

CHAMBER WELCOMES NEW MEMBERS:

Wine / Chocolate Offer – July 2008.

Richard is offering a bottle of wine to anyone who refers someone to membership of the Chamber of Commerce.

Once membership approval is secured and subscription payment received, a bottle will be dispatched to you – your choice of Chardonnay, Pinot Gris or Pinot Noir. If you don't wish to receive wine, you can choose chocolates instead.

Visit our webpage: www.commercesouth.com



If these are businesses you have not heard of, visit them and add them to your contacts list

NEW MEMBER PROFILES

Part of the membership package is a profile in the Chamberlink. This is a good way of letting others know about your business and finding out about new businesses which have started up.



Fulton Hogan Southland

Fulton Hogan Southland is a Regional Division of Fulton Hogan, with depots located in Invercargill, Winton, Gore and Te Anau. The majority of our staff are long term employees, thereby providing clients with a considerable depth of local knowledge and experience. Our philosophy is that a team approach to project management results in a higher level of client satisfaction due to completion of work on time, to agreed quality standards.

Fulton Hogan management and staff are fully committed to controlling works in a fashion that will not adversely affect the environment, and constructing works to a standard of excellence that will reflect favourably on both us and our Client.

Southland Operations:

Quarrying – Gore

Road construction and surfacing

Highway maintenance for local and national government

Commercial and residential siteworks and asphaltting construction

Water and waste water system maintenance

Asphalt production

Structural civil construction

Project management

Airport runway pavement

Utilities management

267 Tramway Road, PO Box 970, Invercargill
Telephone (03) 216 8069
www.fultonhogan.com

McDOWALL

The McDowall Group comprises several operating companies:

FW McDowall, the parent company has been operating since 1953 and continues to operate today as a family owned and operated business dealing in both rural and freight cartage. There are 14 branches throughout New Zealand. Head Office is situated in Browns, approximately 30km from Invercargill and 10km from Winton.

McDowell Freight offers a daily nationwide express freight service with depots in Invercargill, Winton, Gore, Dunedin, Timaru, Ashburton, Christchurch, Nelson and Auckland.

McDowall Southland (based at Winton) offers a full service rural transport company. Ashburton has a counterpart to this service through McCormick Transport.

McDowall Excavating provides specialist excavation needs.

McDowall Heavy Haulage specializes in overdimensional and overweight items 40 tons plus.

Head Office (Browns)

Phone 03 236 5555 or visit

McDowall Group www.mcdowall.net.nz



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ROOMS FOR HIRE:

We have an interview room available for use for offsite meetings. This is free to members.

We also have a training room available for hire.

Rates for this are on the back page, or contact us for more details

b connected 5 BUSINESS BUSINESS AFTER FIVE

NETWORKING DIARY

- August 6** 'Three in One' - (Radio Southland, Tuatara Bar, Invercargill Brewery.
- August 19** Speed Dating @ 5pm
- August 26** Cue TV
- October 1** StabiCraft Marine Ltd
- October 14** Dating @ 7am
- October 20** NZAS – Smelter tour
- November 6** Trade Qual
- November** Ocean Shell

Check out details on Chamber website www.commercesouth.com/events



View these Profiles @
www.bizdirectorynz.com



New Zealand Home Loans is a wholly owned New Zealand franchise company. The key to their client's success is the personalised debt management system which is designed to give them more control over their day to day finances. To ensure their clients remain on track to achieve their financial goals, New Zealand Home Loans has specialised servicing.

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Invercargill@nzhomeloans.co.nz www.nzhomeloans.co.nz



Attitude Switchboards specialises in the manufacture of switchboards and control panels built for the New Zealand and overseas market, supplying Australia, China and the United Kingdom among others.

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Phone: 03 214 6903 Fax: 03 214 6904
www.attitudegroup.co.nz info@attitudegroup.co.nz



BA5 – NZ Police

There was an air of eager anticipation as everyone arrived at the Invercargill Police Station and was shown up to the Staff Cafeteria. After a brief time of networking, drinks and nibbles, Inspector Tony O'Neill, Area Commander Southland outlined the format of the evening and presented a brief overview of the Southern area.

Constable Mike Calvert, spoke about dog handling and showed a brief video of the history. Police dogs play a vital role, and a dog handler holds a privileged position being able to work with these wonderful creatures.

Sergeant John Harris outlined the origins and the rigorous procedure required to join and remain in the Armed Offenders Squad. Sergeant Paul Crosswell modeled the hugely complex array of equipment required for them to wear and to carry out their duties. How many of us could carry an extra 30kg of equipment let alone be able to run with it!!

Sergeant Brock Davis spoke on the Community Action Group and how, with the addition of extra staff they are moving back to having a more physical focus around the city.

The friendly rivalry shown in the verbal interchanges between the groups showed the need for a strong sense of humour in a profession where the unknown situation is the norm.

Splitting into groups we were shown around the Station – from arrival in the paddy wagon through the processing centre to the holding cells; the fingerprinting machine – the old ink pad has been superseded by modern technology; the watchhouse, and the inner city cameras in operation. Needless to say, the tour guides were bombarded with questions and humour was paramount, particularly when it came to those attendees who were breathalysed or fingerprinted.

For a bunch of law abiders, much of the evening provided a chilling awareness of another side of life that most of us aren't involved with and have difficulty comprehending. It was a strong reminder that life for many is viewed from a different perspective, and doesn't always run smoothly, whether by accident or design.

If we had been wearing hats, I am sure that they would have all been doffed as a mark of respect for all those involved in keeping our streets as safe as they can, for their bravery in entering situations that at times are downright dangerous, and for their willingness to enter this type of career.

The evening provided a hugely insightful view of the role of our 'Men and Women in Blue'. Sincere thanks are extended to everyone at the Police Station who gave up their time to make us more aware of their vital role in our Society.

b connected



ARTHUR WATSON SAVAGE The Employment Relations (Flexible Working Arrangements) Amendment Act 2007 comes into force on 1 July 2008 and will provide a statutory right to employees who meet specified criteria to request a variation of certain terms and conditions of their working arrangements because they provide care to another person.

Following a request for a variation to working arrangements, an employer has certain obligations in relation to the request. The employer must deal with such requests as soon as possible but no later than three (3) months after receiving the same.

The employee may make a request if the employee has been in employment for six (6) months and is responsible for the care of any person. The request must be in writing and specify the variation of the working arrangements requested and whether the variation is permanent or for a specified period of time.

The employer must notify whether the request has been approved or refused. There are a limited number of grounds upon which an employee may refuse a request, and these are as follows:-

An employer may refuse a request only if the employer determines that:-

the employee is not eligible to make a request under the Act; or the request cannot be accommodated on one (1) or more of the grounds specified in subsection (2); or both.

The grounds are:-

- inability to reorganise work among existing staff;
- inability to recruit additional staff; detrimental impact on quality;
- detrimental impact on performance;
- insufficiency of work during the periods the employee proposes to work;
- planned structural changes;
- burden of additional costs;
- detrimental effect on ability to meet customer demand.

However, an employer must refuse a request if:- the request is from an employee who is bound by a collective agreement; and the request relates to working arrangements to which the collective agreement applies; and the employee's working arrangements would be inconsistent with the collective agreement if the employer were to approve the request.

The grounds on which an employer can refuse a request are limited and we suggest it prudent for both employees and employers to take legal advice if any disputes arise.

The legislation does outline a process to be followed should a dispute arise. Initially, a labour inspector will attempt to reach a solution and failing that mediation will take place. It will be interesting to see what impact the legislation has.

Please remember, this information is designed as a guide only and shouldn't replace the advice of you legal professional. We welcome your comments: damien.pine@awslegal.com



The Business Centre TRAINING & SEMINARS

July 23: What Leaders Must Know

August 26,27: Training Health & Safety Representatives

To register: Phone 03 218 7188 or register online www.commercesouth.com

NZIM: August 12/13 Accounting for Non Accountants

August 20 The Coach Approach

August 22 Audit Training

August 25/26 Think on Your Feet

August 28 Treaty Workshop

For more information visit www.nzimsouth.co.nz

*"Learning is not attained by chance, it must be sought for with ardour and attended to with diligence."
(Abigail Adams in 1780).*

Government plans further changes to employment law

In an announcement timed to coincide with the centenary commemorations of the 1908 Blackball miners strike, the Minister of Labour, Trevor Mallard stated that the government will be introducing law changes later this year to provide for regulated meal and rest intervals and 'where reasonable and practicable' facilities and breaks for employees wishing to breastfeed. These measures would be further supported by a code of practice to promote breast feeding in the workplace. Contrary to widely held belief there are, in fact, no statutory requirements around meal and rest breaks. More welcome, was news announced at the same time that the Government also intends to make changes to the Holidays Act to ensure that the flexible, voluntary, arrangements made by shift workers and their employers to transfer public holidays when a shift spanned two days, one of which was a public holiday, will be allowed to continue in their intended form. A recent Supreme Court decision had jeopardised these arrangements.

MOBILE PHONES TO BE BANNED

The Government is about to consider amending the Land Rule 2004 to ban the use of hand-held mobile phones including Blackberry devices and P.D.As while driving a vehicle although drivers would still be able to use hands-free devices and 2 way radios under the proposed ban.

The number of reported crashes involving the use of mobile phones has more than doubled over the last six years, with research showing that using a mobile phone while driving increases the risk of being involved in a crash by up to four times. Between 2002 and 2007 there were 411 injury crashes and 26 fatal crashes where the use of mobile phones or other telecommunication devices was identified as a contributing factor.. In 2006 driver distraction was identified as a contributing factor in 11 percent of all crashes, with a total social cost of \$300 million.

Text messaging in particular, makes drivers respond to a message immediately, rather than wait until they have reached their destination, at which time their attention is not focused on the road ahead. Transport Safety Minister Harry Duynhoven says "This is only going to worsen as access to enhanced technology is increased,"

The ban on hand-held mobile phone use for vehicle drivers will bring New Zealand into line with international road safety standards – at least 45 countries, including most in the European Union, the United Kingdom and Australia have already introduced legislation to ban the use of mobile phones while driving. The Rule is scheduled to be released for public consultation in August 2008.

b
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Taking the South to the world
and bringing the world to the South.

The Southland Futures Programme

Southlanders driving Southland's future.

Southland is undergoing significant social and economic change: our economy is growing, house prices in Invercargill grew by 25% over the past year, while unemployment is at 1.6%, well below the national average of 3.9%. Change is inevitable.

Regional branding and image management is seen as a key strategic activity in defining and directing the region's progress. It creates a blueprint to guide change and to align it with the goals held by the region's economic, social and cultural groups. In addition, a strong regional image is increasingly important as we compete for commerce, tourism, workforce, private investment, government spending and all important positive media attention. There is a strong correlation between a region's image and its economic strength.

The Southland Futures Programme has been developed in partnership by Market South Limited and Venture Southland. The Programme seeks the involvement of pro Southland businesses and organizations to band together to drive Southland's image through specifically targeted projects as well as the frequent communication of consistent and compelling messages.

While regional marketing is a function of Venture Southland, the Programme encourages businesses and organizations to add direction, resources and critical mass to enhance their efforts. The desired outcome is to drive the regions image and to gain from the commerce, tourism, workforce, investment, government spending and positive media attention that the improved image will generate.

The Programme maintains a strong community focus with ongoing community and school projects promoting the assets of the South and highlighting opportunities for education and employment.

For further information about the Programme contact:

Carla Forbes
Market South Limited,
178 Spey Street,
INVERCARGILL
Ph (03) 214 4455,
Mb (021) 678 682

Southland 
New Zealand

Parental Leave has increased

Support for families with new babies has increased with changes to parental leave payments. The maximum parental leave payment increased from \$391.28 per week to \$407.36 per week from the first of this month (July).

The minimum parental leave payment for self-employed people also increases from \$112.50 per week to \$120.00 per week. Rates are before tax and are adjusted automatically, so that parents already receiving payments receive a higher payment from 1 July on. "Paid parental leave assists new parents at a critical time. It's important for new parents to have the time and financial support to care for a new baby, and paid parental leave allows them to do that while protecting their jobs," Labour Minister Trevor Mallard says.

"Over 22,400 New Zealand parents received parental leave payments for the year ended 31 March 2008, with more than 130,000 since the scheme began in 2002.

The government support to workers with new families, has already introduced new legislation to require employers to provide appropriate facilities and breaks for employees to breastfeed where reasonable and practicable. The maximum rate of paid parental leave is adjusted each year to reflect any increase in average weekly earnings, as determined by the Statistics New Zealand Quarterly Employment Survey.

The minimum rate is adjusted in line with changes to the minimum wage, which this government raised to \$12 an hour this year. Eligible parents, including the self-employed, are entitled to up to 14 weeks' paid parental leave, at a rate calculated on the basis of their average weekly earnings.

THE POLITICIAN



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Microsoft Lifecam Web Camera 5MP photos, 1.3MP video	\$132.45 ^{excl GST}	Pg 521; 2382490
Dymo Label Writer Series LW400	\$129.00 ^{excl GST}	Pg 492; 2286459

*For more information on these products refer to the Page numbers and Product Codes found in the current OfficeMax Catalogue. Don't have a catalogue? Freephone 0800 426 473 and one will be sent out to you.

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Terms and Conditions:

Purchases must be made between 9th June 2008 and 31 July 2008 to be eligible. *Also open to Chamber members who have an existing account with OfficeMax. Promotion open to current financial members of the Chambers of Commerce only. **Each separate purchase gives you another chance to win. [†]The value of your purchase will be paid back in the form of a credit on your account. Winners will be notified on Friday 22nd August 2008.



profit global



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New Zealand – heading for a fall

New Zealand is one of a host of economies facing that troubling scenario of rising inflation but slowing growth. This along with the probability of interest rate cuts are NZD negative developments, and now that we think the USD has reached its turning point, we think there could be a sizeable downside move by NZD-USD in the coming months. In addition the growth slowdown in New Zealand has not hit the AUD and it is therefore unsurprising that the AUD-NZD cross has moved up so aggressively over the last three months.

The recent June Monetary Policy Statement was particularly dovish in its outline for rates through 2008. It was also explicit in its concerns about the New Zealand economy.

Growth outlook worsening...

In the June MPS the RBNZ revised down its 2009 and 2010 growth forecasts to just 0.9% y/y and 1.4% y/y (from 1.9% y/y previously for both). The main downside risks to growth outlined is the housing market (chart 2) which is undergoing a "significant downward correction". This impact can also be seen in recent data such as retail sales (chart 3), which declined by its largest amount since 1997. The RBNZ also noted that the labour market had shown signs of cooling, which is likely to have an impact on wage growth and further contribute to a slowdown in consumer spending.

RBNZ remain hopeful on inflation and sees lower rates in 2008

The RBNZ believes that the growth-inflation balance may have worsened in the short term, but in the medium term it sees slowing activity feeding through into lower prices, which in turn will allow rates to be cut in H2 2008. In their own words they are "likely to be in a position to lower the OCR later this year." We are therefore looking for a 25bp cut in September to bring the OCR down to 8.00% by the end of 2008. The lower interest rate outlook has already pulled NZD-USD back significantly since the end of May, and we think that the worsening economic backdrop will allow this move to go further. With rising inflation but slowing activity, New Zealand's economy is looking vulnerable, and even if the RBNZ starts to act later this year to boost growth, it is likely to be too little too late for the NZD.

Source: HSBC Global Research Team, June 2008

global



Cultivate your curiosity. Don't be afraid to try new things. The most important skill you can develop is not the ability to remember information, but the ability to seek out and find the information you need, when you need it and then use it for the benefit of your business.

CHAMBER OF COMMERCE SOUTHLAND

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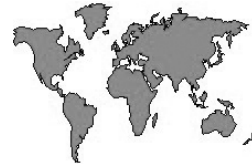
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