Where city and nature meet

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Hello and welcome, assalamu alaikum,

New Zealanders have always valued our reputation as a warm and welcoming people, and we all share the feelings of grief and disbelief that have been expressed across the world, in response to the Christchurch terror attacks of March 15.

So it is good to have this opportunity to reassure you, as a new New Zealander, that our commitment to being a warm, welcoming, open and safe society is as strong, if not stronger, than ever.

We are very proud of our multicultural community. We welcome migrants with open arms, and the New Zealand government is committed to having support services in place to help all New Zealanders feel safe.

A dedicated free service is now available to help people find the best service for their needs. To contact this service call 1737. If you have questions about immigration you can call the Immigration New Zealand contact centre on 0508 558 855.

For other options, see our contacts page at www.newzealandnow.govt.nz/contact-us

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.

New Zealand will always be a fantastic place to live, with a culture that celebrates diversity, kindness and compassion. Those values will not and cannot be shaken. Welcome again.

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
Matariki is still rising

For northern hemisphere countries the New Year begins in mid-winter, at the passing of the shortest day.

In New Zealand however we celebrate the New Year in summer - because we follow the northern custom. But recently, interest in Matariki is increasing.

Matariki is the Maori New Year, marked by the reappearance of the star cluster Matariki (called Pleiades in northern hemisphere).

Because Maori follow the lunar calendar, the exact timing of Matariki varies each year – and rather than one night, it runs for the phase of the moon called Tangaroa, the moon of plenty – the three or four days before the new moon.

For 2019 the dates are 25-28 June, and festivities may continue through until early July.

Summer parties are great, but the cold long nights of mid-winter are perfect for public fireworks and warm fires together. Search for ‘Matariki’ online or check your local networks – you are certain to find at least one event near you.

First steps in Māori

Māori culture and language is an important connection for many new New Zealanders. Opportunities to learn, practise and use Te Reo (the language) are now growing. For a short history of Te Reo, 100 Māori words we all should know, all those place names explained plus much more, visit: nzhistory.govt.nz/keyword/te-reo

Get InfoNOW – in your own language

Ask about living in New Zealand in your own language.

InfoNOW is a free service funded by Immigration New Zealand, that makes it easy for migrants to find information about settling in New Zealand in Arabic, Cambodian, Cantonese, Hindi, Japanese, Korean, Mandarin, Punjabi, Samoan, Spanish and Taiwanese.

Call InfoNOW free from anywhere in New Zealand on 0800 4636 669. (Monday to Friday 9am-4pm).

Or email info@infonow.nz
We begin each regional feature with an introduction to the Māori history of the region – or Rohe.

Dr. Rawiri Taonui

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

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

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

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

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

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

There was also a new energy. Several new marae were built: the Hutt Valley Te Tatū-o-te-pō (Doorway of the Night) meeting house in 1933; the first urban marae, Tapu-te-ranga, in Island Bay in 1974; the elaborately carved Toa Rangatira in Porirua in 1981; and in 1986, New Zealand’s first university marae, Te Herenga Waka (the Tethering Place of Canoes), at Victoria University.
Wainuiomata was the location of the first Kōhanga Reo (total-immersion language programme) to teach young Māori children their language, which grew into a national movement comprising more than 400 centres throughout New Zealand. Today the Te Rūnanganui-o-Te Āti Awa and the Wellington Tenths Trust tribal organisations play an important part in the cultural and social fabric of Wellington.

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

Welcome to Wellington
Nau mai, haere mai – Welcome, and greetings,

I have the privilege of conducting the citizenship ceremonies for Upper Hutt, and it is a real privilege to meet the new citizens who have chosen New Zealand and the Wellington region as their home.

In recent years we are seeing many more people attending our ceremonies, and I know the other cities within the Wellington region are experiencing growth too.

We are very fortunate in the Wellington region that many events are being organised to bring people together and enable our new citizens to showcase their cultures. I know how important it is to maintain your culture from your former home.

It is also important that New Zealanders and Wellingtonians experience the cultures of our new New Zealanders.

So on behalf of all Wellingtonians a very special welcome to our new immigrants and we embrace your diversity and contribution.

Thank you for choosing our region as your home and I certainly look forward to many more citizenship ceremonies so we can welcome people into our city and introduce them to fellow “Kiwis”.

Wayne Guppy
Mayor of Upper Hutt City
Chair of the Wellington Mayoral Forum
Wellington overview

**Greater Wellington – the head and shoulders of the Fish**

In Maori legend, Maui in his canoe (the South Island) caught a huge Stingray, which became the North Island – with Wellington harbour as the mouth of the fish. So Wellington harbour is Te Úpokoo-te-ika-a-Māui, or the Head of the Fish of Māui.

Named after our Capital city, the Wellington region now includes seven other growing urban areas, each with its own character. Together, locals enjoy a lifestyle that benefits from not just the head, but also the shoulders of the fish.

At the mouth is Wellington harbour, one of the finest deep water ports in the world. This was a major factor in the city becoming the Capital in 1865. Today, government agencies compete for space with IT start-ups, a global digital entertainment sector, and a mouth-watering café and restaurant culture.

The nearby Hutt Valley has more flat land, and it was here that European settlement began, on the harbour shore at Petone, where the Petone Settler’s museum now tells many tales. Two city centres now span the valley. Lower Hutt shares the harbour with Wellington, while Upper Hutt reaches to the Remutakas – the spur of the Tararua ranges separating ‘the Hutt’ from Wairarapa.

New Zealand’s longest-running commuter train service runs daily from the Capital, through Lower then Upper Hutt, under the Remutakas,
and on through Featherston, Carterton and to Masterton, the regional hub for the South Wairarapa.

Over ‘the hill’, town sizes and house prices drop and the weather gets generally better. The South Wairarapa also boasts excellent wine growing and lifestyle opportunities. Together, these factors have helped promote this area as an attractive retirement and more recently a commuting lifestyle option.

However the region’s retirement capital is without doubt to the west, on the Kapiti Coast. Here again the shape of the land has shaped human settlement. Flat land is scarce. The main road and main railway line both hug the west side of the island. Heading north Wellington suburbs fill the hills, until Porirua harbour and the Pauatahanui inlet.

It’s believed that Porirua harbour is where people first landed in the region, when the legendary explorer Kupe arrived in the early 15th century. The sheltered shallow harbour areas here supported huge quantities of wildlife, and food would not have been scarce.

Now Porirua is a thriving city centre in its own right, with strong Polynesian connections to this day. Continuing north through the seaside communities of Pauatahanui, Paekakariki, and Pukerua Bay you then reach Paraparaumu, the urban centre for Kapiti Coast.

Kapiti gets all the region’s sunshine, but very little of the wind, and includes a beach that stretches with just the occasional river for tens of kilometres.

Looking north at Wellington city and harbour from the top of Makara Peak mountain bike park. Visit: https://makarapeak.bike

Looking North over Porirua city and Harbour
Sunshine and beach, and a commuter service to the capital – it’s no wonder so many of the Wellington region’s inhabitants have fallen in love with Kapiti. Many choose to live here and commute, and many more to retire here.

All together these many parts of the greater Wellington region offer a range of lifestyle choices to suit every taste. And with one of New Zealand’s largest transport projects, the Transmission Gully, due for completion in 2020, living in any one of them while enjoying the benefits of the others will soon be even easier.
When Lelde Kukle first went into New Zealand shops, she found the shopkeepers a bit strange.

“They would say, ‘Hi, how are you?’ It was a bit of a shock. I didn’t know why a stranger was asking me such a question. And then I realised that it is common in New Zealand. People are really friendly and helpful here. They exchange smiles in the street; that really helps to make your day better.”

Lelde moved to New Zealand with her partner Janis (John) Purmalis from Latvia in 2015. John says they wanted to live overseas in an English-speaking country and the friendliness of New Zealanders was one of the reasons they moved here.

The couple have been residents in New Zealand for over three years, and now call the windy capital city Wellington their home. They live in an apartment in Mount Victoria, a hill suburb on the edge of the city with a 200m-high lookout over Wellington.

John wanted to live in the city, while Lelde prefers being close to nature. Living in Mt Victoria means they both get their way.

Lelde and John often walk or run along tracks and through bush to the lookout after work. “You can go up to the lookout and enjoy beautiful sunsets,” Lelde says. “In the morning it only takes 20 minutes to walk into the city to work.”
The couple also boogie-board in nearby Lyall Bay, or can walk 15 minutes to Oriental Bay for a swim in the harbour.

John says they love hiking in Wellington and the rest of the country. “After 40 minutes of driving, we can be in a different part of the country. If you have a long weekend you can get to the Tongariro Alpine Crossing (in the central North Island). That is probably one of the most beautiful walks in the world.”

Lelde says New Zealand appealed because it has beautiful nature but no dangerous animals. “You can go hiking here and there is nothing that will kill you or bite you - except there are birds like kaka that might fly onto your head!”

New Zealand still has its dangers though, such as earthquakes.

The couple felt the very large earthquake that hit Kaikoura, a town on the upper east coast of the South Island, in 2016. “We were about to go to bed and then the shaking started. We hid under the bed and it probably took a minute until it was finished. That was scary.”

But, she says, New Zealand does a good job helping people prepare for earthquakes.

John was confident his qualifications, particularly his computer science degree, would make it easy to find a job in Wellington, and he was right.

Being very organised helped too, as John and Lelde were both able to get Silver Fern job search visas. New Zealand offers a small number of these visas each year, allowing successful applicants to travel to New Zealand and look for a skilled job.

John soon got a job as a software developer in Wellington and with that job they were then able to apply for residence visas.

In 2017, John and Lelde joined a government accelerator programme that challenged participants to come up with solutions for government problems. They developed an idea for a software platform that would help small business owners manage their income, expenses and tax payments in an easy way.

The accelerator programme liked the idea, and John and Lelde worked on it together. When the programme was over the two of them decided to quit their jobs and risk launching a Start-up - which they called Bosspac. Aided by the work they had already done, they were accepted into Wellington’s business incubator, Creative HQ,
which helps new businesses grow by providing office space, mentors, workshops and advice.

Lelde, who has a business and economics degree, says they have both picked up contract work on the side, so they can pay for Bosspac’s development themselves.

She is working as a business analyst for a retirement village operator in Wellington, while John is working as a technical architect for the Ministry of Education.

John says the hardest thing about living in New Zealand is being away from their families and friends, but they use Skype to talk regularly with them. Working as contractors also allows them to take extended time off between contracts to visit family and travel.

Housing is expensive in New Zealand, and not as well insulated as European housing, Lelde says. “Even though winters are warmer here, it still might be cold in your apartment or house.”

Food is roughly twice as expensive in New Zealand as it is in Latvia, but wages here are higher so it is reasonable, she says.
The couple love the variety of food, cafes and restaurants in Wellington. They enjoy cooking and often go to the Sunday fruit and vegetable market on the waterfront, John says.

“We used to live in a place in Wellington where they had mandarin, lemon and feijoa trees. In Latvia, we do not have exotic fruits. It was so amazing to go out and pick my own lemon from a tree and it tasted so good.”

The pair say they have made good friends in Wellington – but that took some time and effort. They joined groups to meet New Zealanders, including photography and leisure groups.

New Zealand has been home for four years now but it still surprises them, John says.

“Last Christmas we travelled around the South Island and some of the places, like the Punakaiki Rocks, were so beautiful they left us speechless.”
A Global Perspective

Helping to turn great ideas into great businesses is what Creative HQ is all about, and there is a great opportunity for skilled migrants to help achieve that goal.

Creative HQ is a business innovation hub, helping New Zealand start-ups, corporates and government agencies to innovate, says Jacky Laverty, Head of Venture Management and Investment.

“We help ventures to come up with new ideas for complex problems and support them to grow so they can build and develop a resilient New Zealand.”

Migrants tend to be from larger countries with many more people than we have in New Zealand, and therefore often have experience with solving a range of problems on a larger scale, she says.

“People from abroad come with a different perspective and a strong work ethic. They are used to looking at some of the challenges we are facing with an outside view and a ‘fresh pair of eyes’, and knowledge of possible solutions from other parts of the world.”

Lelde Kukle and Janis (John) Purmalis are a good example, she says. The pair developed Bosspac, a software platform that helps small business owners and contractors manage their income, expenses and tax payments in a fast and simple way.

Getting these tasks done was identified as a problem by several government agencies, in a GovTech accelerator – run with the help of Creative HQ. The programmes try to solve issues for New Zealand citizens and small businesses with technology.

“Lelde and John are amazingly resilient entrepreneurs” says Jacky. “They bootstrapped (funded it) all the way along to make something work for New Zealand and they brought their experience into this market.”

“We helped them find a good product-market-fit, identify customers and build their team. They have developed their business strategy and business model with us and are now growing their company in New Zealand.”

Creative HQ runs business incubation and acceleration programmes and is looking for ideas with global potential.

“We look for companies that have really capable entrepreneurs with ideas that solve real problems and have an impact. We can help them incubate their idea here, test it and then go out into the world to scale it.”

Entrepreneurs can apply for the programmes through the Creative HQ website. They need to have a New Zealand visa and establish their company in New Zealand.
WINDS OF CHANGE

A realistic and positive attitude has made settling in Wellington easy for Belinda Naudé.
At first glance, Wellington did not seem an ideal place for Belinda Naudé.

Belinda was born in Zimbabwe and lived in sun-baked South Africa for 25 years. She prefers warm and still weather that leaves her thin hair unruffled. “When my daughters told me it was cold and windy, I said ‘No!’.”

That was nearly three years ago. Today Belinda is happily settled in Wellington and does not mind so much when the capital city’s famous wind blows her hair about.

She moved to New Zealand from Pretoria for a better quality of life and to give her twin daughters Desiree and Chantel more career opportunities, she says.

“My daughters took me to the dining room table one day and they said, ‘Mom, this is where we have to go’, and they showed me all these beautiful pictures of New Zealand.”

The country’s scenery, food and people have lived up to her expectations, she says.

“Wellington is beautiful, with the hills and the vegetation. The waterfront is beautiful too. When I get on the train to work and see the harbour, it excites me.”

Belinda and her daughters enjoy walking forest tracks in Belmont Regional Park and Tinakori Hill, and love visiting the Wellington Botanic Garden in the city. “We used to stop and photograph little mushrooms and beautiful ferns on our walks, that sort of thing here is really awesome. But the best thing is there are no snakes.”

They love the quality and variety of food in New Zealand, she says. “We eat salmon just about every week. We couldn’t eat salmon in South Africa; it is too pricey.”

Making friends has been easy as people live closer together. In Pretoria she lived on a lifestyle property – a larger land holding that is often home to animals too – and commuted for up to four hours a day.
“There was no time for friends. Here I have made lots of friends with the people I work with. We get together often, we go for hikes, we go out for lunch and a group of us went to New Plymouth to a garden festival last year. That was great fun.”

Belinda works as a test manager for Qual IT – a quality assurance consulting firm. She got the job while still in South Africa and the company helped her apply for a work to residence visa.

To move to New Zealand as a skilled migrant you must be under 56 years of age. Belinda was 55 so she had to act fast.

“I really did the visa process very thoroughly because I knew I could use all the information and references later [for my residency visa].”

Belinda and Chantel arrived in New Zealand on December 31 – New Year’s Eve – in 2016. Chantel came under a visitor visa. They flew straight into Wellington and while the “freezing cold” temperature was a shock, they were immediately impressed with their new home.

“We wanted to go to the waterfront and watch the fireworks. We were so surprised, there were babies in pushchairs, people with small children – everybody was just walking around freely. We thought to ourselves, ‘Is this safe? Can you actually do this in New Zealand?’ We were really glad that you could.”

Belinda did a lot of research about living costs before she arrived, supported by Qual IT. The company also set them up in an apartment in the city for a few weeks while they looked for accommodation.

“They sent a taxi to pick us up from the airport. All the shops were closed but there was food in the fridge which was really cool. We didn’t have to spend a dollar the first day we got here. The support was phenomenal.”

Finding a place to live was a challenge, as there is a shortage of rental housing and they did not have any rental references because they have owned their Pretoria home for 25 years.
But Belinda soon found an apartment, where she stayed for 18 months while Chantel studied vet nursing in Palmerston North.

Desiree finished her graphic design degree in South Africa and moved to New Zealand last year. Belinda and her daughters then shifted to a two bedroom house in Petone, in Lower Hutt – across the harbour from Wellington city.

Chantel now works at a veterinary clinic in Tawa, while Desiree has recently headed overseas to study for three months.

They love living in Petone – a relatively sunny part of Wellington – and enjoy walking down Jackson Street (the main street) and along the Petone Esplanade.

They have had problems with damp and mould in their rental home, Belinda says, but the landlord
Belinda and her husband - who has remained in South Africa for work but plans to join her in New Zealand - will need to sell their Pretoria home to be able to buy a house here. “The property market is crazy. And at our age we would not want to take out a huge mortgage.”

The family’s health costs are also higher in New Zealand, she says, as their health insurance covered most of their medical costs in South Africa, including dentistry.

You may need to wait to see a specialist or have an operation in New Zealand but the quality of healthcare is very good, she says.

New Zealand is not perfect but it is still where they want to be. “The high cost of living – housing, food, transport - was always a concern for us. But you get real quality of life here, you can live freely and you do not need to look over your shoulder every time you walk down the street.”

Belinda and her daughters were granted residency in July last year under the skilled migrant visa category. “We celebrated big time.”

She says the move has been a success because they embraced their new home – hair-raising weather and all.

“If you do not embrace the change, you are not going to find happiness and see the good things here. We knew it was going to be different, we knew there were going to be challenges and we knew we just had to fit in, and we did, very, very easily.”
Filling the skills gap

Migrants help fill vital skill shortages, says Qual IT, so it is worth helping them make the move.

Qual IT, based in Wellington, provides quality assurance services such as software testing, business analysis, quality consulting, and test engineering, to clients around New Zealand.

Because of New Zealand’s IT skills shortage, Qual IT often hires recent or prospective migrants, says resourcing manager Ola van Leeuwen.

The company has about 230 permanent employees. “We’ve been in growth mode for the last few years so we’ve hired about 40 to 50 people a year, and probably half of those are originally from overseas.”

“Our staff turnover is lower than the national average in the IT sector and significantly lower than average turnover in the first 12 months, which indicates that our recruitment and induction processes are good and our people are settling well.”

Candidates need to have a work visa to get a job, and Qual IT works with them to help them get one, she says.

Once they arrive, Qual IT sets migrants up with accommodation for two weeks. The company has line managers who are responsible for ensuring employees settle into their roles and, in the case of migrants, their new country.

Qual IT also organises social functions and family events to encourage friendships between employees and their families.

Hiring overseas candidates is not as difficult as some businesses might think, Ola says.

“It’s just about following a good process and doing all your checks.” Securing a visa can delay the process, but if a candidate is well-prepared they are not usually waiting too long.

The hardest part about overseas hires is often the Skype interviews over bad internet connections, she says.

That was the case with Belinda Naudé, who moved from South Africa to take a software testing job at Qual IT after several interrupted interviews over Skype.

At 55 Belinda was almost too old to migrate as a skilled migrant – the cut-off age is 56. But this was not an issue for Qual IT, says Ola.

“As a consultancy we’re looking for skilled and experienced people, so generally they may be a bit older. We have a diverse range of employees and that’s gender diverse, age diverse and obviously diverse in nationality.”

Ola van Leeuwen, Qual IT
A SENSE OF BELONGING

Joining a local Playcentre helped Susie Busby connect to her Wellington community.
Susie Busby says her friends in the United Kingdom still ask her if she is moving back.

“I’m not. Right now my life in New Zealand is great. I live in a lovely seaside community and I am well-connected. We are at the beach every day; we are really happy.”

But Susie did not always feel that way; it took persistence and a children’s playcentre to feel at home.

Susie, her husband Pete – a New Zealander - and their two children live in Lyall Bay in Wellington. They moved to New Zealand from London in 2014 to be closer to Pete’s family and to give the children “a safer and more carefree upbringing”, she says.

Susie had visited New Zealand as a 21 year old and loved it. Years later in the UK she met Pete at a party. “Moving to New Zealand was always something that we discussed right from the beginning.”

Because Pete is a Kiwi, she knew what to expect in terms of living standards and the cost of living. “I knew about the uninsulated housing stock, I knew it was expensive to get milk and bread and butter in comparison to where I am from.”

But making friends and feeling at home was far harder than she expected. “I struggled more than I thought I would.”

Susie’s children were both under two when the family moved and Susie took a break from her career to care for them. At home with two small children, she felt isolated and frustrated.

I have lived in different countries and I expected it to take at least a couple of years before I felt truly settled. For me that meant networks, friendships, work, a sense of belonging in a place. ”

“I am the sort of person who needs people. I need to connect. The first winter was pretty awful. Our house was cold, my family who was my main network was away for six weeks and one week my husband was away too, so I did not speak to another adult for a whole week.”
Susie was researching childcare and kindergarten options when she discovered Playcentre, an organisation where families work together in their communities to provide early childhood learning experiences. Playcentre immediately made a huge difference, she says.

“I found a community, I went and experienced with my children and learned with my children, with families in my neighbourhood who were like-minded. I was emotionally and mentally stimulated and connected.”

The Playcentre community became a useful source of information and connections, Susie says. “I got into netball teams [through Playcentre], I found out where you might want to go for a holiday or what people do if there is a problem – like when to go to the doctors. All of these things are very different and it is quite hard to navigate because it is not made clear to you when you arrive.”

A year after joining the Playcentre in the suburb of Hataitai, Susie became its President. She is still the Treasurer even though she is not actively involved in running the Playcentre at the moment.

“We were part of the Playcentre for about two and a half years. But the contacts I made in that time have endured and I am still very good friends with a lot of the people I was there with.”
The Playcentre was also a fantastic learning environment for her children, and has set them up well for school, she says. “They were supported. The other parents knew them as individuals and what they liked and what they did not like. When [my son] went to school, the transition was effortless. He was able to realise the teacher was someone who would work with him and help him and engage him.”

Pete, an audio engineer, also found it difficult to make friends after spending many years overseas. He was still in touch with highschool friends, but had to re-establish those friendships and find new ones.

“It’s difficult when you have a young family and you’re trying to support a household on a single salary. That is your focus. You don’t have a lot of time left for socialising.”

People in their mid to late 30s often already have friends and are not necessarily looking for new ones, he says. He found friends through work, hobbies and family, but it took time. “You can’t force these things.”

Susie says migrants to New Zealand need to be prepared to put time and effort into making connections and friendships. “You have to be brave; you have to put yourself out there. Join the local groups, find out where your Community Boards are, approach people.”

Making friends can be like dating, she says. “Be prepared for rejection and be prepared to pass your number out and maybe not get the call from someone. Keep going and be yourself, try not to take it personally and you will get there.”

Friends can also be made unexpectedly, she says. Susie met one of her closest friends when she posted on Facebook looking for a photographer to help out with some part-time work she was doing. “Now we are really good friends and it makes me happy, that’s what I was missing.”

Susie and Pete spent two years researching and thinking about the move before they decided to immigrate. They were determined to make it work.
She knows of families who have moved back and forth between the UK and New Zealand many times. “They come to New Zealand because they want the quality of living and they stay for a couple of years but find it too hard and they are homesick. So they go back to the UK and then say, ‘Oh, it’s really fast-paced here and it’s stressful’, so they move back here. For us, it was a one-way ticket.”

Susie, who now works as a communications advisor for the Ministry of Business, Innovation and Employment, says she has worked hard to secure a feeling of belonging and is now enjoying the rewards. “The [Lyall Bay] community is fantastic. Everyone walks to and from school, we go for coffees together, I play netball, I work not far away from our house, which has a nice bit of land around it. We really could not ask for more, but it took a while to get there.”

“I went back to the UK recently and New Zealand felt like home. I wanted to come home and I was very proud to say that.”

More than just child’s play

When migrants join a Playcentre they connect with local families while sharing their own skills, interests and cultures with their new communities.

Playcentre is an early childhood education organisation unique to New Zealand. It is different to kindergarten and daycare because it is cooperatively managed by the parents and caregivers of the children who attend.

National Communications Manager Claire Gullidge says New Zealand has more than 420 Playcentres across the country. Playcentre is for children aged zero to six years. It focuses on child-led learning. Children enjoy a variety of activities and experiences such as baking, dressing up, drawing and building.

Playcentre is an ideal place for migrants to get to know their new communities, Claire says. “Playcentre’s slogan is ‘Welcome to our Village’. You will find a community of people who are parenting in their own way, like you.”

For Susie Busby, a mum of two who migrated from the United Kingdom in 2014, Playcentre provided a vital connection to her new community. She met people who became good friends but also useful sources of information on day-to-day life.

“I found a community, I went and experienced with my children and learned with my children. I was emotionally and mentally stimulated and connected.”
Her children loved Playcentre too, and their experience there has prepared them well for school, she says.

Claire says Jo, another migrant from the UK, discovered a passion for Māori culture through her local Playcentre, and has gone on to learn Te Reo Māori – the Māori language.

“Playcentre members bring different skills, interests and cultural backgrounds,” Claire says.

“Playcentre will be the better for having you and your children as members as we share and add to the rich learning environment. When you introduce yourselves to us, we introduce you to New Zealand.”

www.playcentre.org.nz
Know your employment rights to make sure you are treated fairly

In New Zealand, most workplaces are good employers, but you should also be aware of your minimum employment rights to ensure you are treated fairly.

**Luciane Bryant** from Employment New Zealand says, “As an employee, you have minimum employment rights by law that your employer can’t take away from you. This applies to all employees in New Zealand including migrants and international students.”

**Key minimum rights**

**Do you have a valid contract?**
The law says every employee must have a written employment contract (agreement), which includes key things like your name, the employer name, your rate of pay and hours of work, and more. Don’t agree to start work until you have your contract.

**Are you getting your other rights?**
The law says anyone who works in New Zealand must receive these minimum rights:

- At least the minimum hourly wage (Currently $17.70 an hour for Adults. Starting out/training $14.16). All rates are before tax.
- Pay for any overtime worked – at the same rate or better.
- If you work on a public holiday that is a day you normally work, you get paid 1.5 times your usual rate PLUS another paid day off.
- The right to at least four weeks annual holidays, after 12 months with the same employer.
- Rest breaks, parental leave, sick leave, domestic violence leave, and much more. These are only some of the rights and protections that exist for all workers in New Zealand.

Make sure you know all your employment rights. Visit [www.employment.govt.nz](http://www.employment.govt.nz)
Is your work status correct?

There are important legal differences between being an employee, a contractor or a volunteer. Only employees are covered by minimum employment rights (except for Health and Safety rules which apply to everyone). An employer might try to say you are a contractor or volunteer instead of an employee, to avoid providing you with your minimum rights.

<table>
<thead>
<tr>
<th>EMPLOYEE</th>
<th>CONTRACTOR</th>
<th>VOLUNTEER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Works for employer</td>
<td>Works for themselves</td>
<td>Works for a non-profit group</td>
</tr>
<tr>
<td>Generally, can be told at any time what to do on the job, or where and how to do it</td>
<td>Generally, decides how they do the work and when they work</td>
<td>Do what they agree to do Can stop work at any time</td>
</tr>
<tr>
<td>Should have a written employment contract</td>
<td>Should have a contract for services Is free to work for anyone</td>
<td>A business can't get a financial benefit from the work done by a volunteer</td>
</tr>
<tr>
<td>Must be paid at least minimum wage. The employer will look after your taxes</td>
<td>Is paid at an agreed rate. Must look after their own taxes</td>
<td>Unpaid. If paid, then may be classified as an employee</td>
</tr>
</tbody>
</table>

Contacts

www.employment.govt.nz

www.immigration.govt.nz/exploitation

worksafe.govt.nz/managing-health-and-safety/workers

Phone: 0800 20 90 20 toll free for general advice and translations

For your information in other languages: www.employment.govt.nz/translations

Need to remain anonymous? Call Crimestoppers on 0800 555 111 or visit www.crimestoppers-nz.org

What employers can not do

New Zealand laws protect the work rights of all workers, including students, and all other temporary and permanent visa holders. There are no exceptions. If any of these things happen to you, your rights are being broken:

› you are fined by your employer for doing something wrong
› you have to pay any part of your wages back to your employer
› you are sexually harassed by your employer
› your employer bullies or threatens you
› your employer or anyone else (anyone other than an authorised NZ Government official) keeps your passport or money from you
› you can’t leave your workplace because the doors and windows are locked
› you must ask permission to eat, sleep, or go to the toilet
› you have no time off for medical appointments, to go shopping or meet friends
› you are paid too little money or none at all
› your employer forces you to work to pay off a debt
› your employer threatens to harm you or your family if you don’t cooperate
› you do a “deal” where you have to pay money for getting a job
› you are required to be an unpaid volunteer, to do work other places would pay you for.

To learn more, see the contacts listed on the left.
Skilled newcomers in Wellington

Inside the Skilled Newcomers Programme

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

“Wellington is a very high-skill city, it needs knowledge workers,” explains James Sauaga, who manages the Chamber’s programmes.

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

“It can be very different from the way they approach things in their home countries,” says James.
The Skilled Newcomers Programme works in collaboration with many local organisations, among them MCLaSS (Multicultural Learning and Support Services), the Job Mentoring Service, and Work Connect (See Bijal’s story, next page).

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

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

Work Connect helps international student graduates, skilled resident migrants, and their partners, to identify New Zealand work roles that suit their qualifications and skills. “We are very lucky to have such a great local network supporting skilled migrants,” says James.

One common mistake newcomers make is being too formal.

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

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

The programme is available to skilled migrants, their families, and former international students who have visas allowing them to work.

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

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

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

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

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

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

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

For nearly 10 years Bijal D’souza had been working in marketing and communications in fast-paced Bombay.

Bijal and her partner came to New Zealand in 2015 seeking a more relaxed pace of life.

“My partner and I were at that stage where we wanted to have a bit more of a relaxed lifestyle and not be busy all the time,” Bijal says.

The move to New Zealand was also a chance for Bijal to upskill and update her expertise by doing a Master’s degree in business administration.

When her course finished at the end of 2016, she picked up a short-term contract, but the struggle to find a permanent marketing job affected her confidence, she says.

“When migrants come to New Zealand, they really lose themselves because they are in an unfamiliar environment,” Bijal says.

Despite her work experience, if her skills didn’t exactly match the job description, Bijal would tell herself, “I’m probably not the right candidate for that.”
The Tertiary Education Commission’s Work Connect National Manager, Gary Basham, says Bijal’s experience is typical of many of the clients they see on the Work Connect programme.

“Work Connect helps our clients understand and build skills for New Zealand’s job market, and it also boosts their confidence to connect with employers,” he says.

Bijal learned about Work Connect in November 2017 when an email from her university popped into her inbox. She immediately signed up for the 10-hour programme.

“My partner and I were at that stage where we wanted to have a bit more of a relaxed lifestyle and not be busy all the time.”

Work Connect showed her how to understand job descriptions better and how to write her CV to match them. “I could see exactly what I needed to do in terms of getting a job, such as reading the job description correctly and knowing how I want to build my career.”

Bijal says one of her biggest challenges was physically approaching companies, which she didn’t have to do in India. It meant getting out of her comfort zone.

“As much as I’m an outgoing person, it’s still quite a challenge to say, ‘I want a job and I have these skills,’ or ‘I can do this for you.’”

The programme helped her find her confidence again, she says. When she secured a job interview, her Work Connect consultant helped her prepare for it.

One of her biggest challenges was physically approaching companies, which she didn’t have to do in India. It meant getting out of her comfort zone.

Being called back for a second interview marked a turning point in Bijal’s journey. “Even though I didn’t get that job, I was OK with it. The fact that I actually got in the second time was like ‘OK, I’m doing something correct in the interview session, so that’s going in a positive way’.”

Bijal has since found work in the sales and marketing team of an Auckland engineering company that manufactures road survey equipment.

She has been able to bring her marketing knowledge to the job and is enjoying the chance to learn about the engineering industry – an industry she previously knew nothing about.

“It’s been a great journey,” she says.

Work Connect is a free 10-hour programme to help skilled migrants, partners of skilled migrants and international student graduates (Level 7 and above) prepare for the New Zealand job market. Work Connect is available in Auckland, Hamilton, Wellington and Christchurch.

To find out more, including criteria, visit www.careers.govt.nz/workconnect
Renting a home – paying your rent, how to fix a problem and ending a tenancy

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 renting. You can find this information in a number of languages at tenancy.govt.nz.

Paying your rent
It is really important for tenants to pay their rent on time. If you do not, it is a breach of your tenancy agreement and the Residential Tenancies Act. Tenants cannot refuse to pay rent while waiting for the landlord to fix something.

If you miss a payment or you are having difficulty paying, contact your landlord immediately to let them know. You should pay whatever you can straight away. A part payment is better than nothing.

You cannot be evicted just for being a couple of days late. But if you get more than 21 days behind, or you do not pay what you owe within 14 days of a getting a notice to remedy, then the landlord can apply to the Tenancy Tribunal to end the tenancy.
How to fix a problem (or disputes)

If you have a problem, like a water leak or a broken lock, the best way to sort it out is by talking to the landlord first.

Make sure you learn about the rights and responsibilities of the landlord and the tenant so you both know what you should be doing. You can find this information at tenancy.govt.nz and in the Renting and You booklet, which is available in 15 languages.

Communication is the key

› Express your views clearly and listen to what the other person has to say.
› Try to understand the other person’s point of view and make sure you understand their concerns.
› Have an idea of what you want to achieve, and be prepared to compromise if you need to.
› Make sure you are realistic in what you want to get out of the conversation.

If you reach an agreement

› Write down what you have agreed and then sign and date it.
› You might arrange to meet again to check how things are going.

If that does not work, you can send a notice to remedy, which is a letter making a formal request to the landlord. There’s a template for this at tenancy.govt.nz.

If that still doesn’t solve the problem, Tenancy Services offers Mediation (where an independent person helps manage the discussion between you and your landlord) or you can apply for a hearing at the Tenancy Tribunal.

There is more information about the disputes process on tenancy.govt.nz/disputes.

Ending a tenancy

If you want to end your tenancy, both tenants and landlords must give the right notice. The notice requirements depend on the type of tenancy agreement you have.

Fixed term tenancy (e.g. 12 months) – you cannot give notice to end a fixed term early. However, if it’s between 21 and 90 days before the end of the fixed term, the tenant or landlord can give notice to say they don’t want to continue the tenancy after that date. If this does not happen, it will become a periodic tenancy after the fixed term ends.

Periodic tenancy (no fixed end date) – the tenant must give at least 21 days’ written notice to end the tenancy, unless the landlord agrees to a shorter time. A landlord must give at least 90 days’ notice. A notice to end a tenancy must:

› be in writing
› give the address of tenancy
› give the date of when the tenancy will end
› be signed by the person giving notice.

This covers the main situations but there are some exceptions. There is more information at tenancy.govt.nz/ending-a-tenancy with an easy-to-use tool to help you reach the right outcome for your situation.
Immunisation is your best protection

If you are new to New Zealand, you may not know that influenza immunisation (flu shot) may be free for you or members of your family.

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

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

Flu immunisation is also free but only from a doctor or nurse if you are in one of these groups:

› People under 65 years of age (including children) with long-term health conditions
› Children aged four and under who have been hospitalised for chest or breathing problems or have a history of significant chest or breathing-related illness.

Getting an influenza or ‘flu’ shot may reduce the severity of the infection, even when the vaccine does not prevent the influenza virus itself, a recent study has shown.¹

The finding is especially important for people aged 65 years and over. This group experiences up to 90 percent of flu-related deaths and more than half of flu-related hospital stays.

¹ The study, "Influenza vaccine effectiveness in reducing severe outcomes over six influenza seasons, a case-case analysis, Spain, 2010/11 to 2015/16," was published online in EURO SURVEILLANCE.
Even if you don’t qualify for free immunisation, you may still be able to get a flu shot free through your employer. Flu shots are also available for anyone, including children, for a fee from a doctor, nurse or some pharmacists.

The two funded flu vaccines this year will contain four inactivated virus strains, specially formulated for the New Zealand 2019 season.

Flu can be anywhere, so you can easily catch it. Being generally fit and healthy will not always protect you from the flu virus.

Immunisation is the best protection against influenza. It naturally boosts your immune system to fight the virus when it attacks.

Influenza is not the same as a cold. It is a more serious disease that can also make other existing medical conditions worse.

Get immunised to stop the spread of flu around your community. Even if you do not feel sick, you could still be infected with the virus and pass it on to others.

The influenza vaccine is a prescription medicine. Talk to your doctor, nurse or pharmacist about the benefits and possible risks. And, if you are between 65 and 80 years old, ask if you are also eligible for free shingles immunisation.

Check out www.fightflu.co.nz to find out whether you qualify for free flu immunisation or call 0800 IMMUNE 0800 466 863.
Measles scare prompts immunisation rethink

Ally Edwards-Lasenby says driving across Hamilton to Waikato Hospital, with her son seriously ill with measles, was the most frightening car trip of her life.

“We’d been at the doctor’s surgery and they were so concerned about the way Cameron was looking they told me to drive him to hospital because it would be quicker than getting an ambulance,” she says.

‘Cam was very, very sick. I didn’t realise you could even get that sick from measles. He had almost every possible symptom that could be related to it – runny nose, cough, temperature, white spots inside the mouth, conjunctivitis and a head-to-toe rash.’

In the four days since he had become unwell, Cameron (13 ½) had developed a full body rash, had stopped eating and drinking and was so unwell when he got to Waikato Hospital that medical staff struggled to give him intravenous fluids as his veins were collapsing.

‘I saw my big 13 ½ year old, who’s taller than me, slowly disintegrating before my eyes and wasn’t able to do anything. I thought “this happens to other people not my baby”. I just didn’t realise that measles could do that,’ Ally says.
Cameron was kept in isolation at the hospital to protect other children and after three days of ‘fantastic nursing care’ was able to go home. It was another four or five days before he started eating again and, despite being on antibiotics, he then developed a cough and chest infection.

‘By sharing our experience with people I hope I can create an awareness of the importance of immunisation. I wouldn’t hesitate given what we have been through.’

A month after he became sick, Cameron was able to return to school but he struggled for some time with full days. When this story was written it had been three months since Cameron had become unwell and he had still not regained the seven kilos he had lost while he was ill. ‘It is really fortunate that he was so strong and healthy before he got sick,’ Ally says.

Ally had decided not to have Cameron immunised against measles, mumps and rubella when he was a baby because she thought the vaccination could increase the chance of him having autism.

‘I made an informed decision based on the information I had at the time, but the research has been proven to be invalid. I should have gone back to check it but I never followed up,’ she says.

Because Cameron and other Te Awamutu College students got measles in 2011, she says her GP contacted all of the parents in his practice that had made the same decision as her and many of them had decided to immunise their children.

‘By sharing our experience with people I hope I can create an awareness of the importance of immunisation. I wouldn’t hesitate, given what we have been through.’

Cameron’s illness prompted Ally to quickly have her second son Paul (14 ?) vaccinated with his second MMR immunisation. A niece was also brought up to date with her immunisations, along with some of the boys’ friends.

‘Because I am an early childhood teacher I had to be tested to see if I was immune or I could have placed other families in jeopardy. Luckily I was immune but Cameron’s Dad couldn’t visit him in hospital because we didn’t know about his immunity,’ Ally says.

‘We also contacted everyone Cam had been in touch with and, as far as we know, he didn’t pass it on.’ Although Cameron is now immune to measles, he is still having all of his vaccinations, including MMR to protect him from mumps and rubella. ‘After all this, we don’t want him having those too,’ Ally says.

For information about the MMR vaccine, visit: www.healthnavigator.org.nz/mmr
The Kiwi Access card – another way to prove you are you

Have you ever been asked for proof of your age or identity in New Zealand and not been able to provide it? Then the recently refreshed Kiwi Access Card may be right for you.

For anyone who cannot produce a passport or NZ driver licence, the Kiwi Access Card is a reliable and secure alternative.

New Kiwi Access Card has added security
Hospitality New Zealand CEO Vicki Lee says the new card, “...has had a significant design upgrade to ensure that it has state of the art security features,” including embossing, micro text, and also braille.

Lee added, “It is our hope that this card will create opportunity and access for everyone across New Zealand, whether they have just turned 18, or are visiting us on a work or study visa.”

Community benefits
The Kiwi Access Card aims to help the community as a whole by:

› Providing visitors to New Zealand, including those on study or working holiday visas, with a reliable form of identification that can be used within New Zealand.

› Providing organisations who have to check and confirm customer ID’s with a legal, reliable, secure alternative.

› Providing young people who have recently turned 18 with a reliable evidence of age.

› Providing those without access to a valid passport or driver licence, including seniors and those with disabilities, with a reliable evidence of identity.

When New Zealand’s legal drinking age changed in 1999, the 18+ Card was introduced to help licensed alcohol retailers to make sure their customers were 18 years old or over.

Since then, because the card has official government backing, it has also become accepted as proof of age and/or identity in many other businesses, education, community and government organisations.

And it is not only for Kiwis. You can also apply as a visitor, international student or temporary worker – but you do have to be 18 years old or over.

In New Zealand, only driver licences issued in New Zealand (not foreign driver licences) are readily accepted as evidence of age. The Kiwi Access Card is a recognised alternative that is ideal for backpackers, anyone on a working holiday visa, foreign students and other visitors to New Zealand.
Old cards are still valid

The current and previous versions of the 18+ Card remain valid for 10 years from the date of issue.

How to apply

You must be able to prove you are 18 years old or over at the time of your application. Forms are available online and from NZ Post. Applications must be made at NZ Post. (Note: This does not include agents – Branded NZ Post shops only. See kiwiaccess.co.nz for location details).

To apply for your Kiwi Access Card you will need:

› A passport-sized photograph, of an acceptable standard
› Proof of your address.
› Either another kind of photo ID, of an acceptable type. OR, without that, another form of identification such as your birth certificate AND, a declaration from someone who can prove you are over 18. This person must have an acceptable form of ID of their own.

See the application form for more details on each of these conditions.

› The required fee. The Kiwi Access Card retails at $55 including GST.

For more details and the application form visit kiwiaccess.co.nz
Oceans and Waterways

Dr R. Taonui

Ocean Culture
Water is an important part of the Māori worldview. The Māori are descended from cultures that began 6,000 years ago in the islands and seas of Malaysia, the Philippines and Indonesia before spreading outwards across the Pacific through Micronesia, Melanesia and into Polynesia.

Tangaroa – son of earth and sky
Tangaroa is the main god of the ocean. It is said his breathing causes the tides – so he is also called Tangaroa-whakamau-tai (the controller of tides). Tangaroa is known throughout Polynesia. He is Tagaloa-lagi in Samoa and Tonga. Balancing the male Tangaroa are Hinemoana (of the sea) and Hinewai (of fresh water) – the female deities of water.
Origins and the Sea
The sea is the source of many Māori cultural icons. The hero Māui catches the North Island or Te Ika-a-Māui (the Fish of Māui) from the sea. Rua-te-pūpuke and Mataora discover the arts of carving and tattooing in the ocean depths. In another beautiful tradition, Wainui (the deep waters) and Tangotango (the blackness of the heavens) marry and give birth to the sun, moon and stars.

Fresh water
Waimāori is the word for fresh water. Freshwater provides tuna (eels) and other foods such as inanga (whitebait). The Māori saying Aotahi-mā-Rehua (for the two stars Canopus and Antares) is from the seasonal cycle of whitebait migration: Down to the sea when Canopus shines in the first floods of autumn, and back again in spring and summer when Antares is in sky.

Taniwha
Harbours, lakes and rivers are often personified and protected by taniwha – a spiritual presence or guardian. Kupe, the most famous of early Maori voyagers, was helped by Nula and Araite-uru to find Hokianga Harbour. Auckland’s unpredictable Manukau Harbour hosts the serpentine Kaiwhare. Hātaitai is said to have created Wellington Harbour, and Ngāi Tahu believe Poutini watches over the West Coast of the South Island, as guardian and protector of their sacred Pounamu (greenstone).

Canoe Culture
Canoes or Waka are an important part of the Māori relationship with water. The first waka in which Maori colonised the country were highly developed 20-metre double hulled canoes that voyaged across the Pacific.

In pre-European times waka taua (war canoes) up to 30 metres long transported 80 to 120 people along the coasts and rivers – the earliest highways of New Zealand.

Celebrations in 1834 commemorating the signing of the Treaty of Waitangi initiated a revival of canoe building. The 150th celebrations at Waitangi in 1990 saw a fleet of new canoes gather from several tribes around the country.

Modern rights
The Maori view of water has become important in other ways. Many settlements of historical injustices have given shared control of lakes and rivers to local iwi (tribes). This strategy is proving an integral part of dealing with increasing pollution thereby demonstrating that ancient traditions can still have a place in a modern world.
Te Reo – Counting

Dr R. Taonui
The following is an introductory guide to counting in Māori.

One to Ten

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<tr>
<td>One</td>
<td>Kotahi or Tahi</td>
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The most basic sentence for asking how many is:

E hia ngā mea?

(How many things are there? Note you can substitute ‘mea’ for name of another object or item if you know the word)

The reply is:

Kotahi ngā mea (One thing)

or for numbers over one:

E rua ngā mea (Two things)
How new migrants experience New Zealand

Immigration New Zealand’s Settlement Unit is keen to know how recent migrants (who have been living here for five years) are settling in New Zealand. Every three years the Settlement Unit leads consultations with migrants throughout New Zealand as a key part of implementing the New Zealand Migrant Settlement and Integration Strategy.

The most recent 2018 consultations were conducted face-to-face and online by independent consultancy MartinJenkins.

The face-to-face consultations, which included workshops and focus groups, were held in 12 locations, spanning the country from Auckland in the north to Invercargill in the south. The venues ranged from community centres, to a music studio and a library’s newspaper reading room. By the close of the consultations, the team had met with 286 migrants from 48 different countries of origin.

The online consultation took the form of a widely-promoted questionnaire, attracting 3,347 respondents.

Four broad sets of questions were explored: What led migrants to choose the region in which they now live? What factors helped them adjust to life in New Zealand? What were the challenges they encountered? And how can New Zealand improve the information newcomers receive to make it easier for them to settle successfully?

Judi Altinkaya, National Manager Migrant Settlement, says the findings are a resource for the settlement sector.

“The information contained in the report will help us to shape the future of government-provided settlement services and information, and migrants may find the report an interesting read as well. Settlement is a very personal, individual journey yet migrants are often interested in how they experience New Zealand compared to others in their situation.”

The New Zealand Migrant Settlement and Integration Strategy is supported by a number of Government agencies and it is designed to help migrants “Make New Zealand their home, participate and fully contribute to all aspects of New Zealand life.”

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

**Northland**
New Zealand Chambers of Commerce

**Auckland**
The CNSST Foundation
P: 09 570 1188 E: employment@cnsst.org.nz
www.cnsst.org.nz – then click on: Employment and Enterprise Services

**Waikato**
Hamilton Multicultural Services
P: 07 853 2192 E: jackier@hmstrust.org.nz

**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: ria@venturesouthland.co.nz
www.southlandnz.com/work

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’)

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.
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)**.

**Chinese Settlement Information Programme**

The CNSST Foundation 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](http://www.cnsst.org.nz) and follow the links on the home page.
NORTH ISLAND

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

- CAB Northcote
  Northcote Library Buildings, 5 Ernie Mays Street, Northcote, Auckland
  Monday–Friday 9am – 4pm

- 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 9am – 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 9.30 – 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 Eruru Street, Rotorua
  Monday–Friday 9am – 5.30pm

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

- CAB Queenstown
  44 Stanley Street, Queenstown
  Monday–Friday 9.30am – 4.30pm

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

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

- CAB Wellington City
  Ground Floor, 101 Wakefield Street, Wellington
  Monday 9.30am – 5.15pm, Tuesday–Thursday 9.30am – 6.30pm, Friday 9.30am – 3.30pm, Saturday 11am – 1pm

www.newzealandnow.govt.nz/local
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](http://www.newzealandnow.govt.nz/resources)

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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](http://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!*

[Immigration Advisers Authority](http://www.iaa.govt.nz)  
New Zealand Government  
info@iaa.govt.nz  
www.iaa.govt.nz

[www.newzealandnow.govt.nz](http://www.newzealandnow.govt.nz)  
[www.facebook.com/NewtoNewZealand](http://www.facebook.com/NewtoNewZealand)