

## ANZAC Day hosted by Ngati Rangiwehi at Awahou Marae



## ST BARNABAS ANGLICAN CHURCH NGONGOTAHA

St Barnabas on School Road celebrates its Centenary on 16 June. Ngongotaha developed as a small community, being linked to Rotorua through the provision of food, milk and building supplies over several years and the railway was established and running by 1920.

Initially a combination of churches developed a co-operative spiritual basis for the building on School Road which was consecrated on 16 June 1924. With an increasing population and diversity of spiritual beliefs, finally this building was consecrated in 1937 as St Barnabas Anglican Church. The church has grown and changed with the times and is the home of

several superb stained-glass windows - one above the sanctuary acknowledging the land heritage and use in Ngongotaha, another being originally at Mamaku which was removed to St Barnabas and re-erected in the early 2000s. This gorgeous window commemorates those of Mamaku who lost their lives in World War 2; the third installed very recently was donated by the family of long-time devoted parishioner Ynys Fraser and was taken from a painting by her father Dr S. Wallis. St Barnabas continues to play a vital role in the wellbeing of this community with the development of and association with The Close Retirement Village and the St Barnabas Op Shop as well as its Mission and Outreach programmes making vital contributions to those in need throughout the world.

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## St Barnabas Anglican Church

School Road, Ngongotaha

Sunday: 9.45 am Eucharist followed by coffee and fellowship  
Thursday 9.45 Contemplative Eucharist followed by coffee and fellowship.  
11.00 Bible Study  
All are welcome.

A number of Hamurana area residents have expressed concern over excessive water rates for May. Rotorua Lakes Council advise: .

*Thank you to those who have brought this to our attention and checked for leaks, etc.*

*We have identified a number of properties indicating unusually high consumption and we're actively working to identify and remedy the cause. Please note that invoice penalties on the current May bills for these properties will not apply.*

*If you live in the Hamurana area and believe your May 2024 water bill is incorrect, please call our Customer Solutions team at 07 348 4199. We will take your details and be in touch as soon as a solution is identified.*

Additionally, we've been told that the person to ask for is Debra Olsen, Data Technician at Water Operations for RLC.

*If you live on the rural north side of Lake Rotorua and allow your dog to run free, please be aware that your dog is liable to be shot if found on a farm property. Over 23 sheep have been killed very recently. If your dog comes home with blood on it, you could well be in Council's sights already.*



## Kaharoa School

### Tēnā koutou whānau

This term started off with a hiss and a roar, with plenty of fun and exciting events and learning opportunities for our tamariki.



**Mini-Marathon:** In May, the whole school participated in the Mini-Marathon. This was a great way for our students to improve their fitness in preparation for our annual Cross Country and for the more competitive intermediate students - Sports camp at the end of the term.

The **Rural Cross Country** event will take place in week 7 at Kaharoa School (Wednesday 12th June). All Kaharoa children participate, as well as visitors

from other local schools. This is another excellent opportunity for our students to demonstrate their physical abilities and resilience while enjoying the great outdoors. The top few competitors for each age group will compete in the Bay of Plenty event on 25th June.



**Winter Sports:** Winter sports are well underway and it is wonderful to see team practices happening around the school at lunchtime and after school. Thank you to our wonderful parents who help in so many ways; from coaching and managing teams to running practices, and even turning up on cold winter mornings and evenings to help tamariki

participate in weekly games. Our most keen intermediates will be participating in a **Sports Camp** at Tōtara Springs over the last week of this term. They have been training hard for this.

**EPro 8** - The EPro8 Challenge is a science and engineering competition. Students participated in a series of events: firstly within our school (in week 1), and then the winning teams competed against other schools in early June. Our Year 7 and 8 team has made it into the semi-finals!



**Kōkako bush trips:** Team Tōtara (our seniors) had a fantastic time in the Kōkako bush on 24th May. The students participated in activities to learn about plant ecology and maintained our adopted track. Thank you once again to the Kōkako Conservation Trust for working alongside our tamariki! We thoroughly enjoyed our experience. The primary team will be having their turns to visit the bush on 18th June.



### Term 2 PTA Fundraisers:

Our PTA are a group of fantastic parents who run or help with events that contribute to school fundraising. The PTA AGM is on Monday 24th June.

We also continue our term of clearing out with the:

- **Ray White Garage Sale:** 16th June
- **Kaharoa Cull:** 21-23 June.

Thank you to everyone who contributed to the scrap metal drive - we had 5 large skip bins collected!

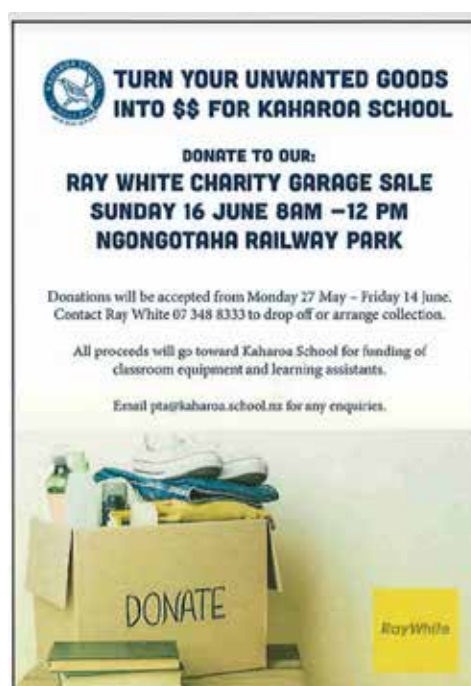
Keep an eye on your emails and our website for details as the events come up.

### We have space for new students

Kaharoa School is 13 minutes from Ngongotaha and open for enrolments now

and for 2025 for both primary and intermediate students (Year 1-8). We will hold an information evening planned for 14th of August for students considering enrolment in 2025.

Please refer to the Kaharoa website for further information and school newsletters. [www.kaharoa.school.nz](http://www.kaharoa.school.nz)  
Ngā mihi - The Kaharoa Team



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\*All prices are plus freight & assembly/PDI & fuel costs. Standard freight and assembly cost is \$150.

@ Scooters add PDI cost, on road costs, freight etc is \$500



# Progress Ngongotaha – Kokiri Ngongotaha Inc.

## Ngongotaha Community Collective-Making a Difference in Our Place

- Ngongotaha Emergency Response Team (Currently creating a 'Draft Plan' - can you help?)
- Ngongotaha Community Defibrillator AED (Donations for maintenance very welcome)
- Ngongotaha Life Memories Museum Team
- Ngongotaha Stream Care Team
- Ngongotaha Hall Committee (needing support with Fundraising)

Kia ora Koutou, Katoa

Hi Everyone !!

Thank you so much for the generous support that we have received from our community since the last Ngongotaha News landed in everyone's letterboxes in May.

Our Ngongotaha Stream Care team working at the Ngongotaha Awa/River, have been given a brush cutter and we are also going to purchase a battery-operated brush cutter, with a wonderful donation we received from someone else in our community. Our Stream Care Team are so grateful and send their thanks to you both.

On another note, we send a huge CONGRATULATIONS to our "Ngongotaha Garden Circle" club, which turned 70 YEARS old last month. What an achievement. Thank you for your kind invitation. It was a wonderful afternoon, of friendship, laughter, sharing, recognition and great kai held at the Ngongotaha Community Hall. Thank you so much for your contribution to Ngongotaha over all of these years. New Members very welcome !! Thank you to the many sponsors who support this group of 45 members and also support other groups in Ngongotaha. Your support for our Community is really appreciated.

## Ngongotaha Emergency Response Team:

Our Team is gradually putting together the Draft Plan. As a part of making this Plan as useful, practical and fit for purpose as we can, we need your help.

Those of you who have experienced the stress and distress of living through any of our local recent floods, or other events, including the car wreckers yard fire a few years back, please may we ask you to answer a few questions for us?

Our Aim is "To do the best that we can, to make available and to provide at least some of the help, or things, that would have helped you and your whanau; Prior to the Flood, At the Time of the Flood, during or after the Event.

What was the one thing that you needed the most? Please if you can think back, this would really help us. This may have been help that you needed prior to Rotorua Civil Defence arriving.

1. What could we (as a community of volunteers) have done, or provided, which would have really made a difference and helped you and your whanau/family to feel more confident to get through?

In the Esk Valley Flooding, the main resource that locals used before Civil Defence arrived were small boats, floating devices as seen in the documentary Code 1 - Minute by Minute. Local people very quickly realised that they had to do something to help !!! they could not wait for outside help.

Things that we can all do now, to improve our safety and that of others living nearby, is to **Get to Know our Neighbours**.

## Ngongotaha Garden Circle 70th

On Wednesday 22nd of May we celebrated the 70th Anniversary of the Garden Circle, with an enjoyable catered lunch attended by members and invited guests at the Ngongotaha Community Hall.

A very special thank you goes to the students of Ngongotaha and Kaharoa primary schools, who gave presentations on "Why have a garden in today's world". Also for the contribution of delightful art work from Kaharoa school, which was displayed in shops prior to the event and was also used to brighten up the hall on the day. The day was a special celebration of gardening and the enthusiasm of the school children promises a great future.

This event was made possible by the generous support of local businesses and we would like to thank Ngongotaha Four Square, Ray White Ngongotaha, Ngongotaha Pharmacy, Curiosity Blooms, Cafe Dynasti, and Ngongotaha Books/ Lotto/ Postshop.

We also thank those who purchased raffle tickets in support. The winners were: First draw - Ray White Gift Pack - Sandra Bodle (a club member); Second draw - Ngongotaha Pharmacy Gift Pack - Aaron; Third draw - Indoor Pot plant - Hannah Scott. All prizes have been claimed.

The Ngongotaha Garden Circle's usual meetings are held at the Ngongotaha Community Hall at 1pm on the 4th Wednesday of the month and are open to anyone interested in joining.

Please contact: Christine Johns 027 2712883 Jane Moore 0274 735708

Is there someone vulnerable living next door to us? Elderly? Living alone? Young children? It was said to me recently that "sadly, many people get to know their neighbours at the point of an emergency." We need to say Kia ora !!! Hello !!!! much sooner.

We really want to hear from you....Please reply to Lynn email progressngongotaha@gmail.com

Subject: Ngongotaha Emergency Response Plan (draft)

As an example you could include something like the following;

Name: Gillian

Contact phone: 1234567

It would really help us to get through more confidently if we had;

- Contact List of numbers to put on our Fridge
  - List of radio stations to listen to for updates
  - Sand bags ready filled and available for use stored nearby, ready to use
- I would like to help;
- I am available to help to fill sand bags as required
  - I can make fridge magnets

I have the following resources available if they would be useful!

- Small dinghy

Or just write whatever comes to mind, we appreciate any help that you can give us.

## AED Ngongotaha Community Defibrillator

Situated to the left, on the outside of the Gull Service Station Front wall.

Available 24/7. This was purchased by Progress Ngongotaha-Kokiri Ngongotaha Inc. from Heart Saver on behalf of the Community with Donations made by the Community.

To make sure this equipment is fit for purpose Heart Saver carry out an Annual Check. The Batteries do not last for ever and the pads which have a gel on them do deteriorate. These need replacing from time to time, and this decision rests with Heart Saver.

We are facing the possibility of reduced funding and we are trying to do our bit to be self-sufficient. If you are looking for something worthwhile to donate to, please consider donating a few dollars to Progress Ngongotaha-Kokiri Ngongotaha Inc. for the maintenance of the Defibrillator. We budget for \$500 per annum, but like everything else it is bound to cost more sooner or later.

Annual Check- \$171.00

Battery Replacement - \$212.00

Pads subject to use replacement

If you would like to donate something towards this worthwhile asset, this can be done through our Bank Account: 03-1545-0040162-00 Payee Name: Progress Ngongotaha Kokiri Ngongotaha Inc.

Subject: PNKN Defibrillator

Thank you so much for your assistance - this is to help 'Our People in our Place' Ngongotaha.

Until next time stay safe out there and enjoy Our Place !!!

Nga mihi nui

**Lynn, Bob, Heather & Lee**



# Hon Todd McClay

## MP for Rotorua

### Delivering for Rotorua

If we can help, please give me  
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Authorised by Todd McClay,  
Parliament Buildings, Wgtn.



# Hon Todd McClay

## Member of Parliament for Rotorua



### Budget 2024 delivers for Rotorua

Ngongotaha can be assured that the Coalition Government is delivering on our promises and focusing on the things that matter most to our community with this year's budget.

We've focused on wasteful government spending and instead invested in frontline services like healthcare, schools, and the Police. We've also delivered tax relief to help hard working Kiwis with the cost of living.

On 31 July this year Kiwis will get tax relief for the first time in 14 years, letting you keep more of your hard-earned money. It gives average income households up to \$102 extra each fortnight.

Families with young children are set to benefit most. With the addition of FamilyBoost childcare payments of up to \$150 per fortnight for eligible families. You can find out exactly how much you will be getting back by going to the tax calculator at [www.budget.govt.nz/taxcalculator](http://www.budget.govt.nz/taxcalculator).

The Budget also delivers on restoring law and order and delivering better public services.

We are investing \$651 million over four years to deliver an extra 500 police officers and provide them with the tools they need to do their jobs. This includes investing in more corrections staff, more prison capacity, military style academies for serious youth offenders, and support for

offenders to turn their lives around.

To improve health care outcomes, we will deliver more doctors, more hospital and specialist services, more breast screening, more mental health services, and more medicines through our investment of \$16 billion in Health across three Budgets.

We are also spending over \$1 billion to ensure people with disabilities can access the essential services, equipment and support they need and \$1.7 billion in Pharmac to fix the shortfall left by Labour and ensure Kiwis can access the medicines they need.

We will deliver more teachers, more support for teachers, more classrooms, funding for structured literacy, the healthy schools lunch programme and charter schools through our \$2.9 billion investment in Education.

I am proud that this Budget delivers on the core commitments we made to New Zealanders. By achieving savings, funding the frontline, and delivering tax relief we have taken the first steps towards getting the country back on track.

### Hon Todd McClay

Member of Parliament for Rotorua

Authorised by T.McClay, Parliament Buildings, Wellington.



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# TIMES ARE TOUGH BUT SO ARE YOU



I was thinking about my Profession as a Motivational Speaker and thought I would call on that expertise to try and help our Ngongotaha, Kaharoa, Awahou, Hamurana and Mamaku communities in these times. If we are to take everything the politicians and economical forecasters are telling us as gospel, then times are tough for a lot of people in our communities and are going to get tougher. But so are you. You are tough and you are able, and so are our communities if we help each other.

You have been through worse and can get through your situation whatever it is.

In the business sector I hear the latest slogan is “survive until 2025”. There is even more talk of changing that to 2026! The key word being survive whatever the year is. Our communities and you the readers of the awesome Ngongotaha newsletter can do that. Here are a few tips that I hope will help us all.

**No one makes it on their own.** *Ehara taku toa I te toa takitahi engari he toa takitini* is a Maori proverb outlining that our achievements are never ours alone but also those who have supported us through those achievements.

We all need others to help us through the good, the bad and the ugly. There is always someone we can call, text or email about a situation. But it takes courage to do so, and that decision is ours to make. So, in a funny (not haha) kind of way, we need to believe in ourselves to ask for help from others.

**If it is to be, it is up to me.** One of my business self-talks is “If it is to be, it is up to me”. It is up to me to ask for help. It is up to me to get out of bed and make that bed and get started with my day. Whatever that day looks like.

It is up to me to get into the office and do my mahi. It is up to me to go for my early morning hikoi (walk) and karakia (prayers).

**Keep moving.** It is up to me to just keep moving. It is my decision whether I move or stay still. That leads me to another one of my favourite sayings. “A moving target is harder to hit.” So, I try to keep “moving” and “doing” to just keep going.

My wife and I were unemployed for a year while we learnt te reo Maori.

It was a choice we made. I look back on that year as one of the toughest years we had in our marriage, but also one of the most enjoyable. We had quality time together learning, but we had no money. I prayed a lot.

One day we were really broke and decided to “keep moving” and go for a walk around town despite having no money to buy anything. We came across a gathering of people where a local radio station was putting people into a booth that had lots of money moving around inside. You kept whatever money you caught. I got picked and we won enough money to last for days and valued every cent. When we keep moving, we never know what opportunities may come our way.

**Look for opportunities and expect miracles.** Here is another one of my favourite quotes. “Opportunities of a lifetime must be seized in the lifetime of that opportunity.” My pride could have stopped me from stepping into that money machine, but I saw it as an opportunity to legally get some free cash instead. Opportunities may come through texting someone to have a chat, organising a walk along those awesome paths at Hamurana, talking to others when you drop off your kids at the bus stop or even phoning a friend.

**Just show up.** One of the keys to success is to “just showing up”. Opportunities may come to you through that hui or meeting or event that you do not want to go to. Being tough means acknowledging our weaknesses and fears and facing them anyway. Otherwise known as courage. Showing up takes courage and you have that in spades.

Perhaps you are reading this and thinking I am okay thanks Ngahi. Life is good. Well, how is your neighbour doing? How are your friends doing? How is your whanau doing? Perhaps this is an opportunity for you to reach out and help others, to show up for them, even though they may look fine on the outside.

You see, when we were unemployed, we did not walk around in our oldest clothes looking unemployed. We had pride and would not let people know our situation. However, our friends knew we were struggling and helped. They showed up for us.

Many of our local community friends and people in our Ngongotaha newsletter readership communities are doing it tough right now and we probably don’t even know it. Let’s ask them and give them an opportunity to accept our help. We will not know unless we ask them. However, it is their responsibility to let us know they need help. But at least we tried.

I know this article is a bit of a rant, but I am aware that there are people in our communities who previously may have been okay or even great but may not be doing so well in these times or over the next twelve months. When the going gets tough, communities get kinder. I hope those are our communities, so we all survive to 2025 – and beyond.

*Kia kaha kia maia kia manawanui kia aroha koe ki te tangata. Be strong, be brave, be steadfast and be love to those around you.*

Ngahihi o te ra Bidois is a Motivational Speaker, Professional Director, businessman, author, husband, father. Koro and MBA.

A Maori Boy from Awahou.

See <https://thefaceofnewzealand.com>

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# Ngongotaha School

We've had a very busy and exciting month here at school- Jumping June Skipping event, our whole school Cross Country race, trips to the Buried Village, Public Library and Museum, Tackle 5's Rugby tournament, Mountain Bike Skills group, EPro8 competition, School Disco, and plenty more.

But, I thought I would change things up this month, and instead of sharing what we have been doing, I would share some of the children's work. Recently, we were invited to speak at the Ngongotaha Garden Club's 70th birthday celebrations.

Two students were selected to represent the school, Maddison Oswald and Albert Drewe. They were both asked to prepare a speech on the importance of gardens in today's society and present it in front of the entire Garden Club and all of their guests. This is what they had to say;

*"Good afternoon everyone, I hope you're all ready for a bit of dirt and a lot of fun because today, we're diving deep into the wonderful world of gardening! My name is Albert, and trust me, when it comes to outdoor adventures, I've got some cool stories and exciting ideas to share with you all.*

*Now, let's kick things off with a little exploration. Did you know that gardens and backyards are like secret kingdoms for some of the coolest insects out there? Picture this: soldier beetles, huhu grubs, and cicadas – they're just a few of the VIP guests hanging out in our gardens. And guess what? Underneath a simple log, you might catch a ninja daddy long legs practising its moves or a super bee buzzing around making honey for us and them.*

*Who needs gadgets when you've got front-row seats to nature's karate-chopping spiders and invincible beetles? So, let's put down those phones and get our hands dirty!*

*Now, let's talk about perks. Who here gets a bit antsy waiting in line, whether it's for dinner or something else? I know I do! But guess what?*

*Gardening has a purpose – it's our ticket to growing food that not only fills our bellies but also looks mighty fine on the plate. Imagine strolling into your garden and plucking a shiny, juicy tomato or a crisp cucumber whenever hunger strikes.*

*You become the ultimate snack bar manager, saving your family some cash while you're at it. It's like having your very own VIP buffet that never closes. So, boys and girls, here's a secret: you can grab a veggie snack anytime without your parents even knowing. How's that for convenience?*

*But gardening isn't just about food and fun – it's about saving the day, just like our favourite superheroes. Backyards are like training grounds for insects like bees, gearing up to save the Earth. They're the Justice League of the planet!*

*Whether they crawl, fly, squirm, or slither, these tiny heroes keep our soil healthy, recycle nutrients, pollinate flowers and crops, and even control pests. But here's the catch: by the end of the century, up to 40% of the world's insect species might vanish because of habitat loss. Scary, right? But don't worry, because all it takes to help out is a spade and a handful of seeds.*

*So, let's put down those gadgets, pick up some seeds, and join the party. With a little laughter, a lot of green, and some teamwork, we can make our planet a very special place for all of us. And don't forget to spread the gardening love – lend a hand to your neighbours and watch your community bloom.*

*Thank you for listening to my speech, and I hope you've got the gardening bug buzzing in your mind. Let's get out there and make some magic happen in the dirt! Before I conclude this speech, I'd like to lighten the mood with a joke for all of you. Why did the scarecrow win an award? Because he was outstanding in his field! Thank you!"*

**(Albert Drewe, 11 years old)**

*"Hello everyone my name is Maddie and I'm here to talk to you about why we should have a garden in today's world. You see, gardens are like magical places where plants grow, birds sing, and bugs buzz around. But they're more than just pretty places - they're really important for our planet.*

*Firstly, gardens help the environment. They soak up carbon dioxide, which is a gas that's not so good for our air. When plants take in carbon dioxide, they give out oxygen, which is what we need to breathe! So, gardens help keep our air clean and fresh.*

*Secondly, gardens can teach us so much. When we plant seeds and watch them grow, we learn about patience and care. when we learn about where our food comes from and how to take care of living things. Plus, gardening gets us outside away from screens and into the sunlight which is good for our bodies and minds.*

*Lastly, gardens are like little habitats for animals and insects. They provide food and shelter for birds, bees, butterflies and more. And when we have lots of different creatures in our garden, it means it's healthy and thriving.*

*So let's all get out there and start gardening. Whether it's in our backyard, at school or in our community, let's plant seeds of change and watch them grow into something beautiful for our planet. Thank you! :)"*

**(Maddison Oswald, 10 years old)**

Keep an eye out for the all 404 children completing the annual Walkathon on the 2nd of July, this year we have added in two colour dye stations similar to what you would see at a Colour Run.

The dye for these stations has been donated by Bay Plumbing and Drainage, Wynyard Farms, ITM Rotorua and Arcryte Engineering and Fabrication. These sponsors will be 'manning' the stations and covering the kids in dye as they walk past. In addition to this we will be celebrating Matariki with a whole School Community Hangi.

Keep an eye on the School App or the Ngongotaha School Photos Only Facebook page for more information.

**Craig and the Team at Ngongotaha School.**

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## Consumer Website Guide: How to be happy with your power company in 2024

Two companies are doing an excellent job of keeping their customers satisfied. Four of them sit at the bottom of the pile, rated poorly by their customers in our annual survey.

### Best power companies

Powershop and Frank Energy tied in first place this year, both scoring 67% for customer satisfaction – that means 67% of their customers we surveyed gave them a score of 8, 9 or 10 for satisfaction, with 10 being the most satisfied.

Both providers have also won our People's Choice award – it's the seventh time in 10 years for Powershop. Nova Energy and Flick Electric weren't far behind. It was an impressive jump from Nova, which was down with the worst-rated companies last year. Overall, the satisfaction rating for the power industry was just 53% – so which power companies were dragging the score down?

### Worst power companies

Contact Energy got the lowest satisfaction rating with just 47%. Mercury didn't do much better with 48%. 2degrees and Slingshot were also below the industry average. Slingshot and 2degrees are well known for their core business as telco providers and can offer the convenience of bundled plans to consumers. However, it's important to weigh up the value of paying just one bill for your power, phone and internet - it can end up costing more in the long run.

Last year's worst-rated company, Meridian, has pulled itself up to the middle of the pack.

### You can be happy with your power company

If you've seen how satisfied others are with their power company and feel inspired to switch, the good news is that switching is usually simple. We asked those who had switched in the past year about their experiences and 88% rated it as easy or very easy. People who haven't switched anticipate it being harder than it is – 15% of those who hadn't switched think it will be difficult compared to just 4% of those who'd been through the process

saying it was. If you use the Powerswitch website to compare prices, you don't even need to pick up the phone or start a new email to initiate the switch.

### Why do smaller power companies rate higher?

The stars of our survey – Powershop and Frank Energy – are subsidiaries of two of the country's big power companies, Meridian and Genesis, which can both be found in the middle of the results table. So how do Meridian and Genesis manage to get it so right with their smaller companies while not being able to achieve it with their own brands?

The manager of our Powerswitch website, Paul Fuge, reckons people with the big power companies have probably been with them for a long time, and so for many it's just a grudge purchase. "A lot of people just ended up with the big companies back in the day and so they'll grumble and feel like they don't have any power, but not actually change provider," Fuge said. Customers of Powershop and Frank Energy, which have about 10% share of the market, were likely to have made the decision to switch. "The people with those challenger brands have made a conscious decision to join, so they feel empowered and own that decision."

### How do you choose a power company and plan?

There are thousands of power plans in New Zealand and the best for you will depend on where you live and how you use power, so we can't choose one that's best for everyone. However, there are three things we advise doing when you're thinking about switching.

1. Check Powerswitch to find the cheapest plan for your household. You can switch using the site or contact your current retailer to negotiate a better price once you've seen the results.
2. If customer service is important to you, use the results from our power company survey to make sure you're choosing one that seems to have happy customers.
3. Consider a time of use plan – these give you cheaper power at off-peak times so the country's electricity generators don't have to fire up the gas and coal-powered stations to meet demand in the mornings and evenings.

*(Ed. Only one third of EV owners have a smart charger that's faster and lets them time an off-peak top-up that's cheaper and easier on the grid.)*

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Muiread Douglas SALESPERSON  
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John Piercy SALESPERSON  
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Ray White

## MORTGAGEE AUCTION



### 31 Hood Street Ngongotaha

Motivation and vision is essential - fit for multiple dwellings, subdivision or remedy the existing dwelling, knowledge will be crucial. The sizeable backyard is the standout feature here! A massive 989sqm (approx.) subdividable sized section, on a corner position alongside Jessie Martin Park. Ngongotaha Village within walking distance. Close to Ngongotaha Primary, Kindergarten and sports grounds. An easy run to Rotorua and a short commute to Papamoa, Tauranga and Hamilton. Viewings are strictly by appointment only.

Mortgagee Auction: 1pm 3rd July 2024 | Jodi Ratahi 027 159 7132 | Kerif Smerdon 021 0233 8882 | View [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31619

## FOR SALE



### 401 Hamurana Road Hamurana

Nestled amongst a natural setting close to the lake, this picturesque haven offers serenity and outdoor adventure. Positioned on a 6,646sqm (more or less) section, the home presents sunny living & good separation between the master suite & the family bedrooms. Relax out on the deck, ramble in the fresh air, enjoy views of the enchanting pond. A short drive from Hamurana and Ngongotaha.

By Negotiation | Tim O'Sullivan 0274 974 986 [tim.osullivan@raywhite.com](mailto:tim.osullivan@raywhite.com) | View [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31542

## FOR SALE



### 189 Dansey Road Ngongotaha Valley

This tranquil property basks in a picturesque location with views of Lake & Mountain, stands of bush and lush paddocks that roll down to the stream. The impressive shed with its huge dimensions, soaring ceilings and office & studio areas includes a feature space that captures the sun and views.

By Negotiation | Tim O'Sullivan 0274 974 986 [tim.osullivan@raywhite.com](mailto:tim.osullivan@raywhite.com) | View [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31578



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FOR SALE

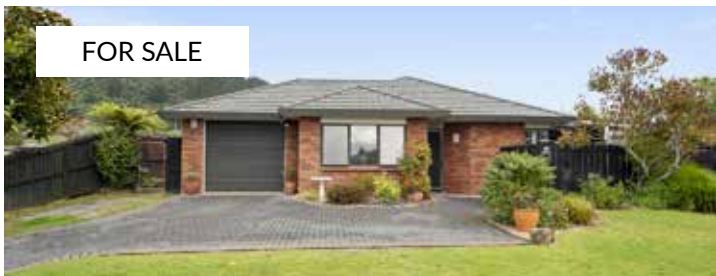


## 16 Dawson Drive Ngongotaha

Charming 3-bed, 1-bath home set on a spacious 1032sqm section. Three bay garage plus carport. Cozy fireplace, well insulated interior, with open plan kitchen and dining. Lovely deck area and a fully fenced yard. Near transport, shops, schools. Contact Phill today for a viewing!

By Negotiation | Phill Rivers 0276 109 090 [phill.rivers@raywhite.com](mailto:phill.rivers@raywhite.com) | View [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31517

FOR SALE



FOR SALE



## 31 Kauae Street Ngongotaha

Beautifully presented home, substantial conservatory, redecorated over the years, including new carpets. Rear gardens are private and the section is beautifully manicured.

John Piercy 027 446 45 49 [john.piercy@raywhite.com](mailto:john.piercy@raywhite.com)  
By Negotiation [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31533

## 21a Beaumont Road Ngongotaha

Set on a lovely flat easy care section, this really cute one bedroom cottage will prove ideal for those seeking that little Rotorua retreat.

John Piercy 027 446 45 49 [john.piercy@raywhite.com](mailto:john.piercy@raywhite.com)  
Priced at \$324,000 [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31449

FOR SALE



FOR SALE



## 9 Alice Place Hamurana

One Acre Paradise - Double Glazed - Log Burner - Heat Pumps  
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By Negotiation [rwrotorua.co.nz](http://rwrotorua.co.nz) ROT31380

## 18 Okona Crescent Ngongotaha

Peaceful haven nestled on the banks of the Waiteti Stream. 2 bedrooms with a single garage on a 966m2 (mol) with direct access to the stream. A fishing enthusiasts paradise or avid artists dreamy retreat.

Chander Sandhu 027 516 1260 [chander.sandhu@raywhite.com](mailto:chander.sandhu@raywhite.com)  
By Negotiation [rwrotorua.co.nz](http://rwrotorua.co.nz)/ROT31439

SOLD



## 19 Mohi Crescent Ngongotaha

Sophisticated, low maintenance living. 3 bedrooms, open-plan living, dining, kitchen, an ensuite, and a bathroom on one wing. The other wing features 2 bedrooms, lounge, kitchenette, and bathroom.

Chander Sandhu 027 516 1260 [chander.sandhu@raywhite.com](mailto:chander.sandhu@raywhite.com)  
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SOLD



## 34 Kauae Place Ngongotaha

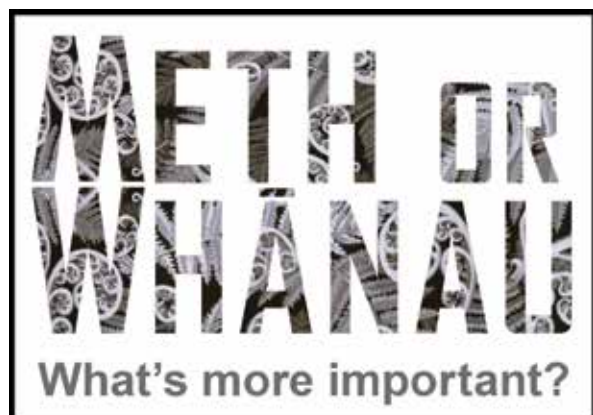
This beautiful home boasts a modern kitchen, open-plan dining, and a family room for entertaining. Brick exterior and fenced yard. Features a double garage with offstreet parking.

Phill Rivers 0276 109 090 [phill.rivers@raywhite.com](mailto:phill.rivers@raywhite.com)  
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# Families

*Self-confidence is my four year old asking me to turn off the ceiling fan so he can show me how high he jumps.*

It's amazing humans can learn something new everyday. E.g, every Tuesday my husband learns our son has soccer practice at 6.



*We homeschool. 12 started school by himself at 6:30 this morning. I asked why he started already and he said "I just want to get this done so I can get back to being lazy sooner." Right on bro.*

*I asked my 6yo "Are you going to help me plant flowers?" She said "Oh Mummy I would love to do that except that I don't want to."*

*Silence is golden, unless you're a parent... Then silence is suspicious!*

*My 3yo wakes me up way too early each morning by singing. So this morning, I woke up early, went into his room and started singing to show him how much it sucks. Then we had a duet and my point was missed."*

*Good mums let you lick the beaters. Great mums turn them off first.*

*I asked my mum what I could get her for Mother's Day. She said she'd really like a doctor for a son-in-law.*

*Mother logic: "If you fall out of that tree and break your legs, don't come running to me!"*

*Siblings: People you either plan to murder or plan a murder with.*

*My brother is my best friend until he tells on me. Then, he's my brother.*

*My sister hates it when I invade her privacy. At least that's what she wrote in her diary.*

*I let my toddler play with my phone today so now everything is in Spanish and I have 273 pictures of her left hand.*

*My daughter woke up at 6:06 today instead of her usual 6:00 because we let her stay up 5 hours past her bedtime last night.*

*Me: What should you do if you see smoke?  
6-year-old: Ask what you're cooking.*

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# NGONGOTAHA INDOOR BOWLS

**29th April Trophy** What a great night of bowls. Everyone was buzzing and hoping to win. Nicole and myself had a very good night apart from losing against Bruce Wiggins and Greg Chase. Bruce was happy to beat us. The smile on his face said it all. The winners for the night were Helen White and Nicole Ruthe.

**4th May BOP Mixed Pairs Championship** Today some members from Ngongotaha club played in this and did very well. Richard Mills and Nicole Ruthe won the consolation event for the non-qualifiers for post section play. They defeated Andrew Pash and Dawn Mulley RSA. Congrats to those two. I know they were very happy with the outcome. Both played very well together.

**6th May Open Tournament** I would like to thank our sponsors for the night, Zero to 100, Denise Sturt, Ngongotaha 4 Square and Ngongotaha Chemist. There were teams from Owata, Westbrook, R.S.A and Ngongotaha clubs. There was good competition from all players. We had some good raffle prizes and a good spread for supper. Two Ngongotaha teams cleaned up the competition for a change. The winners for the night were Bruce Wiggins, Eddie Hagenaars and Chris McGoon. Runners up Helen White, Robin Campbell and Nicole Ruthe

## **12th May MAPSON/MULLEY WIN NI EASTERN ZONE 1-5 YEAR PAIRS**

An unheralded pair of Bruce Mapson from the Ngongotaha Club and Dawn Mulley from Rotorua RSA combined to win the North Island Eastern Zone 1-5 year pairs today. Bruce is doing so well with his bowls. CONGRATULATIONS to Bruce and Dawn Mulley who will represent our zone at the national final in Wellington later in the year.

**13th May Buttons** Really pleased to see two new players turn up tonight. They were Sam Reid and Jim Malcolm. Richard Mills, Greg Chase and Bruce Mapson had the buttons. In the last game they lost the buttons to John Rayner and Nicole Ruthe.

**20th May Triples Championship** We had three teams qualify for a play off next week The teams were Helen White, Eddie Hagenaars, Richard Mills, Bruce Mapson, John Rayner, Greg Chase and Piet Nel.

**27th May Triples Championship Finals** Three teams had a play off. Only one team could win and that was Richard Mills and Bruce Mapson. Congrats to both those players: they deserved to win. Runners up were John Rayner, Greg Chase and Piet Nel. All teams played well. The rest of the players had a roll up and were enjoying the practice.

**2nd June King's Birthday Tournament** We had some members from our club who participated in the three-day tournament. Richard Mills and Greg Chase played in the singles on Saturday. Robin Campbell, Chris McGoon, Bruce Mapson, Greg Chase and Helen White played in the pairs. Greg Chase and Helen White just managed to qualify but got knocked out in their next game, only just though. It was a great tournament.



Anyone looking at playing bowls can contact:

John Rayner 07 5625012 Kevin Whyte 07 3574766



## Ngongotaha Medical Centre Limited

Doctors: Simon Firth, Jane Carman, Genevieve Matthews, Kingsley Aneke, Jorgelina Ferreira, Louisa Barter, Samantha Keenan

### Missed Appointments - DNA

Recently there has been a marked increase in the number of booked appointments where patient's have failed to attend, and have not provided adequate notice that they are unable to attend. This results a wasted appointment slot that can not be reallocated to another patient and with the current pressure on available primary health appointments, the level of DNA's is unacceptable.

Accordingly, we have been forced to review our policy in respect of DNA appointments in an attempt to reduce the level and effective immediately the following policy will apply;

- Patients who do not attend (DNA) a booked appointment and have not notified the practice of their impending non-attendance will be charged for the normal cost the appointment.
- If a patient notifies the practice at least 60 minutes before an appointment that they are unable to attend, they will not be charged.
- On occasions there may be extenuating circumstances resulting in a DNA and these may be taken into account on a case by case basis.

### Phone First Urgent Clinic – Quick Guide



- ☐ Minor issues only
- ☐ 5 minute consultation time
- ☐ Ideal for children who need to be seen at the last minute
- ☐ Health issues that have developed very quickly



- ☐ Multiple issues
- ☐ Complex problems
- ☐ WINZ Certificates, Drivers Medicals or other Medicals need to be booked with your regular Doctor

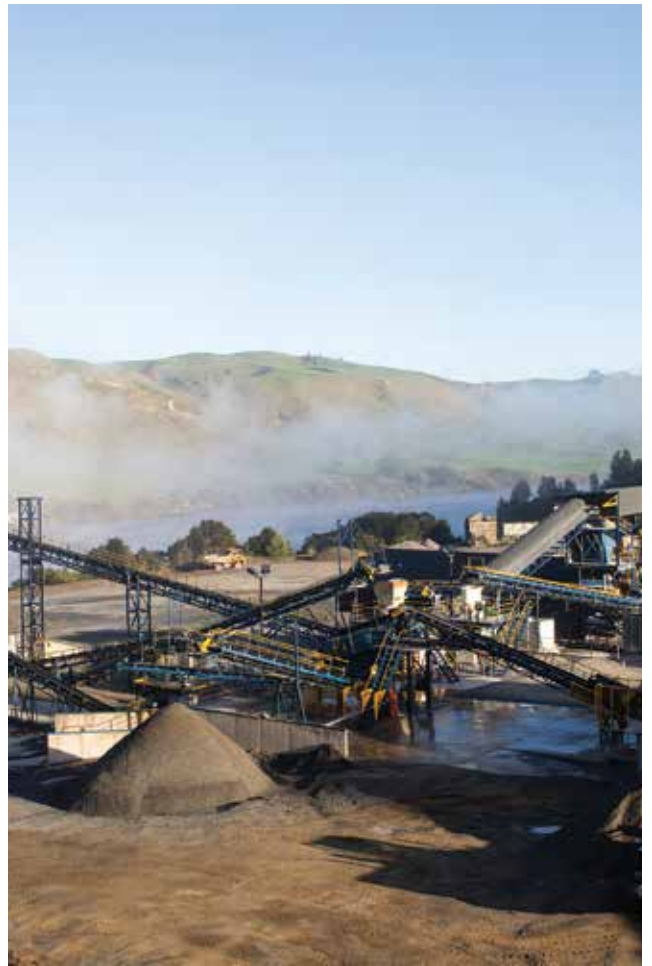


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# Age Concern

Recently one of our prospective tenants for Tiny Homes withdrew due to personal reasons and health. This meant that we had to have another ballot to identify a new tenant. The lucky recipients were a couple who were thrilled and excited about being chosen to occupy one of the homes. We have decided to hire a management company (Ray White) to oversee the properties and collect the rent, which is minimal at \$120.00 per week. The new tenants have signed their lease agreements and are ready to move in.

Wait a minute, it is not that simple surely. The Age Concern Committee have decided that no tenants are moving in until the final Code of Compliance is issued because of the insurance situation. Simple you might say, but no, not if the RLC have their way. We have yet another variation concerning the attachment of the houses to the piles after the two men had spent a week welding and bolting the steel foundations to the piles and the latest is that even that was for nothing as the decision has now been made that we need to lift the units, remove the steelwork and replace it with timber bearers before putting it back on the piles.

What amazes me is that the Lake Road emergency homes have gone up in 6 months and are ready to be occupied while our 3 tiny homes have now taken 21 months, since September 2022 when our first application for resource consent was lodged. Our tenants have been waiting since March of last year and one has passed and one withdrawn. All of these delays and variations have cost us a great deal of extra money and our initial budget has been well surpassed and is causing Age Concern Rotorua much financial angst which began as a noble gesture on our part and has turned into a nightmare.

During Elder Abuse Week and Volunteer Week Age Concern will be attending a Conference hosted by Family Focus who have the contract for Elder Abuse in Rotorua. The Elder Abuse Conference starts from 10:00 am to 2:00 pm on 18th June at Distinction Hotel in celebration of Elder Abuse Awareness Month.

This is a joint initiative of the Bay of Plenty EARS providers - Family Focus Rotorua, Manaaki Ora, Whaioranga Trust, Tuwharetoa Ki Kawerau, and Whakatohea Health and Social Services - aims to raise awareness about Elder Abuse and the support services available for our Kaumatua in the community.

On the 20th of June we will be celebrating, and recruiting, volunteers during Volunteer Week with a drop-in day when you are welcome to come and have a bowl of soup and a bread roll. If you have ever thought about becoming a volunteer and giving up a couple of hours a week then this is your chance.

Lyn Rasmussen, who was Secretary for Age Concern, is putting together a Cookbook which she has delayed due to the passing of her husband, so if you would still like to be involved, please email our office and we will forward it to Lyn.

Besides recipes anyone wants to share, here are some other things Lyn is looking for to add interest:

- \*Memorable dishes or meals from the past - dishes you recreate for your own self or whanau
- \*Dishes you hated from the past and would never eat again (tripe does it for me)
- \*Economical dishes that feed the tribe (maybe something you've created yourself)
- \*Quick meal hacks when you can't be bothered cooking or don't have time
- \*Tips or dishes when cooking for one or two
- \*Tips for saving waste and/or money
- \*Dishes the grandkids/whanau love
- \*A utensil or appliance you wouldn't be without
- \*Ethnic dishes

\*A memory around food/meals/special occasions - something that might not happen in today's world. (I remember a sack full of crayfish being poured onto the lawn at my grandparents' one Christmas, neighbours who'd leave a kerosene till full of whitebait on the doorstep, chowing down on pig trotters!).

\*Crockery/cutlery/utensils/appliances/tableware you inherited and perhaps still use or display

\*Best kitchen/cookery advice you've ever been given

\*A treat for yourself

At this stage, the more the merrier!

## Seminars with Seniornet still to go.

2 July: "SHOPPING ONLINE" Trademe, Temu, Facebook Marketplace, supermarket delivery services, clothing, technology, etc.

16 July: "PHOTOGRAPHY" Taking phone photos and videos, initial editing, transfer and sharing, managing and editing on PC, photobooks, etc.

6 August: "STREAMING, THE NEW WAY TO WATCH" How to access a huge range of films, TV programmes and documentaries using Smart TVs, Chromecast, streaming from devices, streaming services etc.

20 August: "TIME TO REVIEW AND RECAP" A chance to review and ask questions about what we have covered before.

We have partnered with Parksyste to present a series of Seminars, once a month for 9 sessions. Some have already been completed but keep your eye out for advertising of seminars in the future:

Scamming, Coping with Dementia, Enduring Power of Attorney, all you need to know about Funerals, Keeping your Independence, Health and Disability Advocacy, Keeping Yourself and your home safe, Grief and Loss. Experts from the various organisations will be invited to present.

Grey Power is calling for a change to elderly driver assessments, claiming the process for assessing driver capability is penalizing some of the very people who need their licenses the most. Grey Power said a nationwide survey of members had revealed a lack of practical driving assessors in the regions and also widespread use of cognitive tests - SIMARD-MD and Mini-ACE - to assess driver impairment.

A Canadian driving researcher said there was no evidence to support the continued use of cognitive dementia tests to assess driver capability. In New Zealand, the driver licence renewal criteria require all licence holders to present a medical certificate confirming fitness to drive at age 75, then 80, and then every two years following.

Waka Kotahi NZTA says it does not mandate cognitive tests for elderly drivers and maintains the use of such tools is left to the discretion of health practitioners. Draft guidelines on how to assess medical fitness to drive are currently under review and are expected to be released in June.

The SIMARD-MD test was used to identify drivers who were at risk but there was an argument that the test "does not do a great job at measuring the driving skills needed to functionally operate a vehicle and failure of that test doesn't accurately measure the ability of a person to drive safely".

The reason why there's so much controversy is because if you somehow fail that test, many don't undergo a road test, they just lose their licence and that's been a huge issue for many.

## Stay Safe

**Rory O'Rourke - Manager**

## Family

*"I asked my son to turn down his music and he 'okay boomer' me so now we're turning off the wi-fi for a bit."*

My old aunts would come and tease me at weddings, "Well, Sarah? Do you think you'll be next?" We've settled this quickly once I've started doing the same to them at funerals.



# Managing Stress – The Essentials (for farmers but these tips apply generally)

## Watch out for the signs of unhealthy stress

A mixture of feelings can happen such as feeling overwhelmed, losing control or getting wound up. One of the biggest signs of stress is irritability. People lose their tolerance and little things start to bug them a lot more. Other signs are when our thinking becomes a bit jumbled and intrusive with our thoughts jumping from one topic to another. Often, we repetitively think about outstanding tasks or concerns e.g. “How am I going to get everything done.” That intrusive kind of thinking can be draining. On the physical side of things, it often means we’re not sleeping well or waking up during the night thinking about what we’ve got to do the next day.

## Make a plan

If you’ve got bit on your plate or have a busy time coming up, it’s about being proactive and coming up with an action plan. Instead of trying to do everything, ask yourself what are the one or two top things I need to work on right now. Is it de-stocking, fertiliser, getting extra staff on – what’s going to make the biggest difference? Focus on the top two things and park everything else. Once you are feeling back in charge, your stress levels will go down.

## Look after yourself

When people are under pressure the things that go out the window are often the factors that keep us well. Things like exercise/ sport, leisure activities, sleep, healthy eating, taking breaks, socialising with others and contributing to the community. These are the things that build resilience and help us cope with pressure. If you want to stay on top of your game, you’ve got to be proactive about your health. If there is a situation where you feel really wound up, take yourself off for a quick break and do something distracting – reducing the chance that you will ‘lose your cool’ at someone or something.

## Build in recovery time

If you want to stay productive and sustainable as a person on your farm, you’ve got to have breaks and inject recovery periods. Think of the All Blacks in the World Cup, how they built up to compete each week. They wouldn’t go out and play another game two days later. Within each week,

tournament or World Cup they built in recovery periods to their schedule. It’s no different with farming. Getting off the farm – whether its hunting, a catch up with mates, motocross or kids sport – gives you respite and recharges your body

## Reduce your arousal level

When your body is under threat from being too busy or mentally pressured, it releases stress hormones that increase your arousal level, peppering you up and making it hard to relax or sleep well at night. To bring this arousal down again, try exercising (in the day), deep abdominal breathing and other relaxation techniques.

## Use helpful thinking

Helpful thinking is about catching negative thoughts and then thinking about the situation in a more helpful way. An example of helpful thinking would be, ‘Yes, it’s a tough year with drought, but the long range forecast is more promising and every farmer in this area has been through this before and got through ok. We’ve just got to tighten the reins and learn what we can for next time.’ Helpful thinking gives you better balance and helps contain distress.

## Talk to others, stay connected

If you are struggling to cope with stress that’s when it’s good to talk to others about it. Surround yourself with people who are upbeat, pragmatic and able to give you a different perspective. That can change the way you look at a situation. Connections with family and friends, professionally and in your community, are a big part of staying well. Everybody needs to be able to call on extra resources from time to time.

## Communicate as a couple

Managing stress as a couple is about talking through issues together, formulating a plan and sharing the load to get things back on track. It’s all about awareness, realising when you or your partner is under pressure and coming up with a plan. Make breaks and time off farm part of your business plan. Don’t think of recovery time as a luxury, think of it from a business perspective.

**Source: Sarah Donaldson, Clinical Psychologist for the Farmstrong website with Sam Whitelock**



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# LAKEVIEW GOLF AND COUNTRY CLUB

Winter is upon us but so far, we have been lucky with the weather continuing to be quite settled and warm. The mornings have been a bit cool but who minds that when we get lovely sunny days to follow! We have been seeing a lot of golfers out enjoying the course which has been playing really well and is looking fantastic with various improvements being made, thanks to Kelvin and Duncan our dedicated green keepers.

The winner of the Vice Captains Trophy was Pat Galvin. Congratulations Pat and a shout out to Ken Kennedy who came in a close second. The Handicap Match Play Champs are in full swing with competition coming down to the business end. Finals are 29th June with a meat pack tournament being organized for those not involved in the finals. Handicap Pennants starts 9th June with the semi-finals being held at Lakeview on June 23rd.

Vets golf continues to see a drop in numbers which is always sad to see. This trend has led to a re-think on age eligibility. The committee have decided to discard the age restriction and open the competition up to players of any age. A reminder that this group play every Tuesday (weather permitting!) registration from 9.00am and first tee off from 9.15am. ALL WELCOME.

Junior golf continues on Thursday after school from 3.30pm. Equipment is provided so if you have a child interested in trying golf, bring them to Lakeview and let them have a go! For more info contact Josh in the shop.

We have been enjoying the new clubhouse - it is such a cool space to hang out. The decking in the sunny weather has been an awesome place to gather after a game of golf or hang out even if you haven't played golf!! There are still quite a few things to finish off but we are slowly working on these, including the gardens at the front which have been boxed and filled with dirt ready for plants. Kelvin our greenkeeper has a keen interest in pottery and is making a water feature which will add a great touch to this area. We held a 40th birthday celebration and have a wedding booked, so the space is already being utilised which is fantastic! There are also two meeting rooms for hire and/or rent for office space, so please contact us if you are looking to hold a conference, need office space or want a unique venue for a function.

Rotorua Archery Club hold their club days on Sundays from 9.30am – 11.00am. Set up is from 9.15am so come up and give it a go - everyone is welcome!

Until next month keep warm and stay safe.

**Golf shop phone number is 07 357 2341.**



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## Happenings

16 June Ray White Garage Sale for Kaharoa School

21-23 June Kaharoa Cull (for pests). Registrations close 17 June. Register at [www.kaharoa.school.nz](http://www.kaharoa.school.nz)

June 27 Forest and Bird meeting at the Netherlands Society Hall, Neil Hunt Park, Tarawera Rd at 7:30pm. Supper provided. Koha appreciated but not essential. Graeme Young will speak about the five-yearly Lakebird Survey done in January 2024. An armada of boats went out on 18 lakes. Come and hear about the logistics and the results. See [nzbirdsonline.org.nz/sites/all/files/0100-3%20Dabchick%2C%20Otaki.jpg](http://nzbirdsonline.org.nz/sites/all/files/0100-3%20Dabchick%2C%20Otaki.jpg)

2 July Annual Walkathon including Ngongotaha School pupils

## Regular Events

Monday Indoor Bowls 7.00 pm Ngongotaha Community Hall

2nd Monday Mamaku Garden Circle 1 pm at Fire Station. New members welcome.

Tuesday Vets Golf 9.30am, Junior golf after school at Lakeview

Talking Tech on Tuesdays at Parksyde

2nd Tuesday of the month: Lions Club of Ngongotaha Business meeting at 5.30 pm in the Ngongotaha Hall.

4th Tuesday of the month: Lions Club of Ngongotaha Social meeting at 5.30 pm at venues to be advised. Contact person: Jamie Ph: 07 3322818

2nd Wednesday of the month

Rotorua Collectibles Club: Do you collect anything ie marbles tools, cars, China bottles you name it. Come and share your passion with a friendly group at St Barnabas hall next meeting ph 0272923579

2nd Wednesday Friendship Club 9.45 am St Barnabas Church Hall

4th Wednesday Ngongotaha Garden Circle at Ngongotaha Hall 1 p.m.

Every Thursday Junior Golf after school at Lakeview Golf and Country Club

Drop-in technology 10 am with SeniorNet: Age Concern 5 Tarewa Pl.

Thursdays 5pm Twilight Lawn Bowls, Clubhouse Domain Rd

Last Thursday of the month 2.00 pm Poetry Appreciation Society. Contact Kay [myfairykay@gmail.com](mailto:myfairykay@gmail.com) or 0274 982 787

3rd Saturday of each month The Care Village Market Day in Taiui Street

Sunday 9.30 to 11.00 Rotorua Archery Club at Lakeview.

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The Awahou War Veterans Committee would like to thank all those who supported their ANZAC Day commemoration.

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# Employee Responsibility

A few things reported in the media both in New Zealand and overseas recently have left me reflecting on the enormity of the huge amount of trust that exists in the employment relationship in the context of poor employee behaviour impacting on a business, responding to poor employee behaviour, and the impact on innocent third parties.

The very nature of any business means organisations have no choice but to place faith in employees as representatives of the business to conduct themselves in an appropriate manner and protect the interests and business reputation of the employer. Yet time and time again there are media reports of instances where employees have conducted themselves in ways which impact their employer's business reputation. Sometimes it's while on the job, and other times it's something said or done in their personal lives.

Often poor behaviour presents itself in the public arena by employees commenting or posting via their private social media accounts about an issue, only to find a swift public backlash against their employer about it. Other times it's an outraged consumer who's made allegations about an experience they've then put up on social media or reported to news media. Businesses are often unfairly named and shamed, subjecting them to the impact of trial by social media and reputational damage in the process.

This all raises a bunch of interesting arguments and perspectives. On the one hand, employers don't own employees and people are entitled to free speech, freedom of association, the right to a private life and hold one's own views and so on. On the other hand, employers are also entitled to protect their business interests, reputation, and values of which their employees, customers, suppliers and even sponsors or brand alliances in some instances are all an integral part. Difficulties have arisen where the lines have become increasingly blurred with a far greater expectation by consumers that brands and organisations take a stand on a wide variety of global issues than in the past – and that extends to calling out inappropriate behaviour of employees.

What I want to convey in this short article is self-responsibility. Employers place huge trust and confidence in employees to conduct themselves appropriately every day. Letting an employer down with poorly thought-through behaviour or actions is always likely to end badly and can potentially ruin someone's business with it. It might even impact other connected innocent businesses who've done nothing wrong in the fall out.

Times are hard and the job market isn't rosy right now. My takeaway this month is to take a step back and think about what you say or do before you do it, particularly when it comes to what you engage with or put on social media, and whether your actions might cause harm or damage to the reputation of your employer or another business. My advice is to adopt the 'front page of the news' approach: 'if I do or say this, do I want to be on the front page of the news'?

Article prepared for Ngongotaha News by Ros Morshead, Solicitor at Lawbox

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