



Inside this issue:

PAGE 2

- Team news
- Foreign Superannuation & overseas inheritance
- Progression Sessions

PAGE 3

- Farming with robots
- Early bird catches the worm

PAGE 4

- Getting to know Megan Wood
- CooperAitken's Trust Division

Important dates

- **Sunday, 16 October, Morrinsville Fun Run.** A great community event we enjoy sponsoring and participating in.
- **Saturday, 10 December, Morrinsville Christmas Parade.** The theme this year is 'Your Ideal Family Christmas'.



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The legal stuff

All information in this newsletter is to the best of the authors knowledge true and accurate. No liability is assumed by the authors, or publishers, for any losses suffered by any person relying directly or indirectly upon this newsletter. It is recommended that clients should consult a senior representative of the firm before acting upon this information.

Win, win for Gibbons Engineering



Left to right: Gavin Haddon, Kristine Gibbons and Robyn Pickett.

In the current climate where health and safety is such a major issue for all businesses, it is great to celebrate with clients who have achieved outstanding success with their health and safety practices.

Gibbons Engineering recently went through the process of applying for their Workplace Safety Management Practices (WSMP) discount from Accident Compensation Corporation and decided to aim for the highest goal possible of tertiary level recognition. They succeeded!

Director, Kristine Gibbons, said "I wanted to go for the top level and was blown away that we succeeded - really proud of the team."

While Kristine was the driving force behind this decision, the achievement is absolutely the teams. The approach they took to implementing the requirements is totally refreshing; the

entire team of 15 was involved, with regular and open communication.

It has now become the way the team works together.

Kristine said, "Morale has improved, staff are more qualified and productivity has increased - the business is thriving on the communication, training and attitude we have of looking after each other."

Kristine explained the techniques they have developed, which include holding a monthly team meeting where

>>Continued page 3

Team News

Welcome...

The Thames team welcomes **Melissa Van Niekerk** who has recently moved to New Zealand from South Africa. She is loving New Zealand and is looking forward to meeting with some of our clients.



Congratulations...

...to **Michelle Brace** of our Morrinsville office, who has been nominated for Massey Business School's Academic Excellence Awards for top performing students in the 2015 academic year. Michelle is studying towards a Bachelor in Business Studies majoring in Accounting. Michelle joined the team at CooperAitken in January this year as payroll support, managing payroll for a number of our clients. We wish Michelle well with the rest of her studies.



Welcome Ashford

Rory and Selina Noorland welcomed Ashford Bowie-George Noorland on Friday, 3 June. Harrison is thrilled to have a baby brother.



Awesome night

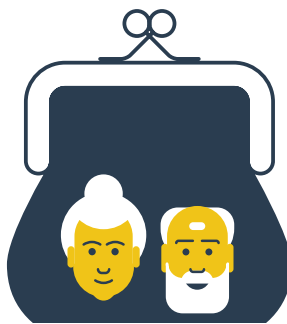
The team enjoyed a mid-year Christmas Party at Matamata Golf Course.

Foreign superannuation or overseas inheritance?

Do you or someone you know hold, or have already transferred to New Zealand, funds in a foreign superannuation scheme?

If you still have funds in a foreign superannuation scheme offshore (excluding those in Australia) then a recent change in the way these are taxed might be of benefit to you.

More significantly, if you have received a payment, or made a transfer, from a foreign superannuation scheme to a New Zealand (e.g. Kiwisaver) or an Australian fund, which was not included in your income tax return, now is the time to act. Inland Revenue has been collecting historic data on transfers of foreign superannuation and will now begin the process of issuing risk review letters in order to commence audits. If you receive one of these letters, or have concerns about the past treatment of a foreign superannuation payment, then please contact us immediately to discuss your options. From 1 April 2014 there is a 4 year



exemption for a new resident, that allows a foreign superannuation scheme to be transferred to New Zealand tax free. Again, if you know someone who has recently immigrated to New Zealand, encourage them to contact us to discuss whether this is the right option.

What about an overseas inheritance? Receiving an overseas inheritance, whether transferred to New Zealand or not, can also result in significant negative tax consequences. If you have ever received an overseas inheritance we

encourage you to discuss this with us to determine if any disclosure to Inland Revenue is required.

If you would like to discuss any of the above further, please phone Rory Noorland on 07 889 8850 or your usual CooperAitken contact.

Progression Sessions

We have launched a series of free, one-hour Progression Sessions. The purpose of the sessions is to help clients build more business knowledge, upskill or refresh. The first session on De-mystifying your Accounts, was well received. In September and October we have 'Staff Harminisation' and 'Marketing Hints & Tips' to help you be smarter with your marketing dollar. Sessions are being run at each of our 3 offices.

To find out more, and to book, go to our website/events or phone the office on 07 889 7153.



Left to right: Megan Wood, Maree Munro, Peter Hexter, Ben Cameron, Imran Raza and Trevor Cooper.

Farming with Robots

A few of the team recently visited Ben and Justine Cameron's farm to see their robotic milking machines first hand.

Megan said, "It was a great experience and the technology is amazing." They have six robotic machines and the cows come into the shed to be milked as they please, most twice but some will come in three times a day. The team saw the robotic machines in action and had a tour of the shed, which gave them an insight into how the operation works. Ben and Justine are into their second season and said that most of the initial 'speedbumps' have

been ironed out and they are starting to see the positive benefits. Maree Munro, CEO said, "Ben gave us some good insight on the positive impact the change has had on the farm business, as well as the herd and the people working there." The team was very grateful to Ben and Justine for taking the time to share their experiences of this innovative farming approach.



Success for Gibbons

>>Continued from front page

everyone has input, with a different person each month talking on a specific subject, giving an opportunity for issues to be ironed out. In addition they run 'toolbox talks' on new jobs, new equipment, etc.

Every six months a senior team member will take everyone on a tour of the premises, to go over how every machine operates, best practice and the protective equipment to be used. This refresher is just part of the focus that Gibbons Engineering has on training, which has come out of having good health and safety policies. "Training for us is huge", says Kristine, "and we see the benefits in staff engagement and productivity."

Prior to each health and safety meeting they nominate a staff member to conduct a full site check and report back on this to the team during the meeting. Several practical health and safety procedures have come directly from this.

Make no mistake, the team at Gibbons Engineering has met all the paperwork requirements, and has a robust manual and policies in place.

Kristine said, "The paperwork and recording is not that hard, especially with the way we have approached it."

They also use the services of Safewise who have been integral to the team's journey to success.

The discount earned through WSMP achievement has not been the key factor for Gibbons Engineering, and Kristine says the real benefit is having a team that looks after each other, takes care and pride in what they do, and knows they are in a supportive work environment that encourages them to achieve.

WorkSafe wants health and safety to improve and for it to be a live process in every industry, so we congratulate the team at Gibbons Engineering on setting such a great example and their well-deserved achievement.

Early bird catches the worm



We recently held a breakfast presentation in Morrinsville for our professional peers.

Rory Noorland presented on the new rules, known as the 'Bright-line Test'. This was introduced in October 2015 to allow Inland Revenue to easily tax property investors that frequently buy

and sell property for a profit, but the rules are catching people out unexpectedly, as reported in our Winter edition of The Balance Sheet. Those who attended included bankers, lawyers and real estate agents, who said the session was very informative and interesting being on a topical subject affecting many of them.



'The lawyer amongst the accountants'

Getting to know Megan Wood - Trust Manager:

Megan joined CooperAitken in 2015, having worked at a law firm. She finished her University study in mid-2014 and graduated with a Bachelor of Law Degree with First Class Honours in October 2014.

Megan then completed her Professional Studies and was admitted to the Bar as a Barrister and Solicitor of the High Court of New Zealand at the start of last year.

Megan grew up locally and enjoys getting out and about on the farm, spending time with family and being at the beach.

She and her fiancé, Scott spend time re-decorating their home and as Scott is a volunteer fire fighter, they are involved with the Tahuna Volunteer Fire Brigade.

At CooperAitken, Megan is an in-house Lawyer and manages our Trust Division. She has been a part of the team for over a year now and is enjoying getting to know our trust clients and working with them to review and bring their trust and estate planning up to date. Earlier in the year Megan was nominated for NZ Young In-House Lawyer of the Year.

CooperAitken's Trust Division

Our Trust team of Megan Wood (Trust Manager) and Kate Russell (Trust Administrator) provide our Trust Administration Service. They offer our Independent Trustee Service facility and specialist trust advice.

The **Trust Administration Service** is about assisting our clients to effectively manage their trusts. We maintain the records of the trust, work with the trustees and trust solicitors, and manage all of the compliance duties for trustees. This service is beneficial for trust clients giving them peace of mind that all necessary records are held and kept up to date. To manage a trust correctly documents must be reviewed for accuracy, signed and returned to relevant parties, appropriate minutes and resolutions prepared, annual meetings held and recorded. Trustees are accountable to beneficiaries and trust compliance is critical.

Our **Independent Trustee Service** enables us to be an independent trustee for a number of our trust clients. Having an independent trustee strengthens the validity of the trust and clients are encouraged to appoint CooperAitken as their independent trustee. As an independent body we become actively involved in all the decision-making and management of the trust, making sure the trust is run correctly and achieves its purpose.

The **specialist trust work** can involve a range of aspects aiming to ensure your trust aligns and assists with your estate and succession planning. This can include your Wills coinciding with your trust and power of appointment of trustees for the future, also ensuring you have an up to date Memorandum of Wishes for your trust as well as Enduring Powers of Attorney. Reviewing documents before trustees sign is also a big part of our job and we ensure that the documents are correct and the agreement being

entered into is in the best interests of the beneficiaries who the trustees are acting for.

It's incredibly rewarding when we receive comments from our clients like the ones below....

"In an increasingly complicated world, when it comes to meeting compliance obligations now being placed upon individuals as they establish and run their trusts, it has been comforting to know that the expertise and level of record keeping brought to the fore by the team at CooperAitken Trustees allows our family to feel extremely confident in the day to day management of our affairs, thus ensuring that the rationale and intentions of our family trust objectives will be carried out as planned and unchallenged."

Graeme & Heather Mellow

"I was exceptionally impressed with how the trust team manages our trust and the structure and information provided to me for the trust. I particularly like:

- The clearly outlined structure and process for day to day management of trusts
- The regular communication, no surprises and trustees being fully involved
- The confidence engendered (in trustees) that you are 'all over' and 'on top' of everything.

I am so happy that the trust team at CooperAitken are managing the administration of the trust; it gives good peace of mind."

Robyn George

Give Megan a call to discuss your trust today – 07 889 8842.

Giving back is important to us

CooperAitken cares very much about their communities and towns, supporting many clubs, organisations and events.

Recently, we have sponsored the CooperAitken netball team with several of the members being employees. We have supported another local netball team, we are involved in the annual Morrinsville College Fun Run coming up in October and are also one of the main sponsors for the Matamata Squash Club.



Back row: Aleisha, Sue, Nykayla, Courtney and Gemma
Front row: Sarah, Kelsey, Justine, Alannah and Janelle