants

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

Citizens Advice Bureau (CAB) is an independent community organisation providing confidential information, advice, support and advocacy.

See the local contact details opposite, or for further information call 0800 FOR CAB (0800 367 222).

Free help in your language

Call 0800 INFO NOW (0800 463 6669)
You can ask to talk in your language.

Chinese Settlement Information Programme

The Chinese New Settlers Services Trust provides one-to-one advice and a series of workshops across Auckland that help Chinese newcomers to learn about settling in New Zealand.

For more information, call 09 570 1188 or see www.cnsst.org.nz and follow the links on the home page.

SOUTH ISLAND

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

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

NORTHLAND

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

AUCKLAND

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

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

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

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

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

CAB Onehunga
Community Centre & Library Building,
81 Church Street, Onehunga, Auckland
Monday – Friday 9.30am – 4pm
Wednesdays open until 7pm
Saturday 10am – 12pm

CAB Mangere
Shop 17, Orly Avenue,
Mangere Town Centre, Mangere, Auckland
Monday – Friday 9am – 4pm

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

CAB Browns Bay
Ground Floor, Bays Community Centre,
2 Glen Road, Browns Bay, Auckland
Monday–Friday 9am – 4.30pm

WAIKATO

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

TARANAKI

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

WHANGANUI–MANAWATŪ

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

BAY OF PLENTY

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

CAB Rotorua
Community House,
1143 Eruera Street, Rotorua
Monday–Friday 9am – 5.30pm

CANTERBURY

CAB Christchurch West
Hornby Community Care Centre,
8 Goulding Avenue, Hornby, Christchurch
Monday–Friday 9am – 5pm

GOOD GYPSY

CAB Dunedin
Ground Floor, Rogers House,
155 Princes Street, Dunedin
Monday–Friday 9am – 5pm,
Saturday 9.30am – 12pm

GISBORNE

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

HAWKE’S BAY

CAB Napier
Community Hub, Community House,
62 Raffles Street, Napier
Monday–Friday 9am – 4pm,
Saturday 9.30am – 11am

WELLINGTON

CAB Lower Hutt
Ground Floor, Russell Keown House,
Cnr Queens Drive and Laings Road, Lower Hutt
Monday–Friday 9am – 5pm

CAB Upper Hutt
2nd Floor, Pember House,
16 Hagley Street, Porirua
Monday–Friday 9am – 3.30pm

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

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

CAB Porirua
2nd Floor, Pember House,
16 Hagley Street, Porirua
Monday–Friday 9am – 3.30pm

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

SOUTHLAND

CAB Invercargill
36 Don Street, Invercargill
Monday–Friday 9am – 5pm,
Saturday 10am – 12pm

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

The newcomer’s guide has key facts to help you settle successfully in the New Zealand workplace.

Read it online or order your own free copy at www.newzealandnow.govt.nz/resources

Get the right visa advice!

Only some people can give you visa advice.

If someone tells you the wrong thing, it could affect your visa and your ability to work in New Zealand. Only licensed immigration advisers or people like lawyers can provide immigration advice.

There is a list of licensed immigration advisers on the Immigration Advisers Authority (IAA) website, www.iaa.govt.nz

You can also get free advice from Community Law Centres and the Citizens Advice Bureau. Immigration New Zealand does not accept applications from people who are not licensed or exempt and recommends that people use agents who are licensed and listed on the IAA website.

If you have any concerns about an immigration adviser, contact the IAA.

Get the right visa advice!

info@iaa.govt.nz
www.iaa.govt.nz

www.newzealandnow.govt.nz
www.facebook.com/NewtoNewZealand