Hooked on Christchurch
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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.newzealandnow.govt.nz

Find us on Facebook: www.facebook.com/newtonewzealand
WELCOME TO NEW ZEALAND

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

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

This quarterly magazine is one way we work to provide you with the information you may need. We value the skills and knowledge you bring and we want to ensure you can use your talents to help build New Zealand’s economy by contributing to our businesses and industries – or by investing in or starting your own.

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

Each issue of LINKZ features one or more of New Zealand’s regions. This time we feature Canterbury, the region that attracts the second largest number of migrants to New Zealand.

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

The new Immigration NZ website

The Immigration New Zealand (INZ) website is one of the most visited websites in New Zealand, with over 12 million visits in the past year alone.

The previous website was over 10 years old and the technology and structure had become outdated. The new site focuses on customer needs, and has been built to make it easier and quicker to find the content you need.

The new site also promotes and connects to Immigration ONLINE – the Immigration New Zealand web tool designed to make it quicker and easier to apply online for a visa.

Old pages from the previous Immigration website are being redirected, so if you have any saved links or favourites they will still take you to the right place. And the improved search engine should find you the information you need more quickly than before.

The launch of the new site is a new approach to Immigration New Zealand (INZ) delivering an easier, simpler and faster service for its customers. Immigration New Zealand’s Deputy Chief Executive Nigel Bickle says, “INZ is becoming an increasingly digital service, with a new website and the ability for customers to apply for a visa online, wherever they are in the world.”

You can start exploring the website here: www.immigration.govt.nz.

Auckland Food Show

ASB Showgrounds, Sat 28– Mon 31 July.

If you like good food, the Auckland Food Show is the place for you. You can sample some of New Zealand’s best food, beer and wine and learn from nationally celebrated chefs.

www.foodshow.co.nz/whats-on/auckland-2016
Snow

If you ski or snowboard or would like to learn, New Zealand offers many choices. There are commercial fields, club fields and heliskiing operations. The club fields, while sometimes more basic, are often cheaper and less crowded, with a very New Zealand character.

To find out more about New Zealand ski fields and for weather and snow forecasts, visit www.snow.co.nz.

Taupō Winter Festival

This year Taupō is holding its first-ever winter festival, offering a range of exciting activities, including ice-sliding, lantern-making and a firelight celebration. Most festival activities are free, and any profits go to the community-based One Taupō Trust.

www.taupowinterfestival.co.nz

National Poetry Day

National Poetry Day is a one-day celebration of poetry held each year. In 2016 it will take place on Friday 26 August. This is your chance to get involved in the poetry community, and to discover New Zealand poets, share poems and explore and experience Kiwi poetry.

www.facebook.com/NZPoetryDay/
Canterbury: a great place to call home

Why do migrants and newcomers choose to settle in Canterbury? There are many reasons.

One of the best ways of understanding why people are attracted to Canterbury is to fly in to Christchurch International Airport.

On the western horizon, there are the Southern Alps, snow-covered in winter and home to many ski fields. Below are the Canterbury plains and the twisting channels of the Rangitata, Rakaia and Waimakariri rivers. To the east, kilometres of beaches stretch north and south, broken only by the hills and harbours of Banks Peninsula.

With such an amazing natural landscape, it is no wonder that almost 600,000 people choose to make Canterbury their home and that around 20 per cent of them were born overseas.

Christchurch, with 65 per cent of the Canterbury population, is by far the region’s largest centre. This is a world-class city with all of the cultural, sporting and recreation facilities you would expect.

But across the 44,508-square-kilometre region, there are many smaller centres that are also great places to live.

Mayor Angus McKay of Ashburton is working with Canterbury’s nine other mayors to ensure that newcomers and migrants settle into their new homes and go on to lead happy and productive lives.

It is important to establish a good right from the beginning, he says.

“If we want newcomers and migrants to help grow our Canterbury region as an economic force, it is our responsibility to make them feel welcome.”

In Ashburton, as part of celebrating New Zealand’s national Waitangi Day, a Multi Cultural Bite festival is held. During the festival, the main road is closed to traffic and the people of Ashburton and neighbouring districts come out to shop at the food stalls and enjoy performances from...
different countries. Last year, 18 different countries were represented and around 13,000 people took part.

Migrants are filling much-needed roles in the local Ashburton economy and becoming well-respected members of the community. After a time, says the Mayor, some go on to start businesses of their own.

Ashburton District is an attractive place to live. With 33,000 people, the district is a manageable size, there is a strong job market, and it has many of the conveniences you would expect from somewhere much larger. The latest additions are a world-class art gallery and museum and a $35 million state-of-the-art indoor sports, aquatic and recreational facility, which opened in 2015.

In fact, Canterbury is filled with attractive small towns that offer attractive lifestyles.

The southern country towns of Geraldine and Fairlie are within an easy drive of the lakes of the Mackenzie Country and the magnificent glaciated mountains of the Southern Alps and Mount Cook National Park.

On the scenic route heading north from the Mackenzie Country lies Methven, a small service town that becomes a thriving snow sports centre every winter, serving Mt Hutt and nine other ski fields in the adjacent Selwyn District. The Rakaia Gorge is renowned for its beautiful scenery and is home to Rakaia Jetboats and hot air ballooning.

Along the coast, the port city of Timaru is full of parks and gardens and home to Caroline Bay, one of New Zealand’s best-known beaches.

To the north of Canterbury about three hours’ drive from Christchurch, tucked between the mountains and the sea, is Kaikoura. This is a prosperous fishing town with a thriving tourist industry, which is famous for its seal colonies and whale-watching tours.

Hanmer is a year-round resort town located inland on the Lewis Pass north of Christchurch and is known for its hot pools, mineral springs, forests, and nearby alpine scenery.

Rangiora, within easy commuting distance of Christchurch, is the gateway to North Canterbury’s many wineries.

Canterbury’s natural environment, combined with the dry, temperate climate of the eastern ranges and plains, makes it a great place for outdoor activities. If you like climbing, hiking, hunting, surfing, skiing, mountain biking, fishing or just soaking in hot springs, there is plenty for you to do here.

Inland Canterbury has large areas of land set aside for conservation and recreation. These include Lake Sumner Forest Park, Craigieburn Forest Park and, on the way to the West Coast, Arthur’s Pass National Park and Lewis Pass Scenic Reserve.
Canterbury offers a wide range of employment in sectors such as agriculture, manufacturing, tourism, building, and construction.

The Canterbury Plains are highly productive. Canterbury’s agricultural and horticultural products include dairy products, meat, wool, wine (mostly white wine), vegetables and grain crops, seed production, and there is a strong agricultural service sector.

In recent times, many farms have been converted to dairying and there has been an increase in irrigation services.

The annual agricultural fair known as the Canterbury A&P Show attracts on average 110,000 people and more than 600 trade exhibitors.

Manufacturing is the second-largest contributor to the Canterbury economy. In Christchurch alone there are more than 2000 companies employing 23,000 employees. Local firms that are now known worldwide include Tait Communications, Hamilton Jet and Skellerup, and many multinationals also have a strong presence in the region.

Building and construction will continue to be a mainstay of the economy as Christchurch continues its earthquake rebuild.

Canterbury is also the gateway for the many hundreds of thousands of tourists who visit the scenic wonders of the South Island.

Canterbury’s many knowledge-based businesses are served by the region’s schools, universities and other educational providers.

The University of Canterbury is New Zealand’s second-oldest university. Sir Ernest Rutherford, the Nobel-prize-winning scientist known as the father of nuclear physics, is its most famous graduate.

Lincoln University, just outside of Christchurch, specialises in land-based sciences, such as agriculture, conservation and environmental management.

Canterbury is a go-ahead region making the most of its natural advantages to build a strong, innovative economy.

“Canterbury is full of possibilities and experiences,” says Mayor Angus McKay. “It is a great place to call home.”

Exploring the Canterbury high country.
As the plane came in over the Canterbury plains and readied for touchdown, Sophie-Claire Violette had a moment of panic. Born in the vibrant, multicultural, tropical-island nation of Mauritius, all she could see below of her new home was fields, grass and livestock. Nor did Christchurch look much like the city she had been looking forward to for so long.

“Lee, my partner, had shown me all these videos of Christchurch and the square and all these cool bars and cafés, but they were all gone by the time I arrived.”

Sophie-Claire had lived in Melbourne for a while, which she loved, and Christchurch was said to be similar.

But this was March of 2011. Weeks before their arrival, the central city had been levelled by a massive earthquake. Even so, she and Lee stuck to the plan they had made months earlier. Lee would establish a skydiving business and she would study anthropology at the University of Canterbury. They would pursue their passions and make a place for themselves here.

Five years later, the plan seems to be working. Operating out of Ashburton Aerodrome, Skydiving Kiwis has introduced thousands of people to the thrills of tandem and sports skydiving; having graduated with a degree in anthropology and politics in 2014, Sophie-Claire is now practising hands-on anthropology.

Recently she and three collaborators launched Crossing the Bridge, a photographic, video and web-based exploration of identity and belonging among 22 people from 20 countries who have made Ashburton their home.

An hour’s drive south of Christchurch, surrounded by farmland, the town of Ashburton is not a place many people have traditionally associated with migrants. But between 2006 and 2013 the Ashburton district, which includes smaller towns like Methven, Mount Somers, and Rakaia, experienced 13.4 per cent population growth, 60 per cent of this coming from international migration.

Top: Sophie-Claire Violette in the Ashburton square where the Crossing the Bridge exhibition was held.
Bottom: Sophie-Claire Violette, Vanesa Paredes and Lucy Holland discuss a camera angle during an interview.
There are employment opportunities here in sectors like dairying, food processing, agricultural service and tourism, and, as Lee and Sophie-Claire have found, Ashburton is very business friendly.

“People have such a strong work ethic here. They want to make things happen for the community and they want to make things happen for the economic development of Ashburton,” says Sophie-Claire.

The lifestyle on offer has its attractions too. Ashburton is easy to get around and it has everything you might want in a town: parks, cycle-ways, sports facilities, libraries, galleries and good shopping.

But breaking into a small, well-established community, one where people tend to meet and mix in each other’s private homes rather than in public spaces, can be hard, and after graduating from Canterbury in 2014, Sophie-Claire found herself feeling alone and lonely.

It was then that the idea for Crossing the Bridge came to her.

While studying at Canterbury, she had thought about creating a photographic project documenting the settlement experiences of refugees, but getting permission from the university would have been difficult.

Now a similar opportunity was open to her, Lee suggested.

“My partner said to me, ‘This is the place where you are. Maybe you should observe what you are experiencing from an anthropological perspective and maybe you will find that you learn things, not just about yourself, but about the town as well.’”

She was crossing the Ashburton bridge when she came to a decision.

“I thought, yeah, maybe I should do that, and then the idea of calling it Crossing the Bridge came up, because you have to cross a bridge to come into Ashburton and you have to cross another to leave.”

The word ‘bridge’, with its many shades of meaning, was ideal.

She phoned a Christchurch-based photographer friend, Petra Mingneau from Belgium, and reminded her of a conversation they had once had about working together.

“I think we should do this now. We have the knowledge, time and perspective.”

An art teacher from Ashburton College, Lucy Holland, joined the core Crossing the Bridge project team as a sound engineer and producer, and brought aboard Vanesa Paredes, a film maker from Argentina with Ashburton connections.

Backed by Safer Ashburton, the project obtained funding from Creative New Zealand’s Creative Communities Scheme and the Ashburton Trust Lion Foundation, followed by smaller grants from a number of other sponsors.

Sophie-Claire set about finding people to profile. She found them in a variety of ways. Some she saw and stopped on the street. Others she met through Skydiving Kiwis. She approached Ashburton College to find migrant students, “because I really wanted to see what their experiences of growing up and forming themselves here were like”.

Using a temporary studio, black-and-white portrait photographs were taken of each migrant, showing their individual and shared humanity, and they were then video-interviewed in surroundings of their choice.

“Most people chose their homes. Some of the students chose the places where they hang out with friends, or the international language class where they feel really comfortable,” says Sophie-Claire. “Every place tells a story about belonging.”

Each migrant was given a disposable camera to document their lives. For six months, they became their own visual anthropologists. “It was great to give a camera to Yep, who had been in Ashburton for more than 50 years and to Jack,
who at 14 has only been in Ashburton for less than a year, and to then compare the images they had captured and the reasons they called Ashburton home.”

In Crossing the Bridge, the images and experiences of these new and not-so-new migrants feature in a range of ways.

For nine days in late May the studio photographs were displayed in Baring Square East, “a beautiful space in the middle of town”, while, at the centre of the square, a short documentary compiled from the video interviews played in a portable cinema.

Printed booklets drew on the migrants’ collections of photographs, and each participant’s biography was released on an online gallery featured on the project’s website.

What has been the most challenging part of the project? Not the time or the organisation or the fundraising, says Sophie-Claire, but the emotions. “Today I can talk with detachment about what it was like being lonely in Ashburton and not having friends. About not feeling I belonged here or that people understood me. But it has taken me eight months of confronting all those things.”

For the migrants, the experience of being interviewed called up difficult memories and experiences, sometimes as vividly as if they had just happened.

Moving to somewhere different, where you know no one, and rebuilding your life from scratch is always hard, says Sophie-Claire. “Being a migrant is part of the human experience.”

Yet the migrants who were interviewed were happy with their choices; all had made it through.

“They made me think that settling into a new place and making it a home involves constant two-way traffic. Maybe if I had actively made a constant effort to put myself out there, to talk to people and cross these bridges, maybe I wouldn’t have been lonely for so long.”

She now knows she could make a home anywhere, and Ashburton has become somewhere she looks at very differently.

“Doing this project has given me the opportunity to see all the good things about this community. I have seen the people who work every day to make this community more inclusive and more dynamic.

“Ashburton is a great place to build a life.”

To view Crossing the Bridge, visit: www.crossingthebridge.co
Welcome to Christchurch

A warm welcome to our city and to your new life here in Christchurch.

Our city is a very friendly place and even more so since the earthquakes in 2010 and 2011. We came together as a community following this disaster and we learned how important it was to value and take care of each other.

Canterbury is the perfect place to start your new life in New Zealand. The beach is a short distance from the central city and the Southern Alps are at our back door. For outdoor enthusiasts, our region has plenty on offer and for those just wanting to enjoy a day out, there are many attractions a short distance away.

The rebuild of our city is well underway and we are now at the regeneration stage. This has created an atmosphere of optimism, energy and momentum. Today, Christchurch is a city of diversity, where opportunity abounds and anything is possible. Lonely Planet and the New York Times recently highlighted the city's creative use of space, its colour and vibrancy as well as its innovative ideas and technological expertise.

I hope you and your family enjoy everything on offer here . . . Christchurch is a place you can now call home.

Nau mai, haere mai, welcome, welcome, welcome.

Lianne Dalziel
Mayor of Christchurch
Christchurch: creating a new future

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

The city is undergoing a $40 billion rebuild after a series of earthquakes in 2010 and 2011 and is destined to become the world’s newest city. Workers, both skilled and unskilled, have come from throughout New Zealand and from overseas to contribute to the reconstruction efforts.

It is an exciting time in the city’s evolution. Christchurch is buzzing with activity.

Evidence of the post-earthquake rebuild is everywhere and new buildings are reaching completion across the city. Many of them house wonderful cafés, bars and restaurants waiting to offer a taste of local hospitality.

There are still various quirky and colourful transitional projects dotted around the city and these creative spaces, temporary installations and art projects have created interest locally, across New Zealand and internationally. They have bought to Christchurch a sense of energy and excitement that is inspiring the city’s renewal.
A visit to the Re:Start container shopping mall is a uniquely Christchurch experience. Visitors and locals stroll among the brightly coloured shipping containers that house retail businesses and hospitality outlets, creating a temporary heart for the city. Nearby, construction is well underway on the new half-billion dollar retail precinct that will create a stunning shopping and banking area centred on the iconic Ballantynes department store.

Despite the earthquakes, there are still many beautiful parks and gardens to visit and enjoy in the re-born Garden City.

Christchurch is also renowned for its creative and varied events calendar, which offers programmes and events throughout the year to suit the whole family.

A number of innovative and ambitious anchor projects will transform the centre of the city into an exciting place to live, work and play. These planned new world-class facilities (including a convention centre, performing arts precinct and sports stadium) will attract both national and international visitors and events to Christchurch.

Further afield, our region offers magnificent scenery, world-class vineyards and a variety of adrenaline-pumping outdoor adventure experiences.

Christchurch has all of the benefits of a friendly, compact and connected village and all of 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.

Christchurch today is a place of opportunity where anything is possible. Be part of creating our new future.

Like Central Park in New York, Hagley Park frames Christchurch – from the inside.
The Southbase building shows the style of a confident, post-earthquake Christchurch.

Canterbury colours are red and black.

Christchurch

Population

436,056
CENSUS 2013

Climate

Average daily maximum temperature range
11°C–23°C

Average annual sunshine
2,050 hours

Average house price

$493,577
JUNE 2016
Māori mythology says that 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 (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.

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, digging large holes that filled with snow melt to form 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.

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 Pā, Ruahikihiki took Taumutu, Makō had Wairewa and Te Rakiwhakaputa acquired Whakaraupō. Intermittent conflicts continued with the Ngāti Māmoe and Waitaha until unifying marriages occurred between leading families 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 Rūnanganui o Ngāi Tahu has grown this to more than $11 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.

Ōtautahi (Christchurch)
Ōtautahi was a vast wetland in pre-European times, extending north to Kalapoi and Te Waihora (Lake Ellesmere). With the Ōtākaro and Ōpāwaho (Avon and Heathcote Rivers) providing rich food sources and living and defensive positions, Ōtautahi stood as a central South Island junction 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).

Recent snow clearly shows the upturned keel of Te Waka o Aoraki (the Southern Alps).
A LIFE LESS CROWDED

A lifestyle with more access to nature, and a desire to work on the Christchurch rebuild, inspired the Rickard-Green family’s relocation from England to New Zealand.

When Peter and Vickie Rickard-Green chose to move their family here from England, they were “hoping to make a change to the Christchurch rebuild as well as to ourselves”, says Vickie.

They were living in Sheffield with their three daughters, but were concerned about the girls growing up in a crowded, big-city environment. “We ummed and ahhed about moving to a more rural location, but then thought, ‘Why don’t we just make a really big move and actually leave England?’” she explains.

As a highly experienced chartered engineer, Peter could easily find work almost anywhere in the world, and investigated options in Canada, Australia and the Middle East. Despite the lure of much higher pay packets elsewhere, Christchurch topped their list.

“We came here for the lifestyle and the opportunity to rebuild the city. That combined opportunity doesn’t come along very often, especially in an English-speaking country,” says Peter.

There was an emotional pull, too: a sister of one of Peter’s friends had died in the February 2011 earthquake. Vickie adds, “It felt quite personal: we wanted to give something back and we’d heard New Zealand was an amazing place to live.”

It was also a chance to give their daughters – Mia, 17, Jessie, 15 and Lucy, 10 – a more active upbringing, surrounded by nature. “We wanted to go somewhere where there’s more open space and fewer people; the UK is overcrowded,” says Peter.

At first, Mia and Jessie weren’t keen on leaving their friends. “Mia said, ‘I’m going to find a new family to live with, I’m not coming with you!’” says Vickie. Peter’s cousin helped talk her round, by describing New Zealand’s laid-back attitude and amazing landscapes.
After spending one month deciding and three months obtaining visas, the family arrived in April 2012. Peter jumped straight into work as a technical director with Aurecon, a global consultancy firm with a local office in Christchurch. Leading a building services team of 20 people, he was key to the company winning large projects such as Rangi Ruru Girls’ School’s comprehensive rebuild and the new Deloittes building.

Vickie focused on helping the children settle in, meeting staff at their schools and popping in if one of the girls needed support during the day. Already a trained teacher aide, Vickie soon began volunteering at one of the schools, and after six months was offered a paid job.

“Our oldest and youngest girls settled in quickly, but our middle daughter did have some anxiety issues. If you’ve got a confident child, don’t always assume they’re going to be fine, because that’s not always the case,” she advises.

All three are very well settled now though, and Vickie says experiencing the earthquakes’ aftermath and building a new life has helped them grow as people.

“They don’t take things for granted. They have empathy towards their peers who have gone through the big earthquakes – they’ve helped them go through a lot of emotional and anxiety issues. I’ve been quite proud of them,” she explains.

The whole family enjoys the change of pace, says Peter. “You have everything that’s available in a reasonable-sized city, but still hear the cows mooing and the cockerels crowing in the morning,” he says.
“The girls play hockey, they play netball, they go running, surfing and skiing, and they wouldn’t be doing any of that if we had decided to go to the Middle East. They’d just be going to shopping malls all day.”

Since the move, Peter has become a more avid cyclist, often getting up before dawn to pedal with friends to the top of nearby Dyers Pass and look over Lyttelton Harbour. Many of his cycling friends are also working on the rebuild, and they use the surrounding hills to escape work stresses.

Having lived in Sheffield all her life, the move was an upheaval for Vickie – “We’re never going to have the social circle we did back home, because we were there for so long” – but she was determined to embrace her new situation.

Vickie also loves the hills, often going for walks around Christchurch, and camping with the family. “We tried to do a lot of that back in the UK, weather permitting, but there are far more warm and dry days here.”

New Zealand is now home for the Rickard-Greens, and they use Skype and emails to frequently catch up with relatives. Although Peter does miss the quick access to European countries. But the opportunities for outdoor activities and the more relaxed approach to life easily make up for that.

Selling their Sheffield home and buying property in Christchurch has stopped them from pining for England, concludes Vickie.

“We wanted to come here and be able to look forward, and I think that’s what really helped us. Once you get here and see what New Zealand has to offer, it’s truly amazing – we still have to pinch ourselves sometimes.”
Tailor-made hires

Successful overseas recruiting requires a smart strategy.

What’s the best way to recruit migrants: company websites, job fairs, recruitment agents, job boards? Aurecon New Zealand uses all these tactics, and they succeed because their approach is highly targeted.

As part of a global company that operates in 25 countries, Aurecon New Zealand provides consulting engineering services in a wide range of industries – and they’re always looking for good engineers. Simon Taylor, buildings unit manager in the Christchurch office, says if they’re after a very specific skill, they’ll ask a recruiter to draw up a shortlist and approach people individually.

“If the role is more generic and you foresee that there will be people in the market you’re going to, and it’s just a matter of sifting through them yourself, then I think advertising is a relatively easy way of doing it,” he adds.

It’s essential to spend time ensuring you’re completely sure about the type of skills and person required, and once you have identified a candidate to be very sure about their motivation.

“You need to understand their enthusiasm – not just their own enthusiasm, but their family’s enthusiasm for wanting to move, wanting to change,” says Simon. “Also, they need to be the sort of person that can thrive in New Zealand. It’s different to working in the UK, for instance, so it’s important that they understand that.”

As well as providing temporary accommodation when a new migrant first arrives, Simon offers each person a buddy who can answer everyday questions about settling in. He’s found migrants are keen to get involved and want to be part of a New Zealand community.

“It’s really, really beneficial to our business to have people coming in from overseas. It creates a massive difference within the working environment. They’re enthusiastic, highly social, and come with a whole new level of energy that you might not get from local people,” he adds.

“You get people coming with different views, different ideas and it’s a great way to build a vibrant team.”

Simon Taylor, Aurecon.
A STUDY IN HAPPINESS

Two teenagers from Taiwan, two fresh starts, and now one shared Kiwi life – this is Isaac and Angela Lee’s story.

Angela Huang was looking forward to the change; Isaac Lee was surprised at how much he enjoyed it. Moving to New Zealand as teenagers gave both of them relief from Taiwan’s high-pressure education system, and widened their horizons.

When Isaac’s parents sent him to Christchurch 16 years ago, at age 16, to learn English over the school holidays, he didn’t want to go – “I was planning on playing computer games all summer long,” laughs Isaac. So they really didn’t expect him to phone two months later and say he wanted to stay in New Zealand.

It was different for Angela: she moved here with her family when she was 13. The education system in Taiwan was very competitive, and Angela frequently didn’t finish her after-school classes until 9pm each night. Her parents wanted Angela and her younger sister to start a new life.

Now the couple can’t imagine living back in Taiwan – and their young son, Lucas, is growing up as a Kiwi.

Initially, teen-aged Isaac didn’t think Christchurch would be much fun. “Before I came, I thought New Zealand was going to be an extremely boring place. From what I knew, there were just sheep and cows and trees and probably not much else,” he says.

However, he loved Christchurch, made friends from different countries, and the language school also organised trips to explore the South Island. “I realised just how beautiful this country really is and you do see a lot of stuff you can’t really see anywhere else in the world,” says Isaac. “After two months, I thought, I want to stay here forever.”

He also didn’t want to go home because of the pressure of Taiwan’s school system. “Students my age spent most of their time, like eight or 10 hours a day, studying, and it’s very stressful.”

At first, his parents thought Isaac was joking when he said he wanted to stay – so he convinced them he was serious by getting a place at Burnside High School, and moving to a home-stay family.
The style of schooling here suited Isaac much more, and he achieved better marks. “In Taiwan we’ve been trained to get good marks on paper without actually understanding much of the material. But I found the education environment here was very encouraging for me, because I’m the type of person wanting to ask questions and find answers to problems.”

After two years at high school, Isaac studied engineering at the University of Canterbury and got a double degree in mathematics and engineering, then a master in computer science. Thanks to that qualification, and the tutoring he did while studying, he easily found a job at Allied Telesis Labs (ATL).

He started in 2009 as a graduate engineer, and is now a senior software engineer, writing new software and fixing issues for customers. Isaac loves working at ATL because he feels well looked after. For example, a back injury from doing martial arts means he has trouble sitting down for long periods of time.

“I remember talking to my manager about my situation and the next thing I know, the company bought me a new electric desk that adjusts in height so I can work standing up or sitting down whenever I want,” he says. “I feel you’re being looked after and the company appreciates you as an employee.”

Isaac and Angela met at church in 2009, and soon found out they were born in different cities in Taiwan, but only 12 hours apart. They got married three years later, and their son Lucas is now two years old.

When Angela first arrived here in 1995, she was also relieved at the change in schooling style. Instead of after-school classes, she had more time to practise music.

Her mother was a piano teacher, and having music in the family was a big influence for Angela – she’s been playing piano since she was five years old and the harp since she was 10. After teaching music at high schools
and gaining a master’s degree in harp performance and pedagogy, Angela now plays second harp for the Christchurch Symphony Orchestra and teaches harp and piano from home.

“That’s a good job, especially when I have Lucas around. My dad normally comes to take care of him, and I teach at home, so if he needs me, he can always find me,” she explains.

Outside work, Isaac and Angela enjoy spending time as a family, catching up with friends and visiting Christchurch’s many parks. They enjoy going back to Taiwan to see family – “Great shopping, everything is cheap,” says Angela – but New Zealand’s uncrowded, friendly environment always draws them back.

When they first arrived in New Zealand, their biggest challenge was getting used to speaking English. Isaac found it took two to three years, and a lot of practice, before he felt comfortable with the language.

“I didn’t actually have too many Kiwi friends when I was in high school, mainly because my English was a barrier, and because I also joined them in sixth form, so they already know each other very well. But I did meet some good friends there.”

Though Angela went to English classes in Taiwan before moving here, “when I came here, I still felt so insufficient.” It was okay if I read very basic stuff, but if I had to converse with people, I felt really uncomfortable because I didn’t know how to respond. So most of the time I just sat there and smiled,” she laughs.

It’s much easier now, and she advises other potential migrants who are struggling with speaking English to just keep trying. “Hang in there! The language thing will improve and you will enjoy the life in New Zealand because it’s just so family-oriented and it’s really lovely,” Angela says.

“You have to put yourself out there to be brave, to talk to people and it’s a good thing that everybody’s so friendly in New Zealand. If you are a little bit brave, then things will get better because you tried.”
Building international networks

Migrants are in demand for their software skills.

It isn’t often that Allied Telesis Labs needs to look for staff – they have “incredibly low staff turnover”, according to HR advisor Heather Horrill.

But when they are filling a new position, migrants are always on the applicant list. Allied Telesis Labs (ATL) is the largest research and development facility of the global Allied Telesis Group, which creates and sells networking technology. Their skills, as software developers and testers, are in demand as the company develops products for worldwide markets.

Out of 135 permanent staff, approximately 30 are from overseas, “and some of them have been with us for a long time”, says Heather. Currently, ATL employs people from a range of countries, including the UK, Canada, Pakistan, India, the Philippines, Germany, Egypt, China and Korea. Their active social club provides a network of potential friends for new staff.

Bringing someone in from certain countries can take longer than expected, as Heather found earlier this year. ATL was transferring a network testing engineer from an Allied Telesis office in the Philippines, but despite providing a job offer, a contract and other paperwork, it still wasn’t enough to get him out of the Philippines.

“Their exit processes have changed recently, so then he needed clearance to actually exit the country,” explains Heather. “So that was a huge hold-up and added stress for him.”

But, the extra effort in helping get overseas staff here is always rewarded, she adds. “They are really dedicated to working and living here after all the effort it has taken for them to arrive. And some of the delicious meals they have in the lunch room add to the flavour of the workplace – quite literally!”

Heather Horrill, Allied Telesis Labs.
DRAWN BY THE DISTANCE

Anouk Jansen had a six-month taste of faraway New Zealand life as a master’s student, before deciding to move here from Europe.
New Zealand looked to be as far away from Switzerland as possible, but the conditions were perfect for Anouk Jansen’s first visit: There wasn’t a very large cultural gap, and she liked it so much she came back to stay.

Half-French and half-Dutch Anouk first arrived as a student in late 2012 to work on a project as part of completing her master’s studies in mechanical engineering. She was studying in Lausanne, Switzerland, and could choose any project in the world “as long as one of the professors agreed to it”, she says.

“I was quite interested in New Zealand, probably because it’s on the other side of the world,” laughs Anouk. “The language was also a big part of it. I wasn’t very keen on going to a country where I didn’t speak the language at all.”

Anouk found an interesting project at the Auckland Bioengineering Institute, and came here on a student visa. After working for four months and travelling around the country for two, she returned to Europe and decided she would try to move back here.

In May 2013, she had a working holiday visa and was back in New Zealand. Then she began applying for jobs – and showed how keen she was.

“In my CV, I mentioned that right now I only had a working holiday visa, but if I found something interesting I would apply for the skilled migrant category, and in theory I should be able to get a visa with a job offer,” she explains.

Enztec was the only company Anouk found that did orthopaedic-related engineering, so she sent them her CV. After a Skype interview, she flew from Auckland to Christchurch to spend a day at the company. A job offer soon followed.

Anouk began working at Enztec on a fixed-term contract, because of her working holiday visa. But she quickly applied for a regular work visa, while beginning the longer process of applying for residency under the skilled migrant category. She’s now a resident.

Though she began learning English when she was 13, adjusting to a new job while speaking a second language was challenging – especially as Kiwis tend to talk quite quickly. “The first few weeks, it does get really tiring. Always focusing that extra little bit more than usual to communicate,” Anouk says.

She’s been impressed by her friendly workmates, and her flexible working hours. “Our managers are quite relaxed about when we come and when we go. Obviously some of them have families; it’s always fine when somebody needs to go pick up their kids. They’ll just come back and do their hours and it’ll be fine.”

Going flatting helped Anouk meet people, as most of her original workmates were often busy with
their children. She’s also made good friends through doing aerial silks, a type of acrobatics in which people perform tricks while hanging from a long length of fabric. Two or three times a week, she heads to the studio to practise her moves.

“It’s a good upper-body and core workout, because you use your arms and your abs a lot from just inverting [turning upside down] all the time,” she explains.

Walking her small, “super cute” dog Rav’n each day also takes up much of Anouk’s spare time. She got the dog when she was flatting, “even though it is difficult to find places where you’re allowed dogs”. (She now lives with her Kiwi partner.) “I take her out for walks daily, and on weekends I like to go on slightly longer walks. There are quite a few nice tracks up the hills.”

Fewer people and more open spaces illustrate the biggest difference between New Zealand and Europe. “It’s very weird, you can just drive for, like, 10 minutes and you’re out in the middle of nowhere,” she laughs.

Anouk finds it difficult to live so far away from her family, and even considered moving back home at the beginning of 2015, when she wasn’t so happy at work. She gave herself two months to make a decision, and eventually decided to stay.

“I had already made all this effort to move here and to adapt to Christchurch life, and I also had a good chat with my boss about my role and there were possibilities for change.”

Come for a visit first, she advises, before deciding if living in New Zealand is right for you. “If you’re from a big city, just keep in mind that it’s going to be quite different here. I know some people who really miss the big-city lifestyle that you won’t find in Christchurch, and don’t really find in Auckland either,” she adds.

“But if you’ve already decided that New Zealand is where you want to live, then just go for it.”
Joint efforts lead to business success

Migrants’ skill sets can help propel a company’s growth in international markets.

When more than 95 per cent of a company’s sales come from export earnings, it helps to have a workforce with international experience.

Iain McMillan is the design and development manager for Enztec, which makes surgical instruments for orthopaedic surgery. He says around a third of staff are migrants, and they bring skills that Enztec can’t find in local staff – such as detailed knowledge of risk management, and experience with advanced manufacturing techniques.

“At the 2014 NZ Innovators Awards, Enztec won the Innovation in Health & Science award, and Export Innovator of the Year, for a knee-replacement instrument range. Three migrants were part of that product team, contributing skills in materials, mechanical and industrial design, bioengineering and product documentation.

Enztec hires five to six migrants a year. Often migrants are already here on a working holiday visa and answer local job ads, or approach them directly.

Anouk was studying in Auckland when she contacted Enztec, and spent a day talking to people in the company. “I like to get to know people and understand whether they’re going to fit culturally,” says Iain.

There are very few cultural hiccups, though an unexpected one was some people eating “particularly aromatic” food at their desks at lunchtime.

“We just made a company policy that everybody eats in the cafeteria together. It actually helps with culture and integration, and solves that problem without making it a problem in the first place,” Iain says.

Capitalising on migrants’ skills has sped up business development, he adds.

“We would have had to learn those things organically or try to bring in consultants to try and push it into our business. By having those people embedded in our business, it’s made a massive difference.”
A working holiday has turned into an extended adventure for Czech Republic-born Lukas Pohl.

He came here expecting to stay for approximately five months – but four-and-a-half years later, Lukas Pohl is still in love with Christchurch’s charms.

Lukas had finished his university studies and was working full time when three friends decided to come to New Zealand on a working holiday. The time was right, he felt, for a bit of adventure.

“I remember when I was a kid, I was playing with a globe, studying where the Czech Republic is and wondering about what was on the other side of the planet. I turned it around and saw New Zealand. I always wanted to visit that place since I was a kid,” says Lukas.

“I wasn’t really planning to settle here. My intention was to come here with my backpack, pick some fruit, do a little bit of travelling, and five months later I’ll be back in Czech Republic.”

Lukas joined his friends, arriving in Auckland in December 2011. Experienced in outdoor activities, he was soon offered a job in Nelson as a kite-surfing instructor, so said goodbye to his friends and moved south – but that didn’t work out, as the company needed someone with a teaching licence.

So he headed to Christchurch in February 2012, sent his CV to local companies and within two weeks started working at Telogis. Now he’s a senior software engineer for the company, which develops technology to help companies manage their vehicle fleet and navigation resources.

Lukas quickly settled into work, thanks to welcoming workmates and a more “chilled” work environment compared to Europe.

“I loved the work culture,” he says. “Because I have experienced being under constant stress, and if you feel under constant pressure, it’s not really good for your lifestyle.”

Easy access to outdoor activities was another reason he loved Christchurch. “Basically every weekend we go somewhere: surf trips, kite surfing trips. In the winter we go snowboarding. There is a lot of exploration.” Lukas adds.

“Christchurch is the best place for me to live – you know, it’s close to the ocean and close to the mountains.”
Lukas had never surfed before moving to New Zealand, but now he goes to Bali every year for a two-week surfing holiday.

“It’s really intense surfing, all day long pretty much. So I’m really glad to be back at the office and get some rest finally,” he laughs.

After six months here, he applied for a work-to-residence visa and now has residency. “A few of my friends, they hired lawyers, but I don’t think it’s necessary for simple cases.”

Getting used to driving on the left side of the road was a “nightmare”, Lukas laughs, but there’s more space here: “In Europe and especially in the Czech Republic, you’ve got a village every five kilometres, so you could imagine all the infrastructure, all the roads…”

He certainly wasn’t prepared for the best kind of culture shock though: how friendly and open Kiwis are compared to Czechs, who lived under Communist rule for 41 years.

“When you’re at the counter in a supermarket, the shop assistant just asks you how was your day: this is just unthinkable for us. I never ever experienced something like that in the Czech Republic,” he explains.

“I know for you it’s daily routine, you don’t even think about it. But in the Czech Republic, during Communism, you didn’t know who was a spy, so that’s in people’s minds. They are still a little bit cautious about talking to other people.”

Lukas does feel the pull of his homeland through his stomach: “Ohhh, I do miss my Czech food, though, I have to say: gravies and dumplings and of course, Czech beer.”

Christmas doesn’t make him homesick for friends and family, as the weather is warm and everyone is on holiday. “Birthdays and weddings and funerals, that’s the most difficult part for me,” he says. “I do have a lot of Czech friends here and we all have the same problems. So we just support each other. It’s really important for us.”

The future is wide open for Lukas. “It’s hard to plan for 10 years’ time because I don’t have any major commitments here so far. I don’t have any mortgage, any kids, any wife,” he says. “Christchurch is going to be rebuilt, you know. It’s going to be a full, shiny city in 10 years. So that’s really good. I’m happy to be there and experience that.”

For those thinking about moving here, his advice is simple. “First I would get a proper big Czech meal with a big beer on the side. Then I would do a lot of internet research, because you do want to know what you’re going into.”

But Lukas has one note of caution. “You better be careful about moving to New Zealand, because you might never come back!” he laughs. “It’s been the best decision I’ve ever made.”
Selling the New Zealand dream

The Kiwi lifestyle helps employers compete for in-demand migrants.

Kiwi employers can sell the New Zealand lifestyle when enticing migrants here, but it pays to be aware of how cultural differences can affect successful job settlement.

Ralph Mason is the co-founder and chief technology officer at Telogis, a company that creates software to make the most of a company’s mobile workers and assets. They sell to large international companies, and Ralph says they need to hire the best people they can find.

“There’s incredible competition and demand for skilled software developers,” he says. “We get to offer New Zealand as a compensation package to immigrants, which makes us competitive on the world market.”

Migrants make up approximately 40 per cent, of the company’s Christchurch staff. Telogis occasionally arranges language training if necessary, but Ralph has found cultural differences can occur if migrants come from a more class-based society.

“In New Zealand, we’d expect as a manager or a leader to be questioned if they didn’t understand, or if they didn’t agree with it,” he explains.

“In some cultures, they would not question a superior, and they’re new immigrants and they’re wanting to please. So you put those two things together and, if you don’t keep an eye on it, you’ll have somebody that’s not being productive because they’re out of their depth or they haven’t understood.”

Vacancies are advertised on their international website and local job websites; interviewing involves online skill testing and Skype video interviews. Telogis is an accredited employer with Immigration New Zealand, which makes the visa process “easier”. The company also holds family events, to help new employees and their families become part of the community.

“There is a world of skilled employees out there – you’ve got to go and find them, though,” laughs Ralph. “And you’ve got to be prepared to do a little bit more than you would if you hired the guy that’s just come from down the street. But you definitely get paid back.”

Ralph Mason, Telogis.
OUT OF DISASTER COMES OPPORTUNITY

Christchurch’s destructive second earthquake could have derailed Irish migrant Martin Connell’s plans, but instead it opened up a new life for him.
The 2011 earthquake forever changed the lives of everyone in Christchurch. But, unexpectedly, it also set Irish engineer Martin Connell’s life on a completely different path – and kept him in New Zealand.

From Crookedwood, County Westmeath, Martin finished his studies as a structural engineer in 2010, and quickly sized up New Zealand as a potential destination for a working holiday. “I’m from a country background in Ireland, so I was never a city slicker. I had heard a lot about the Great Walks; I’d heard a lot about your strong sporting background,” he explains. “Also it was a World Cup Rugby year!”

He and a group of friends booked flights to Christchurch and packed their bags. But as they were about to leave, the February 22 quake hit, killing 185 people and causing massive damage.

“It was quite distressing to see from so far away. There was very little information at that stage about how the city had handled it. The news wasn’t great, but ultimately we decided to stick with the plan and come out to Christchurch,” he says.

They flew in four days later. Martin’s qualification meant he got a job straight away with Fletcher EQR; the organisation was set up after the September 2010 quake to repair damaged homes, but the job became much larger after the second quake.

“I passed what was maybe not the most vigorous interview in my life, due to the urgent need for technically skilled staff, and got pretty much into the trenches as soon as I began, carrying out assessments and checking residential houses for earthquake damage,” says Martin.

He felt very welcomed by the residents he dealt with over that time. “Some typical feedback would have been, ‘Where are you from?’ ‘Ireland.’ ‘Thanks for coming.’ So you tend to leave a lot of houses with a smile on your face after what was a pretty intense hour. It was great to feel that connection with local Cantabrians,” he says.

At first, settling in wasn’t easy, due to the ongoing aftershocks and getting phone calls from worried family in Ireland.

“Although it wasn’t a massive cultural change, obviously the city was going through a distressing time, so trying to be mindful of the city’s needs at that stage was important. We certainly weren’t on a holiday for our initial couple of months – we were here to help.”

But amid the challenges, Martin hadn’t forgotten about the Rugby World Cup.
“I had to call in a few favours from my boss at the time to try and get to Auckland, Wellington and Dunedin to see Ireland play,” he laughs. “We got to travel around the country and see quite a bit of the rugby while also taking in the scenery and meeting people.”

New Zealand’s lush, green landscapes are one of many similarities Martin feels the country shares with Ireland. “I think seeing Ireland as a foreign country is strange. We both speak English, predominantly, as a country. We both enjoy the outdoors. We both have the idea of [living on] a lifestyle block,” he says.

“I was quite pleased to find out that Kiwis enjoy a joke, they don’t take themselves so seriously. So there was definitely a great connection between myself and my Irish mates and a lot of our Kiwi colleagues.”

Martin is currently enjoying Christchurch life with his Kiwi girlfriend, who’s also an engineer.

“We have our fair share of nerdy conversations, over our coffee or over our spaghetti, about how this building had acted or about how that soil might act in an earthquake event,” he laughs.

Christchurch is currently home to a large number of Irish people, and Martin is among those who play Gaelic football and hurling, two traditional Irish sports, over the summer. He plays for the Christchurch McKenna’s GAA Club, named after Irishman Owen McKenna, who died in the 2011 earthquake.

“It’s great to have a little piece of home over here in New Zealand and it’s been a great social activity as well, to meet new people and also keep fit,” he says.

He found the Immigration New Zealand website www.immigration.govt.nz, easy to understand, and recommends it to potential migrants wanting to explore their options. Martin’s now a permanent resident, and recently celebrated his five-year anniversary with Fletcher EQR.

“I think one of the best things about living in New Zealand is the weather. You guys think it rains over here, but it doesn’t. It’s not uncommon for someone to remark about how wet the weekend was, and there might have been a shower maybe for an afternoon on Saturday. When it’s wet in Ireland, it’s wet all weekend,” he laughs.

Martin never expected to stay this long, and the only real downside for him is the expense and time it takes to visit Ireland. “It’s not easy, but that’s what you put up with to have a good job, a great lifestyle and a place that you love living in.”
Staffing the rebuild

Overseas construction workers play a crucial part in post-earthquake repairs.

When Christchurch began rebuilding after the earthquakes of 2010 and 2011, Fletcher EQR needed to find a large number of building professionals – in a hurry. Migrants were a crucial part of the solution.

After the first quake, Fletcher Construction established a project team to manage the Earthquake Commission’s programme repairing quake-damaged homes. “Then the February [2011] earthquake happened and the job became bigger than Ben Hur, and all of a sudden we became our own business unit,” says Viv Palmer, HR manager for Fletcher Earthquake Recovery.

There weren't many unemployed engineers, project managers and quantity surveyors in New Zealand. It would’ve taken too long to train people to the level of experience needed, so Fletcher EQR looked to migrants.

“We went from not existing to about 750 staff in two-and-a-half years. That’s incredible growth for any employer,” she says.

Nearly half of the staff came from overseas. Some were already here on working holiday visas, or approached them independently; the company also attended UK job fairs to recruit people on work-to-residence visas.

The constant influx of new faces ensured that no-one felt out of place. “There was an energy and an acceptance, where you weren’t new for long. There was always someone else starting next Monday.”

Finding people who will fit into the organisation’s culture is especially important, says Viv, and the extra work needed during recruiting is worth it. “It’s a little bit scary when you first start doing it, because it seems like this big, long process, but actually once you get into it, it’s not that hard.”

Now with around 200 staff, Fletcher EQR is a richer company thanks to the diverse cultures within it: people share experiences and morning teas, and often migrants organise social events based on their cultures. “I think it’s brought a whole lot of fun to the organisation.”
Newcomers learning local skills

“Over the 12 years I’ve been doing this job I think I’ve met most people from most places round the world, and talked to employers in just about every field,” says Jude Ryan-O’Dea. She runs the Canterbury region’s Newcomers Skills programme, helping people new to New Zealand find the jobs best suited to them. “It’s a delightful job, because I’m meeting so many interesting people.”
New Zealand has its own workplace culture, which is often very different from what newcomers are used to. In her role Jude is used to sitting down with people looking for work, and making sure they understand how to present themselves to employers. “It’s just so important that they understand our job market, how it works, what's available. And also that they have a workable CV.”

How to write a good CV, or curriculum vitae – a summary of your skills, experience and qualifications – is one of the most important lessons for job seekers to learn, Jude says. “In a lot of cultures qualifications are everything. Our New Zealand employers would rather know what skills someone can offer them and not what they’ve studied, but what they can actually do. I see so many CVs that start with lists of qualifications and very detailed work histories. Our employers would rather have a summarised list of skills on the first page.”

Jude has spent many years building connections with Canterbury employers. “Christchurch before the earthquake was very monocultural, and we didn’t have a large range of newcomers in our city. There’s been a huge change in the mix of people working here. Immigration New Zealand’s Settlement team has given employers a lot of practical help in understanding the needs of new migrants – that they come from other cultures, that things might not be obvious to them about the workplace culture here.”

One major challenge for new migrants in the workplace is language. Most new migrants have at least reasonably good English, Jude says, but they may struggle with the particular communication requirements of their workplace. “Maybe they don’t quite have the fluency they need for a customer service role, for instance. They might need some time with a home tutor, or maybe classes timed for when they’re not at work. There are very good courses available for new migrants.”

A large part of Jude’s job is working with the partners of people who have come to New Zealand on work visas. Often these are women with children, who need to find part-time jobs so they can be free after school. “Part-time work can be the hardest to find. But at the moment I’m getting a lot of requests from Filipino wives – the partners of people who are coming out to help with the rebuild. They’re hard working and have a good reputation with our employers, so they’re easy to place.”

“When I see the partner of a new migrant also happily employed, and the employer benefiting, I know we’re doing a good job.”
Get ready to vote in the 2016 local elections

The next local elections will be held on 8 October 2016.

The local elections are for city and district councils, regional councils and District Health Boards. In some parts of New Zealand, elections will also be held for local and community boards, licensing trusts and some other organisations.

This is your chance to have a say on who will make decisions on things like the local environment, rates, parking, rubbish, parks and health services.

Make sure you are ready to take part

Voting is by postal ballot, which means you will be sent voting papers in the mail if you enrol to vote by Friday 12 August.

In New Zealand it is the law to enrol on the electoral roll. You must enrol if you:

› are 18 years or older, and
› have lived in New Zealand for more than one year continuously at some time in your life, and
› are a New Zealand citizen who has been in New Zealand within the past three years; or
› are a permanent resident of New Zealand who has been in New Zealand within the past 12 months.

If you are Cook Island Māori, Niuean, Tokelauan or Australian, you can enrol after you have lived in New Zealand continuously for 12 months. You do not require permanent resident status to be eligible to enrol and vote.

The Electoral Commission does not run the local elections, but is responsible for voter enrolment.

If you are already enrolled, you will be sent an enrolment update pack from 27 June. Check that your details are correct. If you need to change anything, fill in the form, then sign, date and return it by 12 August.

If you do not get sent an enrolment update pack or you are not enrolled or you need to update your enrolment details, contact the Electoral Commission. Call 0800 36 76 56, go online at elections.org.nz, freetext your name and address to 3676, or pick up a form at any PostShop.

Voting in the 2016 local elections

Everyone correctly enrolled by Friday 12 August will be sent their voting papers by their local council in September. The papers will include full instructions about how to vote and return their papers.

If you enrol after 12 August, you will need to cast a special vote. Contact the electoral officer for your local council to obtain voting papers.

Enrolling by 12 August is the easiest way for you to have your say in the local elections.
An opportunity to have your say

The coming local authority elections are an opportunity for New Zealand residents to have a say about how their communities are run. You can vote for candidates you feel will make your community a better place and, if you are New Zealand citizen, you can stand for local public office.

Local government is our most basic level of democracy. It is responsible for community services and decisions that affect our daily lives. Councils are responsible for ensuring communities have water and wastewater services, local roads, parks, libraries, public amenities and a broad range of regulatory and planning functions. These services are paid for by property taxes, which are paid directly to councils, or indirectly through rents.

There are three types of councils. These will vary according to where you live. **Territorial authorities** are city and district councils that provide the majority of local public services. **Regional councils** are responsible for a broad range of environmental matters, including air and water quality and catchment management. In some areas, like Auckland, there are **unitary authorities** that combine the role of territorial and regional councils.

**What roles can I stand for?**

Anyone who is on the electoral roll can vote, to stand for office you must be a New Zealand citizen. The roles that you can stand for are:

- mayor
- councillor (in either a territorial authority or regional council)
- local board member
- community board member.

You can also stand for your District Health Board or for your local licensing trust, if your district or city has one. There are a few positions that you cannot stand for at the same time. For example, you cannot be a councillor in both a territorial and a regional council.

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**#Vote16NZ**

Local Government New Zealand (LGNZ), the body that represents councils, is running a #Vote16NZ campaign to encourage more people to get involved in the Local Authority Elections this October. Search #Vote16NZ for comments on Twitter and Facebook.

**Want to know more?**

You can check with your council to see if it is running presentations for prospective candidates, to explain how local government and the local council operates. You can also find information on your council’s website.

For further information on how to take part in the local elections, go to [www.lgnz.co.nz/vote2016](http://www.lgnz.co.nz/vote2016) or contact the electoral officer at your local council.
Christchurch Safety Patrols to launch

Already highly successful in Auckland, volunteer safety patrols drawing on New Zealand’s ethnic diversity will soon launch on the streets of Christchurch.

It’s mid-May, and Inspector Hirone Waretini is sorting through job applications for the role of Christchurch Safety Patrol Co-ordinator.

“We are looking for someone with good values and a strong work ethic,” he says “Someone who understands how to build commitment and how to go about training people. Someone who cares.

“When we find that person then the real work can begin – recruiting patrollers and getting the programme going.”

In Auckland, the patrols that are the model for Christchurch are doing well. The Auckland Safety Patrol has 170 members, representing 30 different ethnic backgrounds and between them they speak nearly 50 different languages. In an average month the patrols conduct 500 hours of preventative policing.

The Auckland patrols were started by Jessica Phuang, Asian Liaison Co-ordinator for the Auckland City Police District, as a way of helping to recruit a police force more ethnically representative of the community. The idea has worked: in the past five years, 75 Safety patrol members have joined the police in uniformed or non-uniformed roles.

“The Patrols have also been extraordinarily successful in helping the police reach out into the community,” says Jessica.

“We’ve done missing persons. We’ve done liquor-ban operations. We’ve done community liaison at festivals. When the Rugby League World Cup comes up in 2017, there will be lots of patrollers about.”

The patrollers bridge cultures and languages, and help relieve the fear and suspicion with which migrants from some countries regard public officials.
“‘Be safe, feel safe’ is the Police vision,” says Inspector Waretini.

The patrols work closely with Community Patrols New Zealand and Neighbourhood Support.

In return for their commitment, the patrollers are given support, training, work experience and the opportunity to see what it is like to work for the New Zealand Police.

In Christchurch, the list of possible training opportunities is long. For example communication, conflict management and leadership. Some training in first aid may be seen as essential. And where there is a particular need – perhaps for English language skills, fitness classes, or help with getting a New Zealand driver licence – the programme will respond.

“Some people will volunteer simply to make a contribution to their communities, while others may use it as a pathway to employment,” says Inspector Waretini.

“This will be an experience people can use as part of a job application. They can say that they managed projects and events, engaged with the community and took part in safety patrols. They can list the skills and qualifications they gained.”

“That job might be with the New Zealand Police, but it could easily be with a wide range of other public and private sector employers”, says Inspector Waretini.

Public sector employers could include the New Zealand Defence Force, Department of Corrections, New Zealand Customs Service, Immigration New Zealand, Aviation Security Service and the Ministry for Primary Industries.

In its first year the new Christchurch initiative is expected to attract about 20 volunteers, who will do up to 20 hours of voluntary work a month.

There is no set age range or volunteer type. People will have different skills and backgrounds and will fit into different roles, says Inspector Waretini. Some may work in customer service, some helping with translation, some maintaining a presence at community events. Anyone who passes the background checks and interview will be welcome.

“We have a great opportunity here,” says Inspector Waretini. “We are determined to make this a success.”

A Wellington Safety Patrol initiative is also being prepared for launch.
Helping to keep our streams, rivers and harbours clean

The way you behave in and around your house can affect the quality of the water in your local streams, rivers, lakes and harbours. When it rains, the water flows from roofs, footpaths, roads and carparks into your local stormwater system. The water picks up anything that is in the way: leaves, dirt, rubbish and dog droppings. This can end up polluting your local waterways.

Here are some things you can do to keep New Zealand’s waterways clean and good for wildlife and recreation.

Wash your car on the grass, where the water and detergent soaks into the ground. Or go to a carwash, where the wastewater is captured. If you wash your car on the street, the dirt and detergent may end up in a waterway.

When you walk your dog, carry a plastic bag so you can pick up its droppings. Do the same thing in your yard. Put the droppings in your waste bin.

Watch the video *Stormwater and why it matters*
www.stormwatercanterbury.co.nz
or visit your local council for more information.
Helping to keep our streams, rivers and harbours clean

Sweep up the leaves and rubbish from around your property and dispose of them properly using the sorting bins in your council’s rubbish collection system. You can also use a compost pile for garden waste.

Keep the gutters and stormwater grates around your property clear. The mud caught in grates can end up blocking small streams and killing wildlife.

After painting, wash the brushes in the laundry sink or outside on the grass. Do not wash the brushes close to outside drains or house gutters, as these may link to the stormwater network.
Te Moananui me te waimāori tapu
(oceans and waterways)

Prof. R. Taonui

Ocean culture
Water is important in the Māori world view. The ancestors of the Māori were island peoples whose culture emerged 6,000 years ago in the oceanic environment of the South East Asian archipelagos of Malaysia, the Philippines and Indonesia, before intrepid voyagers settled the islands of Micronesia, Melanesia and Polynesia.

Tangaroa – son of earth and sky
Tangaroa is the principal god of the oceans. He is also called Tangaroa-whakamau-tai (the controller of tides) because of the belief that his breathing creates the tides. Tangaroa is known throughout Polynesia. He is Tagaloa-lagi in Samoa and Tonga. Hinemoana (female of the sea) and Hinewai (female of fresh water) are the female gods of water.

Origins and the sea
The origin of many cultural icons is said to lie in the sea. The hero Māui is credited with fishing up the North Island or Te Ika-a-Māui (the Fish of Māui); Rua-te-pūpuke and Mataora discovered the arts of carving and tattooing from the ocean depths. One beautiful tradition says Wainui (the deep waters) married Tangotango (the blackness of the heavens), who gave birth to the sun, moon and stars.

Fresh water
Waimāori is the word for fresh water. Fresh water provided tuna (eels) and other foods such as inanga (whitebait). The saying ‘Aotahi-mā-Rēhua’ acknowledges that whitebait migrate to the sea during autumn and early winter floods, when the star Canopus dominates the horizon, and that they migrate back into the rivers during spring and summer, when Antares dominates the summer sky.

Taniwha
The unique features of different inland waterways are personified in the form of taniwha (spiritual guardians). Nuia and Arai-te-uru were the taniwha that guided Kupe the great voyager to the Hokiang Harbour in Northland. Kaiwhare is a snake-like being that cruises the dangerous waters of the Manukau Harbour. The taniwha Mapuhia is said to have created Lake Waikaremoana in the central North Island. Another taniwha, Hātaitai, created Wellington Harbour. Ngāi Tahu believes the taniwha Poutini cruises the West Coast of the South Island as a guardian and protector of the greenstone.

Canoe culture
Canoe culture is an important expression of the Māori cultural connection with water. The ancestors of the Māori sailed from East Polynesia in 20-metre double-hulled canoes to settle in New Zealand. During pre-European times, waka taua (war canoes) up to 30 metres long transported 80-120 people along the coasts and rivers that were the earliest highways of New Zealand. Much of this culture died out during British colonisation.

Celebrations in 1934 (the gifting of the Treaty house to the country) 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.

Water has become important in other ways. Many settlements of historical injustices have given shared control of lakes in the Rotorua districts and of rivers, such as the Waikato, to Māori. 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.
Why not join a sports club?

Sport and recreation play an important part in the lives of most Kiwis. Surveys show that we have one of the highest rates of participation in the world. Every week, around 75 per cent of adults take part in some form of sport or recreation.
Ultimate frisbee is played on sports fields and beaches.

With New Zealand’s beautiful natural environment, it is not surprising that the most popular activities - walking, swimming, cycling and jogging/running - are all in the outdoors.

In New Zealand, sports like sailing, mountain climbing, golf and horse riding that are sometimes restricted to the wealthy in other countries are relatively accessible and affordable.

New Zealand also has a strong tradition of sports clubs. Whatever sport or recreation you are interested in, there is sure to be a club that will welcome you and your family members.

There are many benefits to belonging to a club. You can take part in organised competitions and shared trips. You can use club facilities at cheaper rates or hire equipment. You can improve your skills by learning from other people.

Best of all, clubs are a great way to meet people and build friendships.

Supported by their parents, many children take part in weekend and after-school sports through clubs. This is good for their mental, social and physical development.

To find out about clubs near you, you can call your local CAB office or search on the internet.

Sport New Zealand and the CAB have web pages that will help you find local sports clubs.

Your move to New Zealand is your chance to try out something new.

For more information
www.sportnz.org.nz
Te reo Māori: counting

By Prof. Rawiri Taonui

This is an introductory guide to counting in Māori.

### One to ten

<table>
<thead>
<tr>
<th>One</th>
<th>Kotahi or Tahi</th>
<th>Six</th>
<th>Ono</th>
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</thead>
<tbody>
<tr>
<td>Two</td>
<td>Rua</td>
<td>Seven</td>
<td>Whitu</td>
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<tr>
<td>Three</td>
<td>Toru</td>
<td>Eight</td>
<td>Waru</td>
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<tr>
<td>Four</td>
<td>Whā</td>
<td>Nine</td>
<td>Iwa</td>
</tr>
<tr>
<td>Five</td>
<td>Rima</td>
<td>Ten</td>
<td>Tekau</td>
</tr>
</tbody>
</table>

### Eleven to nineteen

For numbers from eleven to nineteen, add the appropriate numeral to ‘tekau ma …’ (ten and …) as follows:

- Eleven: Tekau ma tahi
- Twelve: Tekau ma rua
- ... and so on ...
- Nineteen: Tekau ma iwa

### Twenty to ninety-nine

For counting by tens, say the appropriate number from rua to iwa in front of tekau (ten):

- Twenty: Rua tekau (20 – two tens)
- Thirty: Toru tekau (30 – three tens)
- ... and so on ...
- Ninety: Iwa tekau (90 – nine tens)

### Tens and singles

To add singles, use “ma” to link tens and singles:

- Forty-four: Whā tekau ma whā (44 – four tens and four)
- Sixty-two: Ono tekau ma rua (62 – six tens and two)

### Hundreds

At one hundred the number changes. Hundreds are similar to tens:

- One hundred: Kotahi rau
- Two hundred: Rua rau
- ... and so on ...

### Hundreds, tens and singles

Counting above one hundred requires using the patterns for hundreds, tens and singles as follows:

- One hundred and thirty-two: Kotahi rau, toru tekau ma rua
- Nine hundred and ninety-nine: Iwi rau, iwa tekau ma iwa

### 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
- E rua ngā mea: Two things

Kia pai tō mahi e tatau matimati! (Good luck counting your fingers!)

For other information on Māori language, see [www.korero.co.nz](http://www.korero.co.nz)
Settlement services

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

**CAB Language Link – free help in your language**
Citizens Advice Bureau is an independent community organisation providing free, confidential information, advice, support and advocacy. CAB Language Link is funded by Immigration New Zealand to provide the CAB service to newcomers in more than 20 languages. To contact CAB Language Link about any issue, phone 0800 78 88 77 or go to [www.cab.org.nz](http://www.cab.org.nz) and search for "Language Link".

**Chinese New Settlers Services Trust – workshops about living in New Zealand for Chinese and Korean newcomers**
The Chinese New Settlers Services Trust provides a series of workshops across Auckland that help Chinese and Korean newcomers learn more about settling in New Zealand. For more information, phone 09 570 1188 or go to [www.chineseservice.org.nz](http://www.chineseservice.org.nz) and follow the links on the home page.

Immigration New Zealand funds three Chambers of Commerce for settlement services that match newcomers with the skills employers are seeking. These services assist newcomers with careers guidance, CV reviewing and interview performance, and improve their access to employment opportunities that match their skills and experience.

**In Wellington and Canterbury...**

**Newcomer Skills Matching Programme – Wellington**
For information about this programme, phone the Government Programmes Manager on 04 470 9940, email [skillsmatch@wecc.org.nz](mailto:skillsmatch@wecc.org.nz), or go to [www.tinyurl.com/weccskills](http://www.tinyurl.com/weccskills).

**Connecting Canterbury Employers and Newcomers’ Skills Programme – Christchurch**
For information about this programme, phone 03 353 4161, email [juder@cecc.org.nz](mailto:juder@cecc.org.nz) or go to [www.cecc.org.nz](http://www.cecc.org.nz).

**In Auckland and nationwide...**

**Are you looking for employment?**
[www.newkiwis.co.nz](http://www.newkiwis.co.nz) is a free job site for skilled returning Kiwis and new migrants who are seeking employment.

Benefits:

- Access a network of around 20,000 NZ employers
- Employers advertise vacancies and can search for you
- Access to an information centre with relevant information for newcomers
- Understand the NZ job market with specialist online training courses.
Local information for new migrants

Immigration New Zealand provides a free local information service for new migrants about living and working in New Zealand.

This service can be accessed at the Citizens Advice Bureau in 30 locations around the country.

Want to phone?
Call 0800 FOR CAB (0800 367 222) for further information
NORTH ISLAND

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

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

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

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

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

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

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

CAB Browns Bay
2 Glen Road, Browns Bay,
Auckland
Monday–Friday 9am – 4.30pm

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

LINKZ ISSUE 64 57
www.newzealandnow.govt.nz/local
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 exempt 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 Citizen’s Advice Bureau (CAB).

Immigration New Zealand does not accept applications from people who are not licensed or exempt, and recommends people use an agent who is licensed and listed on the Immigration Advisers Authority (IAA) website.

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

Get the right visa advice!

Immigration Advisers Authority
New Zealand Government

info@iaa.govt.nz
0508 422 422 (from within NZ)
+64 9 925 3838 (from overseas)

When you are new, it’s good to have a guide

The Newcomers Guide has key facts to help you settle successfully in New Zealand.

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

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