



Manufacturers and Exporters Association  
The independent voice of manufacturers and exporters

## 129 Years and Still Keeping on Keeping on...

By John Walley

At our 129<sup>th</sup> Annual General Meeting on the 11<sup>th</sup> of August, the Association's Members ratified the merger between the Canterbury Manufacturers' Association (CMA) and the New Zealand Engineers Federation (NZEF) to form the New Zealand Manufacturers and Exporters Association (NZMEA). Gordon Sutherland was appointed the new President of the Association.

The NZMEA was launched in August 2007 to champion the needs of manufacturers and exporters across the country. The issues encountered by firms that operate in the tradeable economy such as inflationary pressure driving interest rates and interests rates driving an overvalued currency, created the conditions that demanded a stronger voice for the real economy. The merger between the NZEF and the CMA was straightforward as the attitudes and feelings of both memberships were clear and in agreement – for New Zealand to expect a first world future the tradeable sector must have a more supportive policy framework. The first combined project was the NZMEA submission to the Select Committee on Monetary Policy in October last year.

When associations come together there is a requirement to clearly understand the community of interest that will be served. Our new Association will continue to speak with the clarity of the past, and will have greater assurance in the future. This assurance comes from a larger national membership and affiliate base. You will see our efforts listed in the monthly email newsletter and on our website.

# ConnectME

Canterbury Manufacturers Association New Zealand Engineering Federation

In a year that saw closures, wild fluctuations in exchange rates and policy changes that had significant impacts on the competitiveness of our members, the Association has firmly and clearly promoted our position on these issues. Our constitution states that only manufacturers and exporters can have a role in governance. Others can join as Associate or Affiliate Members but only Ordinary, Life and Invited Members have a governance role in the Association. The NZMEA is the only association with a total focus on the tradeable economy and that shows in the policy positions developed and ratified by our members.

Initially we tried to maintain separate identities for the CMA and NZMEA, however, this created confusion so all activities were consolidated under the NZMEA banner. All of our internal and external communications now carry the NZMEA brand. The CMA and NZEF clearly remain as founding organisations, and will continue to be key parts of the NZMEA's identity.

The formation of the NZMEA has created a national platform for the Association and the work done in Canterbury has been extended to members elsewhere in New Zealand. We have found less resistance to our message; politicians, officials and media are generally more interested in national rather than provincial comments.

We have rebranded the Association by improving the presentation of the Newsletter you are now holding, and upgrading and integrating the look and feel of our website. Almost everything we do is now available from our website.

Early in 2008 we started to articulate an Agenda for Change. We asked members to indicate what they thought really needed to change. We then asked all political parties to comment on the things those operating in the tradeable economy badly needed from the policy framework. The message is that all New Zealanders are dependent on the health of the real economy, so we can pay our way in the world. This Association understands and promotes the view that while a strong domestic economy is important for our future prosperity, the living standards of everyone depend on a strong and growing tradeable sector. The two economies, domestic and external, are inextricably linked. New Zealand as a whole cannot prosper with monetary policy that attempts to tackle the inflationary pressures generated by the domestic economy by inflicting enormous damage on tradeable economy.

Global competition is real; if other jurisdictions support their exporters more than we do, our exporters will be at a competitive disadvantage.

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## Mixed Messages from Manufacturers

The latest New Zealand Manufacturers and Exporters Association (NZMEA) Survey of Business Conditions completed during August 2008, shows total sales in July 2008 increased 21.0% (export sales increased by 40.1% with domestic sales increasing 6.59%) on July 2007.

The NZMEA survey sample this month covered NZ\$632m in annualised sales, with an export content of 51%.

Net confidence rose to -33, up from the -55 result reported last month.

The current performance index (a combination of profitability and cash flow) is at 98.5, up from the previous month's 93, the change index (capacity utilisation, staff levels, orders and inventories) remained steady at 99, and the forecast index (investment, sales, profitability and staff) is at 100.8, up on the previous month's result of 98. Anything less than 100 indicates a contraction.

The reported constraints were: 17% staff and 83% markets.

Staff numbers for July increased year on year by 6.06%.

"Sales have continued to increase and the falling exchange rate is starting to increase returns for exporters. Confidence has improved because of the expectations of more and bigger interest rate cuts," says NZMEA Chief Executive John Walley.

"Overall the message is mixed; there are better margins and better sales at the moment, but sales are uncertain in the medium term as world markets soften. An export led recovery is far from assured right now."

"The lower dollar has helped margins but those margins continue to be hit by high input prices. Cost escalation on raw materials, electricity supply restriction, freight costs and the cost of travel all tend to take any shine off the effects of a falling dollar," says Mr. Walley.

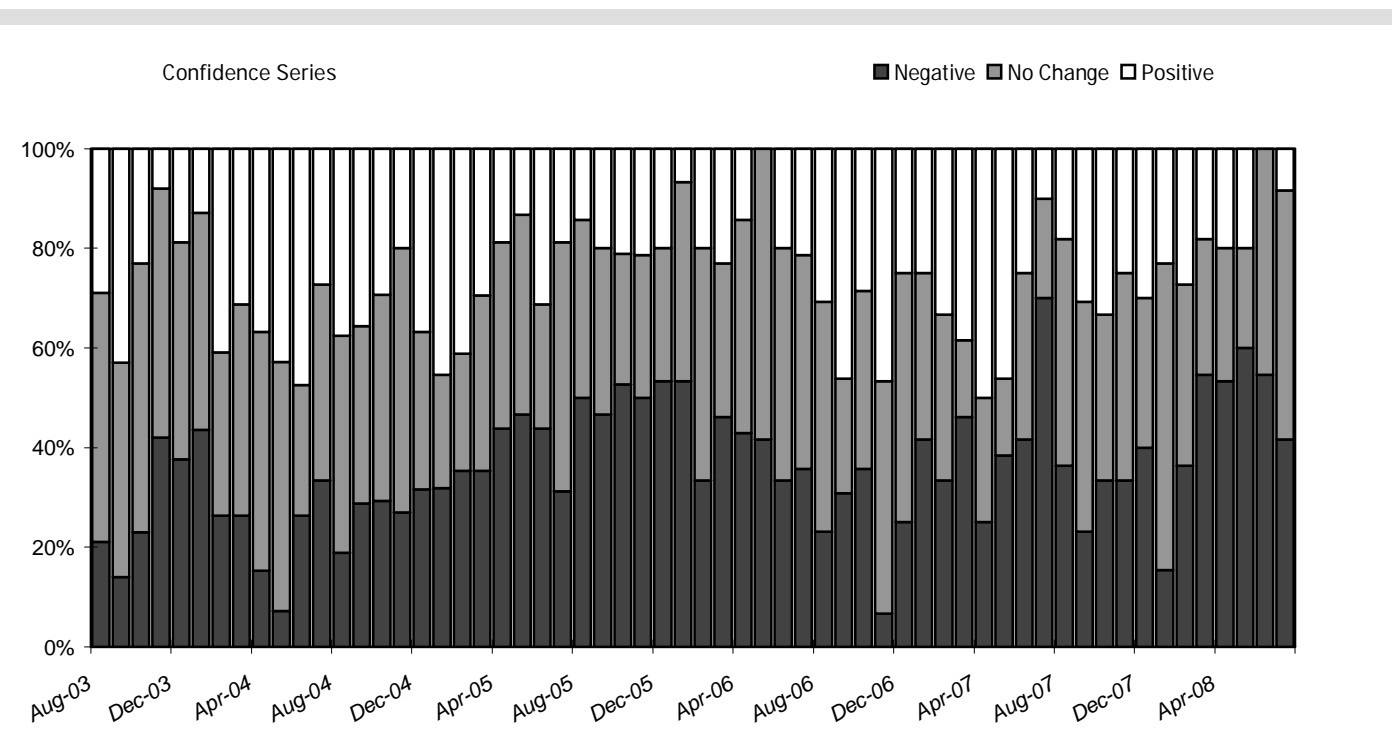
"The improvements in sales and profitability help, but it will take a longer period of favourable conditions before sentiment firms sufficiently for exporters to move into investment and development mode. The pain of the past several years will take some forgetting. More importantly, will policy makers grasp the nettle and make the changes needed to provide greater stability for the tradeable economy?"

"Confidence is improving but has some way to go before it is even close to positive territory. It is interesting that our decade long trend line has confidence becoming increasingly negative, a slow but nevertheless clear trend and one that should be a worry for everyone."

"We will all share the fate of our exporters and the long-term trend is an indication of deep policy problems."

Further cuts in the base rate are needed to bring down the exchange rate and interest costs. We need to break the ever regressing cycle that has been all too evident for more than a decade."

The New Zealand Manufacturers and Exporters Association survey gathers results from members around New Zealand. It provides a monthly snapshot of manufacturers and exporters' sales and sentiment.



## Probationary Periods: Let's See How it Goes

In July, the National Party announced, as part of its 2008 Employment and Workplace Relations Policy, that if elected, National seek to introduce an amendment to the Employment Relations Act 2003 to provide for a voluntary 90-day trial or probationary period for new employees in businesses of less than 20 employees. This policy expands on the private members bill originally introduced by Wayne Mapp, which failed at its second reading in Parliament in 2006. National have stated that the purpose of such legislation would be to provide more 'vulnerable' employees the opportunity to prove themselves in the workforce, and encourage employers to take greater risks in employing new staff.

What the National policy provides for:

The 90-day trial period would allow employers of less than 20 staff to introduce a 90-day trial period by agreement with the employee concerned. During the 90-day period, either the employer or the employee may terminate the employment relationship for performance issues without the risk of a personal grievance being brought by the employee. National have said that it provides a period where employers can assess the suitability of the employer for permanent employment, and also for employees to assess the suitability of the job for themselves.

Does this change what we already have?

Currently, the law allows employees to be employed on a probationary/trial period. However this must be agreed on in writing between the employer and employee before the employment starts. This is not a fixed term employment arrangement; an employee on a trial period has been employed on a permanent basis to be confirmed into their position. Probationary employees are still covered by the protections in the Employment Relations Act and have the ability to bring a personal grievance. There is an obligation on both the employer and employee to make the probation period successful.

During the trial period the employer must supervise and review the employee's progress, provide appropriate training, tell the employee about any concerns, give them an opportunity to improve, and warn them of the likely consequences if expectations are not meet. It is possible to extend the trial period before it expires by mutual agreement.

An employer cannot justifiably terminate the employment of an employee on a trial period without following the above steps. If you are considering bringing the employment to an end, it is worth getting advice to check you have followed the correct process.

This article was provided by Brannigans Human Capital. If you require further information relating to this topic please contact the NZMEA on email: [mea@mea.org.nz](mailto:mea@mea.org.nz) or phone: 0800 353 2540.

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## 129 Years and Still Keeping on Keeping on...

(Continued from front page)

By John Walley of NZMEA

We need to support rather than disadvantage our exporters so we can see growth in our productive economy, and halt the flow of activity offshore – the message is that in the end when our exporters lose, we all lose.

The formation of the NZMEA puts a national stamp on our message. The NZMEA remains the only organisation that speaks for manufacturers and exporters without the compromises that spring from the need to keep a mixed membership happy.

The mood for change is growing; in the lead-up to the election we will continue to articulate the needs of the tradeable sector and press politicians on these issues.





## Property – One Man’s Floor Another Man’s Ceiling

The Rugby World Cup in 2011 is keeping the larger end of the Christchurch construction industry working on new hotels and the redevelopment of AMI Stadium.

But most other segments of the property industry are past the peak and heading into a period of rebalancing. As a long term participant in the New Zealand property market, the ANZ does not materially change its property finance policies in response to a volatile cycle. The doors at one of New Zealand’s largest property funders remain firmly open for good business, says John Styles, ANZ’s Commercial Banking Regional Manager, Canterbury.

“Experience shows that any market has good value propositions. Developers and investors who have sat back from the market because prices were being pushed past the point they considered viable, will re-enter if and when they can see value in a transaction. In the owner-occupier market, some businesses are waiting for opportunity to secure premises more suited to the next phase of development.”

One aspect that has changed is the structure of transactions. In recent years, demand for high debt gearing was common. This objective has been placed under pressure with yields from investment property falling in a rising interest rate environment, putting pressure on interest cover covenants and cashflow.

The equation between debt and equity has now been restored to more fundamental models. There is now an expectation evident in interest rate swap markets for interest rates to trend down, as central banks cut rates to stimulate flagging economies. Longer term rates are tending to respond more quickly than short-term rates, however, volatility still remains.

Even so, there are well funded investors on the sidelines waiting for any opportunities that do arise. The sale and leaseback of 16 branches by the National Bank of New Zealand is attracting keen interest, with the ten South Island properties being auctioned early in September, followed soon after by six in the North Island.

Well located, quality assets with strong tenants are more likely to be better insulated from significant value diminution over the short to medium term and will remain sought after assets.

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At ANZ, we have a large team of dedicated and experienced Relationship Managers committed to helping medium to large businesses grow and realise wealth.

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Michael McCrea - Corporate Banking ( 364 5348  
Carlyle Boyd - Commercial Banking ( 371 4712

**We appreciate the support by the ANZ Institutional Corporate & Commercial Banking in sponsoring 'ConnectME.**



## Sourcing Candidates Internationally

For most businesses the skill "constraint" is now seen as the number one issue preventing growth. Apart from concerns such as the value of the New Zealand dollar, credit crunches and weak retail demand, other areas of the New Zealand economy are performing relatively well. In particular the Canterbury region can be seen as a region of better than average employment growth, (\*ASB Regional Scorecard).

In this environment skill becomes a valuable resource and one that often demands a premium to both obtain and hold. The issue for New Zealand businesses is that cyclical shortages in skill levels now seem to be permanently embedded. This is caused by a combination of population shortages and in particular the growth of international "power demand centres". Whereas candidates in the past may have moved to Brisbane because it was perceived to be both a pleasant environment and one in which Kiwis could easily adapt, the newer power centres are the Middle East and Western Australia.

With construction in the Middle East areas and the mining boom in Western Australia, the demand for skills has drawn many from the eastern borders of Australia and recruiting trips into Christchurch have drawn large numbers attracted to high salaries and potentially subsidised housing. It is expected that some of these power demand centres will diminish and that some of this talent may well revert back to New Zealand. However, in the meantime we need to be able to satisfy shortages by attracting skilled migrants to New Zealand.

Over the next three articles we will outline the types of migrants to attract to New Zealand, sourcing strategies for your company and integration strategies to ensure that your candidates are happy with their conditions and will contribute effectively to your businesses.

The objective is to ensure that businesses harness their resources effectively in the highly competitive market for skills.

This article was provided by Farrow Jamieson Limited. If you require further information relating to this topic please contact the NZMEA on email: [mea@mea.org.nz](mailto:mea@mea.org.nz) or phone: 0800 353 2540.



### Membership Benefits

**Awareness & Development** - we arrange our programmes to expose as many new ideas, and repeat a lot of the old ones, quickly and clearly, this enables members to decide what ideas are most appropriate or useful for their business.

**Have Your Say** - with officials, politicians and other leaders, we arrange regular meetings with those who make policy in New Zealand.

**Networking** - probably the key activity of the NZMEA, your participation in any event will build your network with people who have similar experiences or problems and some will have solutions.

If you have any questions regarding our Membership Benefits please contact us:  
website: [www.mea.org.nz](http://www.mea.org.nz), phone: 0800 353 2540, email: [mea@mea.org.nz](mailto:mea@mea.org.nz)

# Forums

Forum start times vary but generally sessions run for 90 minutes. Forums are open to all members of your staff and to members and non-members of the NZMEA. For more information and to register on-line visit: [www.mea.org.nz](http://www.mea.org.nz), select Events/Training for the full list of events. Or you can contact us on: 0800 353 2540 or email: [mea@mea.org.nz](mailto:mea@mea.org.nz).

The Practical Guide to Credit Management  
Tuesday 16 September, 4.00pm

Afternoon Forum

- Do you have Credit Application forms? If not, why not?
- Do Credit application forms protect you? What use are they?
- Do you know who your Debtors are? Are you sure?
- Do you have terms of trade and do you enforce them? If not, why not?
- What does a Debt Recovery Company offer?

Presented by: Richard Moore, Managing Director of The Collection Company. Richard will answer the above questions and provide useful information on how to improve your cash flow and reduce your bad debts. Cash flow is the life-blood of your business, are you bleeding?

Effective Direction & Future Proofing of Your Business  
Tuesday 23 September, 4.00pm

Afternoon Forum

Manufacturing companies in challenging times often have to focus on the short-term issues, rather than the long-term direction. The need to have their Board of Directors provide a focus for future direction to protect against potential problems (future proofing), is often greatest when there is limited time to do so.

This Forum will explore: • Ways to improve your effectiveness in directing the business. • How to focus 'on the business' not 'in the business'. • Overview of the six major board functions. • Review risk management to future proof your business.

Presented by Eric Livingstone, BCom, AFNZIM, M Inst D, Managing Director of Livingstone Business Consultants Ltd.

Telephone Sales - Developing business by telephone and telephone sales  
Thursday 16 October, 4.00pm

Afternoon Forum

This short forum has been specially written to give both dedicated telephone sales people and general sales people some useful pointers so as to use the telephone as a sophisticated selling tool. Delegates will gain some useful tips to help them use a telephone to open doors and get good, well qualified selling appointments. The forum will cover:

- Constructing a telephone sales script.
- Using voice tone modulation and subliminal communication.
- Dealing with objections and getting past guardians.
- Recording activity.

Presenter: Ron Dards has spent over 40 years in positions of senior management in several countries and is the Managing Director of The Test Agency Ltd.

## Engineering Students Available for Summer Internship

We are looking for companies who are interested in taking students on for a summer internship over the period of mid November to late February. The students are a mix of Pro 2 Mechanical Engineering and stage 2 and 3 Management Science (operations management).

If you are interested or would like further information please contact:

Andrew Cooper  
Mobile: 021 793 523  
Email: [ajc153@ext.canterbury.ac.nz](mailto:ajc153@ext.canterbury.ac.nz)

## Special Interest Sessions

For more information on the Special Interest Sessions and to register on-line visit: [www.mea.org.nz](http://www.mea.org.nz), select Events/Training for the full list of events. Or you can contact us on: 0800 353 2540 or email: [mea@mea.org.nz](mailto:mea@mea.org.nz).

### What is the Future for Monetary Policy?

Friday 10 October, 7.30am, Christchurch (Breakfast Presentation)  
Tuesday 21 October, 4.00pm, Auckland (Afternoon Presentation)

Presentation

The Association invites members to join us for a unique session with internationally renowned speaker - Dr Bryan Gould, a well-respected commentator on macro economic policy.

Dr Gould will discuss his critique of why the current monetary policy framework is not working for the benefit of New Zealand and what needs to be done to encourage change.

### Presentation by BERL - "The low wage cul-de-sac and how do we find an exit?"

Tuesday 14 October, 4.00pm, Auckland

Auckland Presentation

You are invited to a presentation and discussion with Dr Ganesh Nana, Senior Economist of BERL. (Business and Economic Research Limited - [www.berl.co.nz](http://www.berl.co.nz)).

This presentation will also cover comments on Agenda for Change\* and what needs to be done to grow the New Zealand economy.

Dr Nana has 25 years experience in the field of economics and is the Editor of BERL Forecasts; he is also responsible for preparing BERL's assessments of the state of the New Zealand economy and near-term prospects.

(\*For more information on Agenda for Change visit [www.mea.org.nz](http://www.mea.org.nz) for the Association's correspondence to all the political parties and their feedback.)

## Workshops/Programmes

Workshops are open to all members of your staff and to members and non-members of the NZMEA. For more information and to register on-line visit: [www.mea.org.nz](http://www.mea.org.nz), select Events/Training for the full list of events. Or you can contact us on: 0800 353 2540 or email: [mea@mea.org.nz](mailto:mea@mea.org.nz).

Date:	City:	Event:
Starting 24 September	Christchurch	Certified in Production & Inventory Management (CPIM) Basics of Supply Chain Management (Five half days) Dates are: 24 September, 8, 22 October, 5, 19 November
Starting 29 September	Auckland	Production the TOC Way Workshop (Two full days) Dates are: 29 & 30 September
Starting 2 October	Christchurch	Certified in Production & Inventory Management (CPIM) Master Planning of Resources (Five half days) Dates are: 2, 9, 23 October, 6, 20 November
Tuesday 7 October	Christchurch	Training the Trainer (Full day workshop)
Wednesday 8 October	Christchurch	Future Proofing Your Business and Coping with Business Risks (Breakfast workshop - half day)
Starting 30 October	Christchurch	Production the TOC Way Workshop (Two full days) Dates are: 30 & 31 October

## Debt Recovery – How to Get Blood Out of a Stone...

At a time of uncertainty in our financial market, it is essential that companies have good debt recovery procedures in place.

For example, in reviewing your existing debt recovery procedures, issues to consider include:

- Is it clear whether you are entering into a contract with a company or an individual?
  - If a company, does it have any assets, or should you have a personal guarantee from the directors?
  - Have you checked whether it is a registered company?
  - If an individual, do you have verification of their identity (such as a copy of their driver's license)?
- Is there a provision in your contract or terms of trade to claim interest on late payments and recover all your legal costs if you have to take legal action to recover money on default?
- Is it clear when and how payment is to be made and the consequences if it is not?

Early consideration of such issues and initial information gathering before a contract is entered into will assist you and your legal advisers down the track, should your debtors default.

Should your debtors default, there are many different avenues for debt recovery. The most simple is to draft a formal letter of demand. If a demand does not result in payment, Court action may be required. Liquidation and bankruptcy proceedings may need to be taken for debts over \$1,000. Liquidation, or winding up, is for companies and bankruptcy is for individuals.

### Liquidation

The first step in the liquidation process is to issue a statutory demand. This is a formal demand issued under the Companies Act 1993. It may only be used when there is no dispute relating to the debt. If there is an underlying dispute, issuing a statutory demand is an abuse of process and may result in an award of Court costs against you.

A statutory demand must be drafted accurately and served correctly. A demand can be rendered invalid over something simple such as misspelling a company's name.

Once served, the debtor company must observe the following timeframes:

- 10 working days to apply through the Court to have the demand set aside; and
- 15 working days to enter into either a compromise with the creditor, or to pay the debt in full.

The Courts will not grant any extension to these timeframes. If the statutory demand is not complied with, the creditor may then apply to liquidate the company through the High Court. The proceeding is advertised in the local paper and in the New Zealand Gazette. Advertising can often be incentive enough to produce payment.

### Bankruptcy

In order to apply for bankruptcy, usually a judgment must be obtained first through either the Disputes Tribunal (where there is a disputed debt under \$7,500 or up to \$12,000 if both parties agree), the District Court (debts up to \$200,000) or the High Court (for debts over \$200,000).

When a creditor has this judgment, it can apply to the High Court to issue a bankruptcy notice. Once served, the debtor must satisfy the bankruptcy notice within 10 working days. If the debtor fails to do so, the creditor can apply for an order of adjudication to make the debtor bankrupt. Bankruptcy is usually something that most debtors are keen to avoid!

Both liquidation and bankruptcy procedures involve preparing and filing formal Court documents, and require the payment of Court fees. Creditors can get costs back.

### Alternatives to enforce a judgment

There are many Court processes available to enforce a judgment other than liquidation or bankruptcy. For example:

#### Order for examination

This is an information gathering tool. The debtor is requested to complete a comprehensive financial statement of means before the Registrar at the Court. The information provided at the examination will direct the creditor towards the most effective enforcement route.

#### Garnishee order

This freezes a debtor's bank account for the amount of an outstanding debt. The Bank is served with notice of the application and must immediately freeze any funds held in the debtor's account up to the amount of the debt. If the debtor has no valid reason for default, it is likely the Court will order the Bank to pay the funds directly to the creditor, bypassing the debtor completely.

#### Charging order

A charging order registers interest in property owned by a debtor (including land). It is registered on the title and enables the creditor to apply to sell the land if it wishes. The debtor is unable to sell the land until it has dealt with the charging order.

Your legal adviser can discuss with you the best debt collection and enforcement options for your particular debtors.

This article was provided by Goodman Steven Tavendale Reid. If you require further information relating to this topic please contact the NZMEA on email: [mea@mea.org.nz](mailto:mea@mea.org.nz) or phone: 0800 353 2540.

## Longhaul Freight Outlook Brightens for Shipping

If your goods need to be moved within New Zealand for consumption, or for onward export, getting them to where they are needed is an increasingly costly exercise for manufacturers and producers.

Hit by rising fuel and operating costs, freight transport modes have no option but to pass these costs on as higher rates to users. There is little relief in sight, as planned carbon emissions charges will push costs, and therefore rates, even higher.

Furthermore, domestic freight volumes are forecast to double in the next 25 years and our road and rail systems will struggle to meet growth projections, even with massive capital investment.

Added to this is the trend for larger overseas ships to visit fewer ports less often, requiring export and import goods to travel further internally to and from one or two big hub ports.

So what is the realistic outlook for businesses relying on commercial transport, yet exposed to ever-rising prices for moving freight from factories and warehouses to domestic markets and hub ports?

A big part of the answer to these transport sector issues is to revitalise the once thriving, but currently languishing domestic shipping network around the coast of New Zealand.

Currently just two general cargo ships run scheduled services outside of Cook Strait, with links between Lyttelton, Nelson, Wellington and Onehunga. Other ports such as Auckland, New Plymouth, Napier, Tauranga, Timaru and Dunedin have no coastal services at all. Thus the bulk of inter-island freight between North and South Island trade centres goes by road, and to a lesser extent by rail, while some mainly southbound cargo moves on in-transit overseas ships.

Given that moving freight is seven times more fuel efficient by ship than by truck on a tonne per kilometre basis, and nearly twice as efficient as rail, this situation would seem untenable in a tightening economy.

Indeed, it is becoming clear that consigning ordinary cargo over long distances by road is not only uneconomic, it is also wasteful of energy, environmentally unsound and adds to road congestion.

In short, it is the least cost-effective and most potentially damaging method of hauling goods - something known, but conveniently sidestepped to date. However, in practical terms the economic, environmental and social impacts are now becoming unavoidable.

Recognising this, the Government has committed \$36 million over the next four years to help stimulate a coastal shipping industry recovery. It has set a target for expanded and new coastal services to double freight volumes within 12 years, and double them again by 2040.

This goal, if achieved, would result in coastal vessels carrying around one-third of all domestic freight on routes between main centres in New Zealand, by and large outside the confines of Cook Strait.

Importantly, this would provide manufacturers and producers with many more cost-efficient transport options than currently exist, including regular coastal connections between most, if not all, of the country's main ports.

Such links by sea were the mainstay of domestic trade less than a century ago. Now, along with inland rail and supporting local road services, it is very likely that a comprehensive coastal shipping network will prove an essential and sustainable component in the future transport mix.

This article was provided by Pacifica Shipping (1985) Ltd. If you require further information relating to this topic please contact the NZMEA on email: [mea@mea.org.nz](mailto:mea@mea.org.nz) or phone: 0800 353 2540.

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## Metal Press - A safety update for the metal industry

The first edition of Metal Press; a bi-monthly e-newsletter for the metal manufacturing industry brought to you by the Metal Manufacturing Safer Industry Group; was released in August 2008.

The Metal Manufacturing Safer Industry Group is made up of representatives from; Heavy Engineering Research Association, Competenz (Industry Training Organisation), Engineering, Printing and Manufacturing Union, Employers and Manufacturers Association, New Zealand Manufacturers and Exporters Association, ACC and Department of Labour. This group aims to provide the metal manufacturing industry with assistance; develop resources; and deliver information to reduce serious and common injuries.

Each issue of Metal Press will feature a fact sheet, introduce new resources, and highlight opportunities to assist you with improving health and safety in the industry.

The August issue covered the following topics:

- ü Fact sheet - Welding fumes
- ü Health and Wellness
- ü Sustainability: Reducing the cost of energy
- ü Case Study: Glidepath Group builds safety into success
- ü Risk reckoner provides a valuable tool to help avoid discomfort, pain and injury.

To subscribe to this bi-monthly e-newsletter or for more information, please contact: [metal@acc.co.nz](mailto:metal@acc.co.nz)

## Pacific Quota Migrant Scheme

The Department of Labour advise that under their Pacific Quota Migrant Scheme, New Zealand employers can recruit from the Pacific to cover workforce needs.

This quota is for work-ready migrants between the ages of 18-45 and job offers must be for full time work only.

If you wish to find out more about this scheme please contact :

John Hellesoe  
Pacific Division, Workforce International, NZ Immigration Services  
Phone: 08 970 3907  
Email: [john.hellesoe@dol.govt.nz](mailto:john.hellesoe@dol.govt.nz)

## Manuals & Training Resources for Canterbury businesses since 1999

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| ü Logistics                | ü Human resources                 | ü Easy to use and understand.     |
| ü Factory SOPs             | ü Payroll                         | ü On-line and on paper.           |
| ü Machine manuals          | ü ERP user manuals & on-line help | ü Always up-to-date.              |
| ü Health & safety          | ü Customer manuals                |                                   |

[www.streamliners.co.nz](http://www.streamliners.co.nz)



# ME Assist

To network with other Members or get assistance  
from our Associate Membership contact:  
meassist@mea.org.nz or call 0800 353 2540

Our Associate Membership includes a wide range of specialists, consultants and service providers who can assist Association Members with:

Ø Strategic Business Development	Ø Condition Monitoring - Products & Services
Ø Business & Technology Planning	Ø ERP, MRP Solutions
Ø Business Coaching	Ø Supply Chain Management
Ø Market Research & Marketing	Ø IT Systems – Design & Implementation
Ø Export Marketing	Ø Website & Software Development
Ø Advertising & Branding	Ø Industrial Automation & Control
Ø Communications & PR	Ø Recruitment & Selection
Ø Import & Export	Ø Human Resources Management
Ø Customs, Logistics & International Freight Forwarding Services, <u>plus 'less-than-container' services</u>	Ø Conflict Resolution & Mediation
Ø Finance, FOREX & Banking	Ø Employee & Immigrant Settlement Management
Ø Accounting, Payroll & Tax	Ø Management, Leadership & Team Training
Ø Investment Capital	Ø Training Analysis
Ø Insurance	Ø Knowledge & Information Management
Ø Debt Collection	Ø Employment Law
Ø Business Sales & Valuation	Ø Change Management
Ø Research & Development Services	Ø Temporary Staff
Ø Product & Prototype Development	Ø Technical Publications
Ø Intellectual Property & Patent Registration	Ø Business Graphics & Printing
Ø Total Product Design	Ø Energy, Water & Waste Auditing
Ø Engineering Analysis, CAD & FEA	Ø QC & QS Management
Ø Internet Telephony	Ø Health & Safety Systems & Training
Ø Project Management	Ø International Travel
Ø Operations Management	Ø Fire Evacuation & Compliance
Ø Theory of Constraints	Ø Drug Testing
Ø Lean & Agile Manufacturing	Ø Maintenance & Asset Management
Ø Kanban, Production Planning & Scheduling	Ø Factory & Plant Efficiency & Utilisation
	Ø Strategic Pricing

We facilitate relationships and transactions between manufacturers and exporters FREE of charge.

Where the Association facilitates a transaction with Associate Members a standard charge, or referral fee applies. This is invoiced to the Associate Member providing the service. These fees vary between Associates and reflect a wide variety of pricing models. The fee is constructed to be less than the usual marketing overhead recovery component of an Associate's pricing which enables a saving for Associates while using competitive market pricing which benefits all parties involved.



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# what's on

Monday

Tuesday

Wednesday

Thursday

Friday

1	2	3	4 Seminar: ECAN Discussion on Compliance Monitoring	5
8	9	10	11	12 Furniture Meeting
15 Council Meeting and Guest Speaker	16 Forum: The Practical Guide to Credit Management	17	18	19
22	23 Forum: Effective Direction and Future Proofing of Your Business	24 CPIM: Basics of Supply Chain Management - Day 1	25	26
29 Workshop: Production the TOC Way, AUCKLAND - Day 1	30 Workshop: Production the TOC Way, AUCKLAND - Day 2	1	2 CPIM: Master Planning of Resources - Day 1	3
6	7 Workshop: Training the Trainer	8 Breakfast Workshop: Future Proofing Your Business and Coping with Business Risks  CPIM: Basics of Supply Chain Management - Day 2	9 CPIM: Master Planning of Resources - Day 2	10 Breakfast Presentation: What is the Future for Monetary Policy?
13	14 Invitation: To a presentation by BERL - AUCKLAND	15	16 Forum: Telephone Sales	17
20 Executive Meeting and Guest Speaker	21 Breakfast Forum: Disciplinary Process  Forum: Directors Self Assessment  Presentation: What is the Future for Monetary Policy? AUCKLAND	22 CPIM: Basics of Supply Chain Management - Day 3	23 CPIM: Master Planning of Resources - Day 3	24 Furniture Meeting
27 Labour Day	28	29	30 Forum: Opening New Markets Overseas and Joint Ventures  Workshop: Production the TOC Way - Day 1	31 Workshop: Production the TOC Way - Day 2

visit our website ...

[www.mea.org.nz](http://www.mea.org.nz)



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