



Mighty Efficient
BOOKKEEPING

MIGHTY EFFICIENT BOOKKEEPING

January 19 2022

Vol. 8

MONTHLY NEWSLETTER



What's on for the Mighty team this month?

We hope you all have had a much needed relaxing break and enjoyed the sunshine over the Christmas and New Year Break. Everyone is slowly trickling back to work with jobs starting back up again. With another year ahead of us it looks to be a busy one for all with the list of work piling up

We are back at full speed with the end of financial year fast approaching. If you are looking at coming in for a meeting prior to the end of financial year (31 March) we do suggest booking in now as Bronwyn has other commitments during February until mid March. If you do have any queries at all please do contact us either by emailing info@mightyefficient.co.nz or call us on 03 443 4912.

CONTENT

Client Spotlight

5 Essentials of a Robust Mental Health Plan for your Business

Master Builders House of The Year 2022

CLIENT SPOTLIGHT

"It never quite felt right to me to finish an electrical project that I felt could be enhanced through design.

After working as a sparky in the electrical industry for over 8 years in both New Zealand and Australia, I recall completing my project tasks and thinking there are too many lights for this space or I wish I could add spot lighting to draw attention to the artwork or this space would feel more comfortable with warmer lighting levels.

I knew that my role as a sparky was sometimes narrow, and I saw an opportunity to expand my expertise to create lighting solutions with a more integrated approach. So, I set out to merge thoughtful design and creativity with my technical knowledge of the trade.

After completing the Lighting Design program through Massey College, I started Pretty Sweet Lighting to follow-through with my idea.

Just like a photographer paints light with his or her lens, we paint with light using fixtures, fittings placement to bring your home or business to life in a creative way. With Wanaka as our playground, we aim to achieve unique designer lighting installations for residential and commercial properties. We don't stop there, however, and offer a full range of lighting and electrical solutions, from custom design to everyday maintenance.

And that's what sets us apart. We are an end-to-end service with the ability to manage your lighting needs—from consultation and installation to repair and maintenance.

We are a small team of local tradesmen with qualifications in Electrical and Lighting Design. We're just trying to make spaces feel good."

-CEO and Founder, Wayne Pretty

Pretty Sweet
LIGHTING & ELECTRICAL

TALK TO US

www.prettysweetlighting.com

hello@prettysweetlighting.com

021-0428-906





5 Essentials of a Robust Mental Health Plan for Your Business

By **Employsure**

Our modern working environment can unfortunately, present many psychological hazards. Depending on how employers handle these hazards, these psychological threats can massively impact the mental health of workers. The hazards can potentially cause the worker to suffer a psychological injury or exacerbate a pre-existing condition.

Hazards in the workplace can include:

- The physical workplace environment
- The nature and complexity of the work itself
- Work procedures
- Behaviour of workers towards one another
- The structure of the business
- The potential exposure to violent or traumatic events can be a trigger for stress
- The introduction of work restrictions that are beyond the control of the business

Any business must do its best to supporting the overall mental wellbeing of its workers. This means ensuring that the risk of psychological and/or psychosocial injuries in the workplace are eliminated as far as is practical and that these are effectively and proactively managed through a risk management approach.

Why is a Robust Mental Health Plan so Important?

Every employer wants productivity, business growth, and satisfied customers. Satisfied customers go hand in hand with satisfied staff. What makes satisfied staff? Being able to cope with a workload, feeling confident and valued in their role, and getting along with their colleagues, are key attributes to a healthy workplace.

If we look at statistics, we can see that workplace mental health compensation claims are associated with above-average absenteeism and higher than average compensation claim costs than other types of claims. Compensation claims for mental health in Australia are around \$24,000 compared to \$9000 for other claims. Adding to this, a typical time off work for mental health caused or exacerbated by the workplace was 15.3 weeks compared to 5.5 for other claims. Between 2010-11 and 2014-15, around 91% of workers' compensation claims involving a mental health condition were linked to work-related stress.

The most common reasons for mental health issues arising from the workplace are work pressure, or work-related harassment, or bullying. So, we can see that businesses that do not have a robust mental health plan can incur significant human and financial costs.

The 5 Essentials

1. Identify mental Health Risks
2. Assess mental Health Risks
3. Control the Mental Health Risks
4. Review your Practices
5. Open Dialogue

In summary, consider that the most common reasons for workplace mental health issues are work pressure, work-related harassment, and bullying. Identify, assess, control, and review your mental health hazards and use open dialogue in your business to facilitate this.

Master Builders House of the Year 2022

We encourage our builders to be part of New Zealand's leading residential building awards programme – Registered Master Builders House of the Year. Enter and be part of celebrating New Zealand's best homes, all created by Master Builders.

These awards are a fantastic opportunity for you to promote your business, celebrate and recognise the work and skill of your team, and increase your profile.

This awards programme differentiates you from the rest and provides you with a mark of quality to help grow and promote your business.

There is a category for everyone – from renovations, show homes and multi-units through to new builds in every price range.

Entries Close 25 February 2022

" 2022 Changes

Three Supreme Awards

We want to encourage entries across all price brackets, so we have a strong a healthy competition across the board. Every year, more and more of our entries are in the over \$1million categories so to create an even playing field for the Supreme Awards, we are introducing three Supreme Awards at both a regional and national level from 2022.

- Supreme Renovation of the Year
- Supreme House of the Year - under \$1 million
- Supreme House of the Year - over \$1 million

Please note:

- A region must have a minimum of 20 entries to be eligible for the two Supreme House of the Year Awards .
- Supreme Awards can only be awarded to Gold Medal winners. A regional supreme award will only be awarded if the gold awards meets a minimum points threshold of 1850.

Category Value Ranges

Some changes have been made to the category ranges to better reflect the cost of building in today's environment. The changes are: "

| Current: | From 2022: |
|---|---|
| Renovation Categories: | |
| Renovation up to \$500,000 | Renovation up to \$750,000 |
| Renovation \$500,000-\$1 million | Renovation \$750,000 - \$1.5 million |
| Renovation Over \$1 million | Renovation Over \$1.5 million |
| New Home Categories: | |
| Volume/Group Housing New Home Up to \$450k | Volume/Group Housing New Home Up to \$500k |
| Volume/Group Housing New Home \$450k - \$750k | Volume/Group Housing New Home Up to \$500k - \$750k |
| New Home up to \$450,000 | New Home up to \$500,000 |
| New Home \$450,000 - \$600,000 | New Home \$500,000 - \$750,000 |
| New Home Over \$2 million | New Home \$2 million - \$4 million |
| New Home Over \$2 million | New Home Over \$4 million |

"Sustainable and Environmental Excellence Award

Updated from the previous Sustainable Award, this award recognises and rewards new approaches to building and renovating homes. Judges will consider the way the building company has incorporated both sustainability and environmental principles in the home's design, choice and installation of materials, and the way in which it has been built. All entries will now be considered for this award, you will not need to opt in.

Code of Compliance

Code of Compliance is needed by the entries close date (25 February 2022). We will accept the final pass notification documentation until the Code Compliance Certificate can be provided. The Code Compliance Certificate must be provided before judging. If it isn't, then the entry will be withdrawn and the entry fee will not be refunded (as judging costs would have been incurred).

Build Cost

Due to the variability of consenting costs around the country, Council consenting fees are now excluded from the build cost.

Vaccination Policy

To protect the health and safety of everyone involved in the competition and the wider community we require anyone present at judging to be fully vaccinated, including builder representatives and judges.

All attendees at the House of the Year Regional and National Award Galas must also be fully vaccinated.

Proof of Vaccination will be the Ministry of Health issued My Vaccine Pass which the judges will scan at the property using the Ministry of Health's NZ Pass Verifier app. Our judges are fully vaccinated, and you are welcome to ask to see their Vaccine Pass.

We understand that a very limited amount of people can't have the vaccine and are exempt. In this instance, proof of a valid exemption certificate, issued by the Ministry of Health, is required to attend a House of the Year event.

How to enter

To enter and find out all you need to know about the competition, log into the entry site at www.masterbuilder.org.nz/HOY.

You can also get in touch with your Regional Branch and Events Manager for more information - [click here for contact details](#).

If you have any questions, please get in touch at hoy@masterbuilder.org.nz "

If you have any queries at all about any of the information in this newsletter please don't hesitate to contact us at info@mightyefficient.co.nz