



Mighty Efficient
BOOKKEEPING

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MONTHLY NEWSLETTER



What's on for the Mighty team this month?

This past month has been a very fast one and we can't believe it is now only a mere few months until Christmas!

With the days getting hotter and longer we are starting to see the hours on timesheets increase to cope with the work loads our clients have on.

The boats are piling into the Boat Shed behind our office for servicing, Reece plumbing is opening their new shop beside us, and Allied concrete across the road are going hell for leather to keep up with the amount of slabs being laid at the moment.

As we start the run down to Christmas it is a reminder to organise early what days/weeks your company will be closed for, on call rosters, staff leave requests etc etc. It is important to have clear communication about your expectations early for this period to avoid tension in the workplace.

We also fully endorse staff appreciation, so it's probably a good time to start thinking about your staff party ideas!

An activity and dinner always go well together, or if your a close knit bunch a night away somewhere could be what your looking for!

If you have any queries about subsidy applications, Xero, your books etc don't hesitate to give us a call!

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CLIENT SPOTLIGHT



George and Jonty first worked together in Melbourne 10 years ago. "After slogging it out in Australia we both became interested in the idea that serving a high-quality product need not be restricted to the realms of what we traditionally know as "fine dining". The idea of an informal restaurant and its dedication to bold flavours and accessible pricing is what drew us together and thus the idea of Muttonbird was formed. Muttonbird, is going to be a style of dining where we are looking at refined, creative cooking, which is accessible to everyone."

Since Melbourne they have both worked at a variety of different places at all levels of the kitchen hierarchy. George went on to run Tokyo Tina in Melbourne, before becoming the Sous Chef at award winning Anchovy in Richmond Australia. Jonathan went on to run a busy restaurant in The Hague before moving into more classic French cooking, first at a bistro, and then in a two-star restaurant in Rotterdam.

Fate would intervene and due to Covid both chefs ended up in Wanaka and Muttonbird became a reality.

We highly suggest paying a visit and trying their delicious menu out!



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Covid-19 - Mandating Vaccinations in the Workplace

By Employers

The pandemic has sparked many debates about rights, choice, freedom, and divided many with the dreaded 'V-Word'. Many businesses are deciding if they want to mandate vaccinations in the workplace, and whilst some of your employees may be scrambling to get the COVID vaccine as soon as they can, others may be hesitant or deciding not to.

You may be interested in mandating vaccinations for your employees, if so, in this blog post, we'll discuss the hot topic of mandating vaccines in your business.

Why as an Employer Would I Consider Mandating Vaccines?

A business has a health and safety duty to, (as far as reasonably practicable), to reduce the risk of a hazard occurring in the workplace. An infection in your business could affect not only your turnover and profit but also your reputation and the health of your valued employees.

Can I Ask an Employee to Get Vaccinated?

Generally, there are 3 circumstances where you can direct an employee to get vaccinated.

- There is legislation requiring the employee to be vaccinated against a particular disease in order to work in a specific field.
- There is a term in an applicable individual employment agreement or collective agreement that requires the employee to be vaccinated against a particular disease AND that there is sufficient justification based on reasonable grounds to require the employee to be vaccinated.
- If no legal requirement exists, where the direction to vaccinate is considered lawful and reasonable in all of the circumstances (including on health and safety grounds).

*Information and rules regarding workplace vaccinations are subject to change with evolving government guidance, check government websites for up to the minute info.

How Do I Tell Employees That We Want to Mandate Vaccinations?

Notify employees of vaccination requirements under government law or public health order and follow the relevant guidelines. Vaccination exemptions may exist for some employees, such as on medical grounds. If an employee is exempt, obtain evidence of their circumstances.

Deciding to Mandate Vaccinations or Provide an Immunisation Program

You must pay the cost of the vaccination. If the vaccination is supplied to the public for free, (such as COVID-19 vaccine) then ensure that the employee receives the vaccine during paid work hours (or paid as appropriate, if it needs to be done outside work hours) and cover any practitioner fees and associated costs.

Recommending Or Encouraging Staff to Vaccinate

You do not need to cover the cost of the vaccination or provide paid time off for the employee to receive it. You may, at your discretion, consider other ways to support the employee being vaccinated such as:

- Agreements to access paid annual leave
- Flexibility in work hours or location, and
- Paid time off

Making Vaccinations a Condition of Employment

Making vaccinations a condition of employment may be reasonable but can carry high risk. Consider the following circumstances:

- Is there a legal requirement for employees to get vaccinated in your business or industry?
- Consider whether the employee's duties cannot be safely undertaken without a vaccination.
- Is it an inherent requirement of the role that a prospective employee will perform?
- If unvaccinated, will the employee present a risk to the health and safety of themselves or others?

It's important to consider that you could be exposed to a successful discrimination claim against your business if you do not hire a prospective employee for the sole reason they have not been vaccinated on medical or religious grounds.

Client Publication Appearances



Mountainside marvel

Wanaka | Otago

Builder Mark Duffy did not exactly move mountains to finish this rural Wanaka home, but he did overcome considerable obstacles during the project. "The natural environment made the build really challenging, and the level of detail to get the groundwork laid was tremendous. You would think the property was built on a swamp, the amount of engineering that went into it."

The time and trouble paid off with an impeccable home that reflects its mountainside environment. Inside, a dual fire made of local stone from the Ida Valley backs onto the living room and lounge room. Another schist fire visually anchors the outside courtyard. Stonework in the main living area echoes the backdrop of the Grandview Range mountains.

Mark says building with schist requires patience. "It is very labour-intensive and time-consuming. You can only put up so much in a day, then it needs to dry because it is very heavy."

A large 'floating' skillion roof balances the heft of the stone. Full-height windows are accentuated with pine timber beams, which are finger-joined and laminated to create an aesthetically-pleasing veneer. The beams are anchored to the ground and to the roof with steel.

"It is in a very high wind zone, and this construction also works for snow in the alpine environment," says Mark.

A massive, steel-clad pivot door fortifies the main entrance, with an American white oak screen that mimics the exterior posts dividing the entrance and the hallway to the bedrooms. The home's holiday feel is heightened by stunning views in each direction. Its modern, minimalist style invites occupants to sit before the open fire while admiring the timber joinery and ceilings throughout, and the natural stone tiles and oak flooring.

A large, three-bay garage provides plenty of storage and links to a room housing an underfloor heating boiler and other accoutrements to keep the spacious home cosy.

Mark has been building homes in and around Wanaka since 1984 and specialises in high-end architectural projects. He is pleased with what his team, and architects Mason & Wales, have achieved at this Lake Hawea hideaway. "When we look at the end result, we know we have created something really special!" 🏡

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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