



November 2011, Issue 2

Welcome to the second issue of the Network for Women in Forestry (NWIF) newsletter. This will appear on WoodWeek on the third Wednesday of every month, and can also be found on the FICA website at any time. If you would like to subscribe to receive the newsletter directly please email sonya@blackburnegroup.co.nz. This newsletter is for you, Women in Forestry, and we welcome your feedback and suggestions for future content.

Introducing NWIF Committee

The NWIF committee is made up of 7 dedicated women who work within the forest industry throughout New Zealand. The committee members are; Sonya Elmiger, Glennys Mold, Jill Mitchell, Wendy Mickleson, Kellie Hahn, Rona Wheeldon, Tracey Anderson.



NWIF Re-launch at FICA Big Day Out



The FICA Big Day Out in Nelson is just around the corner, on the 17th and 18th November along with the re-launch of the Network for Women in Forestry. Total Lubricant's Nelson-based South Island Regional Manager, Wayne

Burgess is personally thrilled about the change of venue as it gives FICA the opportunity to showcase the area and it highlights the large forestry activity in the Nelson region. Wayne has had an association with the Nelson logging industry for 22 years and has seen the increased involvement of women in forestry. Wayne will be attending the Big Day Out so look out for him on the day.

Heavy Fines for lack of written employment agreements

As of 1 July 2011 employers must have copies available of employment agreements with all staff. A failure to have a signed copy available, or to provide a copy to an employee upon request, can result in fines of \$10,000 for an individual, or \$20,000 for a company.

If you do not have a written employment agreement with all staff (that covers all matters required by law) you may want to contact Blackburne Group Chartered Accountants who can provide a simple agreement that includes all of the mandatory clauses for a set fee. This can be modified to suit your needs, and you can use it for each of your employees.

NWIF Regional Meetings 2012

Mark your diaries for the NWIF Regional Meetings in 2012. These have been designed to coincide with FICA Regional Meetings

Date	Location
23 February	Gisborne
29 March	Northland
26 April	Nelson
24 May	Ohope
26 July	Rotorua/Tokoroa
23 August	Gisborne
27 September	Nelson
18 October	Northland
22 November	Balclutha



Minimising Shareholder Employee ACC Levies for Cover Plus Extra

Changes were made last year enabling shareholder employees to be classified under their individual occupation rather than the business activity of their employer company.

This change can make quite a difference to the levies you pay. For example, the levy rate for an office manager is much lower than that of a logging contractor.

ACC Levies, No-Claims Discounts and Experience Rating

Government introduced experience rating into the ACC levy system on 1 April 2011. Here's how it is likely to work:

- Small employers (paying less than \$10,000 per year in work related levies) will be entitled to a no-claims discount.
- Larger employers (paying more than or equal to \$10,000 per year) will be part of an experience rating program.

This program will reflect both the employer's and its industry's performance in preventing injuries and claims and could create an increase or reduction in levies of up to 50%!

Clearly Government is trying to provide employers with a financial incentive to prevent injuries as well as make levies fairer by ensuring low-risk employers aren't paying for high-risk ones. Having said that, is a no claims discount or loading of minus or plus 10% (the majority of employers will fall into the 'small employer' category) really going to incentivise employers to get serious about workplace safety?

Saving is now even Easier!

The GSB Trade Card, due for release early 2012 is the newest way for GSB Members to trade with our Suppliers so you get fast, easy, no hassle savings!

This card will give FICA members access to GSB pricing in our supplier stores, meaning you don't have to go through the arduous account opening process.

GSB Members will simply present the card at any participating supplier stores to get special GSB rates on their purchases!

Due for release early 2012 – WATCH THIS SPACE.



If you would like to hear more about GSB Membership or the Trade Card, contact the GSB Membership Services Team on 0508 20 30 40 or email ask@gsb.co.nz.

Merry Christmas and Happy New Year from NWIF



The NWIF newsletter will be back in WoodWeek and direct to email inboxes on the 19th January 2012. We wish you all a Merry Christmas and Happy New Year!