



## Conflict in the workplace

Conflict can wreck absolute havoc in a workplace, shutting down conversations and damaging relationships. It can lead to lower productivity and even ill-health. But conflict also has the potential to be positive in the workplace. If it is the right kind of conflict and it is managed well, conflict can lead to stronger workplace relations and greater trust within teams, increased creativity and efficient problem solving. So what is the difference between constructive and destructive conflict?

Destructive conflict tends to be mean-spirited in nature. It can take the form of bullying, demeaning behaviours or even the exclusion of individuals. This kind of conflict should not be tolerated in the workplace and it is essential that those in positions of power take leadership in addressing destructive conflict.

Constructive conflict occurs when a disagreement between parties is resolved through effective communication. Constructive conflict requires trust between team members to have honest conversations and a willingness to work towards agreeable outcomes. There are many tools and tips online for

teams wanting to work towards developing this kind of dynamic in their workplace and I would encourage you to investigate these.

But there is another more insidious and overlooked danger in the workplace and that is artificial harmony. Artificial harmony refers to a false peace in peoples workplaces. Many people experience feelings of discomfort in situations requiring confrontation, and would rather say nothing and 'keep the peace' rather than address the conflict. However, workplaces in a state of artificial harmony run the risk of fostering increasing resentments and the growth of factions. It stifles a team's ability to develop creative solutions or resolve challenging problems because of unwillingness have hard conversations when people disagree.

Community Waikato hosts a monthly Managers Network meeting where these kinds of topics are discussed. If you are interested in joining this forum please contact us in the office so we can add you to the distribution list.



# CE Update

It is the season of Matariki and now is a good time to reflect on our past and our future as we consider where we have come from and where we are going. Community Waikato is still in a process of re-evaluating the work we do and the impact we would like to have on the communities and groups we engage with.



We are always keen for your thoughts on this so please let us know what you would like us to be doing.

Community Waikato staff have started the preparation for a regional one day Hui that will take place around late September. The Hui (Thriving in the 21st century) will be an opportunity for professional development, a space to network and a chance to review technology and its impact on your work. We will be circulating the details shortly so watch this space!

And finally, Community Waikato staff went to Trust House to farewell Bev Gatenby (outgoing CE of Trust Waikato). Bev has had a huge influence on Community Waikato over the years, firstly as CE of our organisation and then as a leader of one of the largest funders of the community sector in the Waikato region. While it is sad to see Bev step down from CE of Trust Waikato, we expect she will continue to have a strong and enduring impact on our sector.



*Holly Snape - Community Waikato Chief Executive*



# Congratulations to the Community Waikato 2016 Scholarship Recipients

- Sue McAllister
- June Donkin
- Stony Tata
- Logan Robinson
- Banafsheh Ostad
- Sharnay Ormsby Cocup
- Nicole McCauley
- Edna Hendriks
- Vivian Rikona
- Ingrid Jones
- Jenni Willson
- Ella Scheepers
- Junxia Zhang
- Cassandra Ane Suemai



*Some of this year's recipients of the Community Waikato 2016 Scholarship*

**We would like to invite you to the Community Waikato AGM to be held at 33 Victoria St, Hamilton at 4.30pm on Monday 19 September.**

**There will be the opportunity to network with Community Waikato staff and trustees and our other guests who usually comprise funders, other community organisations and staff of tertiary institutions.**

**We'd love to see you there.**

# Health & safety reform has arrived! What does it mean for your workplace?

On 4 April 2016, the Health and Safety at Work Act 2015 came into force, introducing changes to reform our country's health and safety system. A key goal is to reduce workplace injury and death toll in New Zealand, by 25% by 2020. The new Act supports this by providing greater clarity and consistency of guidelines and information for businesses and organisations about their 'duties', 'obligations' and the consequences of 'enforcement and penalties' if breaches occur.

The new Act, and its regulations, replaces the Health and Safety in Employment Act 1992. A key emphasis is that "everyone in the workplace is responsible for health and safety". This encourages a shift in approach and culture in the workplace.

The Act highlights a focus for businesses and organisations to consider their specific risks, size and the control they have, in relation to:

- (i) Reinforcing proportionality – What can your business do to control the influence of the levels of risks it faces.
- (ii) Managing critical Risks – Taking action to reduce workplace harm instead of focusing on trivial hazards spotting.
- (iii) The "reasonably practicable" concept – Focuses on what's reasonable for a business to do.

(iv) Conduct of work – What the business actually does and can control, instead of the old focus of the physical workplace.

(v) Supporting more effective worker engagement and participation – This promotes flexibility to suit business size and need.

So, concerning your workplace – If you'd like to know what duties you may have as a PCBU (Person Conducting a Business or Undertaking); an Officer; a Worker; or as 'Others' (a customer or client) check out a 'quick-reference' guide available from lawyers, McCaw Lewis. It's a great starting point to gauge the type of duties and obligations you now face because of the reform. See their website for the guide: [mccawlewis.co.nz](http://mccawlewis.co.nz).

As information support about the changes for businesses and organisations, WorkSafe New Zealand has been established as a stand-alone workplace health and safety Crown agent. They offer a huge range of resources on their website and can be contacted for queries, see: [www.business.govt.nz/worksafe](http://www.business.govt.nz/worksafe).

At Community Waikato, we can work alongside you and your organisation to explore what impact the Act has for you, and help determine practical changes to implement in the interests of your whole workplace.

## Watch this space!

**Community Waikato is aiming to bring workshops about 'Health & Safety at your Workplace' out to the townships, across the region! It's crucial for community organisations to understand what practical changes to consider so they can fulfil their "duties and obligations" under the new Act.**

**Workshops will start by September.**

**More details will be on our Weekly e-Bulletin and our website:  
[www.communitywaikato.org.nz](http://www.communitywaikato.org.nz).**

**We can add you to our Contact List about the nearest workshop to you, contact us by email: [cwinfo@communitywaikato.org.nz](mailto:cwinfo@communitywaikato.org.nz) or phone: 07-838-1583.**

<sup>1</sup> Ministry of Business, Innovation & Employment website, based on, summary 'Health and safety reform': [www.mbie.govt.nz](http://www.mbie.govt.nz).

The Health and Safety at Work Act has some important rules for all those in business and it is a helpful reminder that health and safety is something to be taken seriously.

Health and safety can be one of those items that is often put in the too hard basket for fear of getting it wrong. It doesn't need to be, nor should it be. Not many businesses would say that the health, safety and wellbeing of their workplace and workers is not important – and at its core, that is what the Act is about.

The key purpose of the Act is to ensure the health and safety of everyone in the workplace. This means that everyone in the workplace has obligations under the Act to take care of their own health and safety and look out for others' health and safety. There are increased obligations on officers of a business and a change in the overall duty on businesses. Any person or business conducting an undertaking or business (a PCBU) must do everything that is "reasonably practicable" to ensure the health and safety of those in the workplace. This will vary across different sectors and worktypes and is not one size fits all.

Although there are some important changes under the Act that everyone should be aware of, PCBUs that have a strong focus on health and safety, with existing policies and procedures, will be well-placed already. The new Act should be seen as an opportunity to start the health and safety discussion again, revisit existing policies and procedures and ensure health and safety is a priority.

Renika Siciliano is an Associate in the Dispute Resolution/Māori Legal Teams at McCaw Lewis. McCaw Lewis is a Hamilton law firm situated on the banks of the Waikato River and providing specialist legal services across a range of areas, including health and safety, and employment law.



*Renika Siciliano*

## Review progress - the Incorporated Societies Bill - Exposure Draft

A comprehensive review of the Incorporated Societies Act 1908 has been underway since 2010 and replacing it was amongst the 102 recommendations the NZ Law Commission raised in 2013. In November 2015, the Ministry of Business, Innovation and Employment (MBIE) released the Incorporated Societies Bill – Exposure Draft for public consideration. The Bill addresses numerous problems, including the:

- i) Lack of clarity about officers' obligations (e.g., officers' duties, conflicts of interest);
- ii) Dispute resolution (e.g., member's complaint to their committee); and
- iii) Lack of guidance in various key areas (e.g., Consequences if a society acts outside its capacities and powers).

Such changes are intended: as 'helpful' for societies and their members; as based on significant 'principles' for societies and also on the governance principles of trust and integrity; and as a 'complete' work by way of bringing together the common law factors, the best of the 1908 Act, and by 'filling the gaps' identified through the review process.

In terms of estimating the transition period from the old to the new Act, at the earliest Royal assent on the final Bill or Act is at 2018. New societies at that time would register about 6 months after Royal Assent, to allow time for an online Registrar's registration system to be established. All existing societies at the

time of Royal Assent, would have by 2020 at the earliest to be deemed registered under the new Act.

During March this year, several organisations attended the Hamilton meetings hosted by Hui E! Community Aotearoa (with MBIE and the New Zealand Charities Services) to hear about the Bill's proposed contents and to raise any queries. Interestingly, MBIE mentioned there are 23,700 incorporated societies in New Zealand of which nearly a third (8,200) are registered charities. Also, 45% have a culture, sports and recreation focus while the remaining 55% cover a broad range of community activities. So, a significant impact will be had nationwide once this review process is completed.

For now, the focus is on the content of the Bill so it's right, relevant and functional for current and future incorporated societies.

Submissions are encouraged and can be emailed directly to MBIE at [societies@mbie.govt.nz](mailto:societies@mbie.govt.nz) by the closing date, Thursday 30 June 2016.

**For more information on the  
Exposure Draft Bill, see MBIE's website,  
[www.mbie.govt.nz](http://www.mbie.govt.nz)  
or read the informative briefing paper  
by Dave Henderson, Hui E!  
Community Aotearoa, at [www.huie.org.nz](http://www.huie.org.nz).**

# Matariki celebrations in the Waikato

## Kia pai tou tatou Matariki Happy Matariki (Maori New Year) everyone!

The celebrations for Matariki have begun around the Waikato offering another year of dynamic events over June and July.

Matariki is known as the Māori New Year and a time when the Matariki constellation is seen in the night sky. This signified a time of remembrance and looking forward to the future.

The celebrations in Waikato have been supported by several organisations.

“The popularity of Matariki is growing stronger year by year and the participation of community is proof that Matariki is important and relevant to this day. We are delighted to see not only Māori attending celebrations, but the wider community too” says Matariki ki Waikato Festival Coordinator Ataahua Papa.



### *Celebrating 'Matariki in the City'*

Dr Rangi Matamua, an expert in Māori astronomy and a senior lecturer in the School of Māori and Pacific Development at the University of Waikato has been researching the history and meaning of Matariki. He found that, contrary to popular belief, our Māori ancestors recognised nine stars in the constellation of Matariki, rather than seven. These ancestors viewed each star individually to give insight into the year ahead.

**The stars are:** Matariki, Pōhutukawa, Waitī, Waitā, Waipuna-ā-rangi, Tupuānuku, Tupuārangi, Ururangi, and Hiwa-i-te-rangi.

#### **Matariki**

Matariki is the star that signifies reflection, hope, our connection to the environment and the gathering of people.

#### **Pōhutukawa**

Pōhutukawa is the star associated with those that have passed on.

#### **Waitī**

Waitī is associated with all fresh water bodies and the food sources sustained within those waters.

#### **Waitā**

Waitā is associated with the ocean, and the food sources within it.

#### **Waipuna-ā-rangi**

Waipuna-ā-rangi is associated with the rain.

#### **Tupuānuku**

Tupuānuku is associated with everything that grows within the soil to be harvested or gathered for food.

#### **Tupuārangi**

Tupuārangi is associated with everything that grows in trees (fruits, berries, birds)

#### **Ururangi**

Ururangi is associated with the winds.

#### **Hiwa-i-te-rangi**

Hiwaiterangi is associated with granting our wishes and realising our aspirations for the coming year.

There are a number of Matariki events that have already taken place in the Waikato, but it's not too late to join in the celebrations. With a diverse events calendar, there is plenty to choose from to get amongst the celebrations.

The Matariki calendar and information is available online at [www.MatarikiWaikato.nz](http://www.MatarikiWaikato.nz)

Te Wānanga o Aotearoa are taking to the road in a series of roadshows around the North Island to re-educate New Zealanders about the 9 stars of Matariki. There will be a roadshow on June 28, Raroera Campus, Te Rapa, Hamilton, 9am-4pm.



Here at Community Waikato, one of our roles is to advocate on behalf of our community sector around important issues relating to the sector.

Below is an article around the important current issue of social housing.

If you have an issue or subject you would like us to advocate for, or be involved in conversations around, please contact us at [cwinfo@communitywaikato.org.nz](mailto:cwinfo@communitywaikato.org.nz)

# Reimagining Social Housing

We must reimagine social housing. That was the challenge Alan Johnson (Child Poverty Action Group) proposed at a Post Budget Lunch organised by Anglican Action, Child Poverty Action Group, DV Bryant Trust and Poverty Action Waikato recently.

**“Housing has been a popular topic recently with rising house prices, pressure from the Auckland market squeezing opportunities in Hamilton and local council withdrawing from social housing.”**



Community organisations have come together to discuss the issues around housing (and social housing in particular) to see if they can identify a pathway forward to at least alleviate the problem. But can the problem of social housing be resolved by an already stretched community sector?

Johnson shared his concerns that as our population ages, as the number of people who own their homes decreases, and as the gap between the haves and have nots increases, the need for social housing will increase significantly. Mr Johnson identified that since National became the government, Housing New Zealand has 2500 less state homes. The decision by Hamilton City Council to sell off pensioner housing has caused some angst for those who have relied on this support and for those who anticipated a need for the availability of this support in the future.

Secure and quality housing is a key component to building healthy communities. Cities need quality affordable rental stocks and realistic pathways to home ownership. With the minimum wage being set well below a living wage, a growing

number of life-time renters and an aging population, social housing is essential. Johnson says “social housing has a small and diminishing importance in New Zealand’s housing landscape – a landscape which is dominated by middle-class homeownership and small-scale private landlordism. The problem with this slowly evolving housing landscape is that there is not really any place in it for the poor”.

So how do we reimagine social housing?

Mr Johnson suggests we need to get back to a sense of pride for collective ownership of community resources. Many of us share a sense of pride in our local hospital, schools and parks and we need to extend that pride to the social housing resources in our community. To do so, those resources need to be cared for and maintained and we need to understand their value to the people who use them. This is about investing in social housing and state housing with a view to supporting communities to continue to thrive regardless of the complications life inevitably throws our way.

# Rauawaawa Kaumātua Charitable Trust serving our elderly community

The Rauawaawa Kaumātua Charitable Trust has recently launched a fundraiser that will enable them to upgrade their facility to meet the needs of a growing ageing community here in Kirikiriroa (Hamilton).

We have a very fast growing ageing population. Elderly are often left alone with little opportunities to engage with their peers due to transport, financial and health barriers. Rauawaawa offer a solution to those issues faced today by Kaumātua or elders that have either had a front row seat, or felt the impact of the NZ depression, World War 2, the Vietnam War, the overnight introduction of user pays in the 80's and many other events.

“This generation should feel at a very minimum, cared for and respected for their resilience, their life experiences and knowledge that they have to offer” says Rangimahora Reddy, CEO of Rauawaawa Kaumātua Charitable Trust.

“Ageing too often is seen as the process that makes one invisible, inaudible and isolated. Rauawaawa’s mission of ‘Hei Manaaki nga Kaumātua’ seeks to ensure that the opposite is a reality for those that engage in our services” Rangimahora says.

The lack of accommodation for Māori in Hamilton during the 1930's laid the grounds for active members and organisations in the community to advocate for the establishment of a Māori hostel. The birth of the complex Te Puna o Te Ora was initiated in 1938 with the incorporation of the Waikato Māori Hostel Society (WMHS).

Te Puna o Te Ora has served Māori from throughout Aotearoa during its history, firstly as an accommodation facility for Māori moving in to Kirikiriroa from rural areas for work (1941 – 1970), then as an accommodation and training centre for Trade Trainees (1971 – 1990). After that initiative ended Anchorage inhabited Te Puna o Te Ora and ran its residential alcohol and mental health service (1991 – 1997). After Anchorage, Rauawaawa acquired the management of Te Puna o Te Ora. The Waikato Māori Hostel Society then led by Dr Hare Puke, a renowned Kaumātua gifted the land and assets of Te Puna o Te Ora to Rauawaawa on 30th May 2006.

The Rauawaawa Kaumātua Charitable Trust was established in 1997 by a group of Kaumātua that identified a need for Kaumātua culturally focussed and accessible health, social and community based activities and services. The overarching aim of Rauawaawa is to enhance the quality of life and well-being of Kaumātua.

At the end of February this year Rauawaawa launched a \$3million facility upgrade project designed to bring the vision of Kaumātua to reality and be the last stage needed to make the 75 year old facility, completely Kaumātua-centred, accessibility friendly and significantly safer and warmer. It will also increase the capacity and capability of Rauawaawa to serve the



increasing needs of our fast growing ageing community.

Rauawaawa provide services, programmes and activities to over 630 Kaumātua within the Hamilton boundary. Since 1998, Rauawaawa has been based at a facility that occupies over one acre of land in Colombo Street, Frankton, Hamilton called “Te Puna o Te Ora”. This year Rauawaawa celebrates 19 years of service delivery, but Te Puna o Te Ora celebrates 75 years of service to the community.

This upgrade will also future proof the rich heritage the facility “Te Puna o Te Ora” has had in serving the community.

**Visit [www.rauawaawa.co.nz](http://www.rauawaawa.co.nz)  
to find out about upcoming  
fundraising events, and ways you  
can show your support.**

## Upcoming Community Waikato Training June-September 2016

<b>Free Tech Help with Geeks on Wheels</b>	Bring along your devices and your questions for free advice from your local Geek!	<b>13 July</b> Community Waikato 12noon-2pm Free
<b>Reading and understanding your financials</b>	Board members and Managers have the responsibility to members, stakeholders & employees to ensure that the organisation behaves in a proper manner, has adequate financial policies & procedures and is solvent at all times. What do board members and Managers need to look for in accounting & financial documents? This workshop, presented by Anne Douglas from Community Waikato will assist you in understanding and interpreting your financial statements and reports.	<b>20 July</b> Community Waikato 9:30am to 12noon \$45
<b>Extra Funding Workshop</b>	Due to high demand this extra funding workshop has been made available. Come along to a free friendly "hands on" workshop presented by local community funders	<b>17 August</b> Community Waikato 9:30am-12noon Free
<b>Building your Brand</b>	A brand is important to any organisation, and not just those with the big marketing bucks. Because it can be seen as taking time and money away from helping people, non-profits often devote little or no time to developing their own brands – but in fact you should do the opposite. A strong brand can transform your organisation because it will enable you to build trust, gain resources, and establish partnerships. Non-profits in general deal with causes that are close to people's hearts. They have a head-start on the ingredients needed to develop a great brand. It's time to embrace your brand and give your organisation a competitive advantage. This workshop is presented by Kim Cable from Market Hub.	<b>18 August</b> Community Waikato 9:30am-12noon, \$60
<b>HANDS ON Funding Workshop</b>	Come along to a free friendly "hands on" workshop presented by local community funders	<b>14 September</b> The Link, Hamilton, 9:00am-12noon Free

To register or for more information visit [www.communitywaikato.org.nz](http://www.communitywaikato.org.nz) or email [robyn@communitywaikato.org.nz](mailto:robyn@communitywaikato.org.nz)



**COMMUNITY  
WAIKATO**

*"Supporting strong communities"*  
 Hei tautoko kia tuu pakari ai ngaa haapori

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