

From waste to fuel – sustainable solutions

Wiri Business Association is committed to helping members find ways to reduce their waste and recycle more. In conjunction with Wilkinson Environmental we arranged to visit the Waste Management Tyre Recycling Plant in McLaughlins Road, Wiri at the end of May.

As this country's largest waste and environmental services company, Waste Management have an important role to play in maximising the value of waste streams, including waste tyres.

Waste Management acquired Pacific Rubber in 2017 to expand their existing recycling activities and address the significant environmental issue of non-compostable end-of-life tyres.

With support from the Ministry for the Environment's Waste Minimisation Fund, Waste Management invested in innovative new tyre processing equipment from the United States, expanding the processing capacity of the company's facility by 250%. With an ever-growing supply, this will eventually lead to the shredding of 30,000 tonnes per annum, or three million car tyres.

New Zealanders generate some 60,000 tonnes of tyre waste from 4.2 million cars and trucks annually, and there are other solutions than stockpiling on site or sending them to landfill.

Through the Wiri Tyre Recycling Centre, Waste Management can give them a second life to be used for industrial applications.

The shredded material can be supplied for re-use in manufacturing as tyre derived fuel (TDF), turning a discarded resource into energy. Tyres have a very high calorific value that provides a beneficial source of fuel for a range of purposes including powering cement kilns and power plants.

Waste Management have just secured a contract with Golden Bay Cement in Whangarei, so will begin sending their TDF there instead of off-shore. Partnerships like this will help to transition New Zealand to a low carbon economy, as tyres have 20% more energy than coal, 5 times less sulphur, and no moisture. TDF use at Golden Bay Cement will replace 15,000 tonnes of coal, replace 5,000 tonnes of iron-sand and provide an alternative to dumping tyres which harm waterways, clog and leach into landfills, or create fire hazards when stock-piled.

For more information regarding volume, pricing and collections contact Eric Franckeiss, Waste Management National Account Manager for Tyre Recycling

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Association update

WELCOME TO OUR JULY WIRI LINK NEWSLETTER

We hope you and your business are still full steam ahead even though we are now into the colder winter months!

Thank you to those who supported our Barfoots Property Lunch, Plastics workshops, MIT Trade Centre and ASB economist breakfasts, and Waste Management site visits. We have done 15 events since September last year, and the pace doesn't look like slowing!

Our new Strategic Plan 2019-2024 has just been printed. You should be able to view this alongside our newsletter, and we hope you enjoy the few extra goodies we've thrown in to reward you for your hard work.

The CCTV camera installation project for Wiri is in its design stages. This will allow us to strengthen our teamwork with police, businesses and community organisations to identify and reduce criminal activity, curb homelessness, and discourage illegal dumping of rubbish.

We extend our congratulations to Conroy Security who have recently won the Security Contract for the next 2 years. We know that they will continue to provide a high level of security and service to you and your business.

Challenges at the moment centre around noisy and messy parties in some parts of the area and ensuring safer intersections. Even though it has taken some time, it is great to see the signals going in on the Kerrs/Druces intersection. Let us know if there are any others you are concerned about.

Our Executive Board AGM is being held in October and we will be looking for new members. Now is the time to talk to me if you would like more information regarding what it involves.

**Please get in touch with me at the office
09 262 0804, mobile 027 947 4249 or
email manager@wiribiz.org.nz**



Audrey Williams,
Wiri Business Association general manager

Security Update

CONGRATULATIONS TO CONROY SECURITY FOR completing the security contract tender process last month and once again winning the contract to provide security to businesses in the Wiri commercial/industrial area for the next two years.

Members can rest assured that Conroy Security will continue to provide the same great service, putting a patrol car past your business 7 times a night 4 nights per week, and 5 times per night 3 nights per week. If you do not have any free Conroy Security signage on your fencelines, feel free to give the team a call. You can also let your staff know they can ring Conroy if they feel unsafe at any time eg. They want a security officer to walk them to their car at night

CONROY SECURITY 021 278 2710

As well as the new contract, Conroy Security have a brand new General Manager of Operations, Dorian Rowse. Dorian started out as a static guard way back in 1989, and since then has worked up the ladder to corporate roles and mobile patrols. In 1999 he was headhunted by First Security in Auckland's CBD. In 2001 he retrained in Close Protection, then headed overseas in 2003 for a security contractor role in Baghdad, Iraq. Over the next seven years he worked in the middle east and Asia, finally returning to New Zealand in 2010 where he continued working with Australian and Israeli governments. Running his own company for four years, Dorian next took on

the tough assignment of stay at home dad! Now at Conroy Security, he hopes to bring integrity, honesty and passion to his work and continue to raise the level of service that Wiri business people deserve.

Last but not least, in a couple of months Conroy will have a racy red new fleet of patrol vehicles sign-written and ready to hit the streets. Completing a couple of hundred kilometres each per night, the cars and people who operate them are real soldiers for the safety and security of our local business community.

For any additional security requirements please phone Dorian Rowse 021 278 2720 or Dave Pope 021 278 2721.

PATROL GUARDS WANTED

CONROY SECURITY

Company has expanded and need to add to their security team.

Call Dorian on 021 278 2720 or Email dorian@conroysecurity.co.nz





Nulon – Looking after people and the environment

NULON FOAM AND BUBBLE

Packaging in Kerrs Road have, in the first few months of 2019, made some positive changes within their manufacturing operation to improve efficiency, employee wellbeing and environmental sustainability.

Director Mark Dowling says the turning point came after a business mentor from www.businessmentors.org took a strategic look at the business with ‘outside eyes’ and was able to identify areas for improvement.

“He observed that our production was not running as efficiently as it could be. We were working 8 hour days, 5 days a week but the machines take 1 hour – 90 mins to start up. So already that’s only 6 ½ hours of production time.”

An alternative work schedule was suggested which comprised of a four day working week with Fridays off, an arrangement many would doubt could be done in a manufacturing environment.

Mark says he surveyed his three employees and their families at the end of 2018 about how a 4 day week would practically affect them. One week later, all reported back that they were happy with the idea of a three-day weekend, and three paid breaks during each 12 hour shift so they could drop partners to work or even the kids to school.

“Initially it was an output-driven decision for us and that has definitely paid off. We have added only a few extra hours to production time but have doubled our output. In addition, the staff seem happier and are working harder, with less clock watching. Tuesday is hump-day so psychologically it lends itself to greater productivity. We have also reduced our waste, saved on space, and reduced costs like electricity, so the change has been really positive.”

There are not many drawbacks, but Mark is keeping an eye on manufacturing down time issues and managing customer expectations.

He says it is even more important now to keep on top of maintenance schedules for machinery so that maximum efficiency is maintained over the four days. Luckily, the machines are comprised mainly of components that can be sourced and replaced locally. It is also vital to communicate effectively with customers so that they know the company’s capabilities in terms of production times and dispatch. Socially for staff, they are working through having the extra down time after so many years of working 5 days, and occasionally feeling ‘at a loose end’ with family and friends still working Fridays.

Mark reassures them that employee wellbeing is paramount, and that it’s important to the business that the small well-functioning and loyal team are well looked after. Balance, rest, and health all need to be priorities in a fast-paced modern workforce where staff retention is also key. He provides fruit and vitamins, and often buys healthy lunches.

“I find myself doing a few deliveries on a Friday now instead of focusing on sales or strategy like I planned. It still works for us though, and I believe we have maintained levels of service and delivery for our customers. Our flexibility is a real strength and we structure jobs to suit everyone concerned. Its all about give and take.”

Additionally, while on the lookout to improve productivity and react to market trends, Nulon recently invested in a recycling machine for its bubble wrap production. Mark says, “where a year ago all our bubble wrap waste was being recycled offsite, now we can feed it back into the machine. This creates a zero-waste process and makes the machine much easier to run, so it’s a great improvement for us”.

Mark believes it’s important for companies to embrace the “reduce, reuse, recycle” mantra and is on the lookout for further improvements he can make in this area.



Downer delve into diversity.....

DOWNER IS A COMPANY with a long and rich history in New Zealand since 1870. Formerly the Public Works Department and Post Office, today Downer has around 12,000 employees providing services to clients across several sectors including roading, major civil works, construction, hospitality, telecommunications and utilities.

With such a large and diverse workforce, Downer began looking into the broad concept of diversity more closely, and how best to retain and develop one of its most important resources.

The company recognised that diversity encompasses a large range of considerations that do not simply end with gender, culture and age. According to Talent Culture, diversity can be defined as, "Understanding, accepting, and valuing differences between people of different races, ethnicities, genders, ages, religions, disabilities, and sexual orientations, as well as differences in personalities, skill sets, experiences, and knowledge bases."

In 2014, Downer recognised that it was important for its 800 Māori employees to have Māori leaders to provide guidance and direction. To support the recruitment and growth of Māori employees, it was necessary to develop those who could lead others.

Anecdotal evidence also suggested that many of those Māori employees felt disconnected from their language and culture, and this was impacting on their health and wellbeing. Investigating the Māori Te Whare Tapa Whā model of health which concentrates on the four pillars of whānau/ family, tinana/physical, hinengaro/mental, and wairua/spiritual, it was important to build the programme in a holistic manner.

Like many Downer initiatives, a pilot programme was recommended, and key personnel were identified within the company to formulate the plan. A Māori leadership



team was formed to work alongside the Diversity Committee and senior operational employees to develop programme content.

The pilot was so successful, the company committed to rolling the programme out each year across the North Island. Two cohorts of 20 employees at a time would be nominated for the course by managers, then given support from a mentor throughout the programme.

Downer applied to Te Puni Kokiri for funding for what has become Te Ara Whanake (Empowering Māori Leaders) programme. This encompasses three two-day workshops held over a nine-month period, two based at marae, and one on the renowned Sudbury Leadership programme, working with horses to develop leadership presence. The marae components include visits and stories from inspirational Māori leaders, seminars on developing strong networks, Tikanga and Te Reo, mentoring, self-awareness and career planning.

The results have been impressive. The retention rate of employees who have completed the programme is 86 per cent, higher than Downer's overall retention rate. All participants now have a personal development plan, which stipulates career, personal, whānau and community goals. Overall business relationships across the company and with external stakeholders have improved, with Downer taking concepts and practices experienced as part of this programme and applying them to everyday business interactions. Time is being taken to establish trust and build relationships, rather than getting straight down to business.

The Te Ara Whanake programme won the Diversity Works Award in 2016 and was a finalist in the Deloitte's Top 200 New Zealand companies award 2018 for innovation, employment diversity and inclusion leadership.

The programme has been so successful that non-Māori staff have also requested te reo Māori and tikanga education as well as noho marae (marae stays) to improve their knowledge and relationships. Downer are also considering sharing their journey with other companies who are wanting to utilise and empower the diversity of their workforces.

Diversity Works New Zealand Chief Executive Rachel Hopkins adds, "Diversity cannot thrive without a culture of inclusion. The hallmark of an inclusive workplace culture is confident, inclusive leaders. How are you supporting your people leaders to understand and implement your diversity and inclusion vision day to day?"

Downer have shown that employees that feel valued and included in a team by strong and inclusive team leaders make a higher discretionary effort at work. Higher staff engagement is a direct contributor to productivity and therefore to the bottom-line. Organisations that are utilising the diversity of their workforces are enjoying a competitive advantage as they learn new ways of doing things from other cultures, access new markets, enhance their decision-making, and strengthen their public image by doing the right thing with the right people for the right reasons.

To find out more about resources, consultancy, events and awards visit the Diversity Works NZ website www.diversityworks.nz





.....and muck-in to clean up the Puhinui

The Downer and Spotless teams with guests from WSP Opus and Wildland Consultancy implemented the first official Downer Volunteer Day on Friday 14th June. The Local Work Neighbourhood Stream Clean team managed to fill a 3.5-tonne truck 3 times over with plastic and household waste from only 2 km of stream. Items taken out of the stream included:

7 shopping trolleys, 2 sofas, 24 bags of plastic, 3 bikes, 1 vacuum, 2 mattresses, 1 large piece of Styrofoam, 2 dead chickens, 1 old bbq, 2 chairs.

According to their guest volunteer from Wildland Consultancy, the Downer and Spotless whānau really did save a stream

on the brink of ecological disaster. Native eels, fish and insects were starting to die, suffocating from human waste. These are animals in New Zealand we consider tāonga, or treasures.

So after weeks of noticing that nothing had been done and the rubbish piling up, Brent Condon Marketing Manager at Downer got volunteer teams together from Downer and Spotless. They rolled their sleeves up and did something real and tangible for the local environment that they can be very proud of.

Locals from the community of Trevor Hosken Drive and Inverell Ave bordering Wiri Reserve also came out and thanked them for a job well done.

“Trash and rubbish from dumping is a form of water pollution. It originates from sources such as illegal dumping or transported by storm water runoff, which is at crisis point in this park and stream. Unwanted items can stay long-term in the aquatic environment while plastics and polystyrene can be ingested by fish and eels causing internal organ failure or strangulation – this was evident on the Puhinui Stream clean up,” said Gavin Condon, Environmental Restoration Team Leader from Wildlands Consultancy in Rotorua.

He adds, “Organic wastes can have chemical and biological impacts on the stream interfering with aquatic plants and the reproductive habits of aquatic animals. Toxic materials can also leach out of trash such as batteries. Our efforts today have had a significantly positive effect on the ecological state of this stretch of the Puhinui Stream, and stopped a lot of nasties flowing out to the Manukau Harbour.”



CULTURAL INTELLIGENCE (CQ)

Facilitator: Vasa Fia Collins



WEDNESDAY, AUGUST 7, 2019

9:30 AM 12:30 PM

LIDLAW MANUKAU CAMPUS (MAP)

Cultural intelligence is fundamental to building an inclusive workplace with the ability to connect across multiple markets and key stakeholders. Vasa Consulting's sessions are unique in that they incorporate lived experiences and the application of relevant theories introduced in the session.

Aotearoa New Zealand is rich in diversity, with over 200 ethnicities. Cultural intelligence presents opportunities to organisations to build and manage a culturally diverse workforce.

In this half-day workshop, you will:

- Get a snapshot of Aotearoa New Zealand's current ethnic and cultural diversity and review our bi-cultural history
- Take a look at your own cultural capital, drivers and motivations
- Understand the key components of cultural intelligence: core and flex and how to harness these components in a real workplace environment
- Learn new or different ways to connect with diverse cultures
- Develop tools and strategies to help you reflect on your own biases, judgements and thought processes



Investment: \$195+GST

www.vasa.nz/events/cultural-intelligence

WORK IT!!!

Offering work experience to our young Wiri workforce of the future can help you and your business



Creating work experience opportunities means you are helping local students to make more informed choices about their future. Their time in your workplace will give young people some valuable practical experience in an industry they have expressed interest in. Work experience within that profession or industry could be a crucial stepping stone for them and, of course, they will be more ready for the workplace once they have completed their programme.

It is well known that New Zealand is currently experiencing a skills shortage and this is acute in some industries. By creating work experience opportunities and giving students a taster of your industry, you are helping to narrow that skills gap.

On the flip side of this, of course, you could also be giving your work experience person the opportunity to realise that your field of expertise is exactly what they don't want to do with their future. This is still a win win for you and them.

One important way in which employers can establish links with their local schools is through the provision of work experience placements. Work experience offers many benefits and opportunities. For students, it can enhance their knowledge and understanding and better prepare them for the world of work. For employers, it can provide the opportunity to help students an insight into the skills and attitudes required by business and to raise their awareness of career opportunities within the organisation visited.

Here are some benefits for you to consider:

1. Work experience benefits your other employees - when you have a young person in your workplace, doing a work experience programme, they need guidance and perhaps even a mentor. Your employees develop their own supervisory skills as they look after the work experience person. This can help with staff engagement and also gives your team opportunities to show any leadership qualities they may have.

2. Offering work experience opportunities doesn't cost you, financially - There is no requirement for you to pay the student on their scheduled work experience placement day. Having said that often if they are just what you are looking for then paid work on other days is beneficial to all. Many of our learners are looking for part time or holiday work opportunities.

3. Employers benefit because young people bring a whole new energy and perspective - Young people with little or no experience of the workplace are not a burden but can be a breath of fresh air. If you have tackled some issues from the same angle, a young student could offer a completely different perspective. They might not have the practical experience yet but they can bring a whole new dynamic and energy to your team.

4. Employers benefit from offering work experience because it's a great recruitment strategy - Young people are like sponges and come to your workplace having not picked up habits from working at previous companies. You get the opportunity to mould them into the team member you want.

5. Offering work experience benefits your whole industry - This not only promotes the company you work for, but it also promotes the whole industry you are working in. Some industries are easy to promote as they are easily recognisable for the student, however others are more of an unknown for our young people and this can offer essential exposure to new and exciting industries. Offering work experience gives young people the opportunity to have a 'taster session' of what goes on in your industry.

6. Offering work experience helps young people to mature - Young people have barely left their classroom and so, when they do work experience, they tend to mature and are able to make more informed choices about their future pathway. Young people who have done a work experience stint are more likely to remain within that industry and, if you are in a position to offer permanent work such as apprenticeships or school leaver programmes, that person is more likely to remain with your company.

There are some amazing young people at our local high schools who are extremely keen to gain some work experience, this can be in many forms such as Gateway (where students work one day a week for 6 -10 weeks whilst gaining some industry based credits), Internships where they come for a longer

period built specifically into their timetable, and for some just a one day visit where they can come and see what you do and ask some questions, often helping them make choices for their next steps in education.

Their interests are wide and varied from engineering, logistics, automotive, construction, hospitality, medical and many moreAnything offered no matter how small is really important in raising these young people into work ready employees of the future.

If you or your business would like to offer support as part of our Work It programme please contact the Wiri Business Association office 09 262 0804 or comms@wiribiz.org.nz



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PlaceMakers Provide Opportunities to Prisoners

THE EMPLOYMENT PROGRAMME at the Kohuora Auckland South Corrections Facility is an important aspect of prisoner rehabilitation and provides opportunities for sustainable employment on release.

Prisoners gain real work experience, employment skills and job stability, making it easier for them to transition into the world of work and lowering the chances of re-offending. Prisoners apply for jobs inside Kohuora's own vocational workshops and depending on eligibility, can then apply for Release to Work (RTW) jobs.

For the last 3 ½ years, PlaceMakers Wiri, in partnership with Serco, has been providing employment for prisoners, who make frames for new homes in the Kohuora workshop. In this phase of the programme, 35 prisoners at a time are employed in frame and truss production for 5-6 hours per day. They are supervised by Serco custodial staff, with PlaceMakers staff responsible for training the men in cutting, marking and pre-nailing the frames.

The second part of the programme sees prisoners with an approved low security rating released for 8-10 hour shifts at PlaceMakers' commercial factory. Privacy is maintained, there are strict policies and procedures in place, and the men are monitored through electronic devices. They are paid market rates which are held in a trust account until their release to help with costs like getting a car, a flat, equipment or clothes.

For employers, a Release to Work placement gives access to a pool of skilled workers and the ability to employ someone on a fixed term basis. It also offers them the satisfaction of knowing they have made a real difference to someone by offering a second chance.

Laurie Smith, Frame and Truss Resource Manager at PlaceMakers says about 15 guys have come through the Release to Work programme and 8 or 9 have gone on to become employees for varying lengths of time.



"We weren't really sure about it when Serco first approached us, but I'm really proud of Placemakers and Fletcher Building for giving it a go. It's been really positive and I really love the programme. One of the men is even a shift supervisor of 18 guys. RTW workers have a great rapport and loyalty with Nick, their trainer, and work hard for him. I'd definitely recommend the programme to other businesses."

If you or your business would like to find out more about the prisoner employment programme, please contact the Wiri Business Association office on 09 262 0804.

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Sea Cleaners and Nestlé join forces in Stream Clean Up

AT THE BEGINNING OF MAY, NESTLÉ EMPLOYEES dedicated their volunteer days to removing rubbish from a section of the Puhinui Stream running behind their Wiri factory.

More than 130 Nestlé employees from the Auckland area donned gloves and joined the Sea Cleaners team to gather rubbish which had washed down from upstream and was making its way towards the Manukau Harbour.

Sea Cleaners CEO Hayden Smith said that the dumping of rubbish in and near the stream and other local waterways was an ongoing issue, but one they were seeking to address through community involvement and education.

"It is encouraging to see a company like Nestlé getting actively involved at a local level, to make a difference in their own backyard. Being located close to the stream, the company have seen first-hand the implications of what happens to waste items once they reach the waterways and why it is so important to do the right thing in the first place," Mr Smith said.

"30,000 litres of rubbish was collected today alone. If this activity makes everyone stop and take a moment to pick up just one piece of trash a day, then the momentum of this change in behaviour will have a significant impact," Mr Smith added.

As part of a co-ordinated global volunteering effort ahead of World Oceans Day on 8 June, an additional 40 Nestlé employees also volunteered at similar clean up events in Marton, Wellington and Christchurch, collecting another 10,000 litres of rubbish.

**If you or your business would like to hold a similar clean-up contact:
Captain Hayden Smith, Sea Cleaners, network@seacleaners.com, M: +64 211 808 243**



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