



BEHIND THE BEANS 2018

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CHRISTMAS CLOSING DATES

Please note that our offices will be closed from **FRIDAY 21 DECEMBER 2018** at 3pm and will reopen on **MONDAY 14 JANUARY 2019** at 8.30am.

We will however have a skeleton staff on from **8 JANUARY 2019** should you require urgent assistance or support.



Merry Christmas. Rest up, relax and refresh! And we will see you in the New Year!



TIME TO REFLECT ON YOUR YEAR

Less than a month left!

As we move towards the end of the year, early December is a good time to reflect on how 2018 has been going for us career-wise, before we lose all sense of context in the Christmas rush.

Christmas can be a very mixed time—some people absolutely love it and look forward to it for the other 364 days of the year, while others absolutely hate it and dread it for the other 364 days of the year. Most sit somewhere in between those two extremes.

Where do you sit this Christmas?



OLD U.S. MILITARY TRICK—FALL ASLEEP IN TWO MINUTES

Struggling to fall asleep? You're not alone! Southern Cross Healthcare Group survey into the living habits of Kiwis has revealed that almost a quarter of us already feel tired or fatigued every day, with this rising to 36% among people under 30.

So how can we fall asleep faster? Try an old military technique that's said to help you nod off in two minutes.

The method is outlined in Lloyd Bud Winter's 1981 book "Relax and Win: Championship Performance", which has enjoyed a recent resurgence online.

The method involves two main steps.

1. Start by relaxing the muscles in your face.
 2. Then drop your shoulders as low as they'll go, followed by your upper and lower arm on one side, and then the other.
 3. Breathe out and relax your chest. Then relax your legs (thighs first then calves).
- After that, spend about 10 seconds trying to clear your mind. Then focus on one of the following:
- Lying in a canoe on a calm lake with nothing but a clear blue sky above you.
 - Lying in a black velvet hammock in a pitch-black room.
 - Saying "don't think, don't think, don't think" to yourself over and over for about 10 seconds.

If all goes to plan, you should be drifting off about now.

Source: Stuff



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WHEN IS TOUCHING SOMEONE IN THE OFFICE INAPPROPRIATE?

Employment lawyer Alexandra Grayson says the age, employment status and relationship of individuals would be considered in determining whether conduct was inappropriate in the workplace.

Yet another example of our society going overtop on the PC!

"The concept of what is inappropriate in the workplace is not defined so it will always come down to the context and the facts of a situation and the relationship between people and the conduct that is alleged," she said.

"Giving somebody a hug when they get a promotion in most circumstances will be completely appropriate, but turning up for work every day and asking somebody for a hug would most likely not be appropriate.

"What is inappropriate will vary from workplace to workplace, relationship to relationship and facts in each case."

Have you checked recently your firms "Hug Policy"? In my view, a hug is a hug and a hand shake is a handshake, and neither is a "grope", so move on! We're all grown ups!

That awkward moment
you go for a handshake...



... and they go for a hug.

Source: Stuff

RICHARD BRANSON REVEALS WORST PART OF BEING A BILLIONAIRE

When it comes to money, Sir Richard Branson has it all. Well, maybe not all — but a whole heap of it anyway.

According to Business Insider, the 69-year-old's Virgin Group is worth a whopping US\$5 billion (\$7.6b), and while most of us would splash out on luxurious holidays and fancy champagne (guilty), Branson says he wishes people would let him spend more of it.

In an interview with news.com.au, Branson said his credit card was often turned away when it came to dining out at his favourite restaurants around the world.

"Obviously if you're in that lucky position where you can afford (to pick up the bill) you should do it."

"But one of the bizarre things about being successful and making money is the amount of times restaurants will say, 'oh, don't worry Richard, we don't expect you to pay'.

"It's funny because I'm like, 'hang on, I've worked all my life to be able to pay and now you don't want me to pay?'

"Surely there's someone else who would warrant that more than me. Picking up the tab is a luxury I can afford to do."

Source: Stuff

HOW LIKELY IS A COMPUTER TO REPLACE YOU AT WORK?

Your personality predicts a great deal about your prospects in life, including whether or not a computer will end up doing your job. Answer the following questions by Ben Ambridge to find out how likely this may be:

When you were a teenager, compared with other people at your school, were you more or less

- (1) mature
- (2) extroverted
- (3) intelligent
- Were you more or less interested in
- (4) the arts
- (5) science
- (6) leadership
- (7) sports
- (8) working with tools and the outdoors
- (9) people
- (10) business



For items 1-7, score 1 point for every "more", and 0 for every "less". For items 8-10, score 1 point for every "less" and 0 points for every "more". Add up your points to find out – on a scale of 0-10 – how likely you are, on average, to have ended up in a job that will be taken by a computer.

A new study conducted at the University of Illinois found that all of these things were uniquely associated with the likelihood of ending up in a job that is earmarked for likely computerization. These correlations held even after allowing for social and economic status. While many are fairly unsurprising, the last three run in the opposite direction to what we might have expected. Presumably the experts believe tools and outdoor equipment will be replaced with robots, while dealing with customers and making business decisions is best left to AI.

Source: Otago Daily Times

XMAS JOKE

Cop on horse says to little girl on bike, "Did Santa get you that?"

"Yes," replies the little girl. "Well tell him to put a reflector light on it next year!" and fines her \$5.

The little girl looks up at the cop and says, "Nice horse you've got there, did Santa bring you that?"

The cop chuckles and replies, "He sure did!"

"Well," says the little girl, "Next year tell Santa that the d*ck goes under the horse, not on top of it!"



NEW ZEALAND SECOND RISKIEST FOR INSURANCE

New Zealand has been named the second riskiest country in a major global insurance report undertaken by insurer Lloyds.

Titled: A World at risk: Closing the insurance gap - the report ranks 43 countries on their expected loss from disaster by looking at the probability of a natural disaster happening and multiplying that by the cost.

New Zealand has an annual expected loss of 0.66 per cent of its gross domestic product - ranking it second behind Bangladesh on 0.83 per cent.



It is the second time the report has been carried out and New Zealand has jumped up from 3rd to second since the 2012 report, over-taking Chile.

Source: New Zealand Herald

\$40,000 FART?!

A single fart could cost a supermarket chain tens of thousands of dollars after a worker claimed he was a victim of bullying.

Atif Masood, who was employed as a customer assistant at UK grocery giant Tesco, is suing the company for NZ\$39,700 after one of his senior colleagues "broke wind in his face" in December last year in what has been described by the victim as a "very serious and disturbing act".

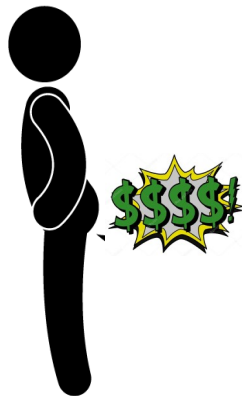
Earlier this year, Australian contract administrator David Hinsgt sued his former company, Construction Engineering, after claiming his supervisor would regularly "lift his bum and fart" on him.

Hinsgt demanded NZ\$1.8 million in compensation after allegedly suffering from psychiatric and physical injuries as a result of being bullied in the workplace.

However, he ended up losing his case in March this year after Justice Rita Zammit found that even if the farting occurred, it "would not necessarily amount to bullying".

For Fartsake!

So this inquiring mind did some further research. A flatulence expert from Minneapolis claims everyone does it, on average, 10 times a day. Perhaps the defense therefore should have been "it's natural!".



KIWISAVER REGRETS

What's the most money you've ever wasted?

You've probably heard everything from booking flights on the wrong weekend to painful stories of student loans that didn't result in a degree.

Sometimes the biggest financial mistakes are the things we don't do. That may be failing to switch out of the default/conservative KiwiSaver fund - though not joining at all could be worse.

If you don't choose, you'll be allocated one of nine default funds. The main aim of default funds is preserving the capital, keeping pace with inflation rather than growth.

Too often default customers have a false sense of complacency. Few know that their money will be puttering along in first gear.

For your money to grow you need a balanced or growth fund that takes a few risks and gets far better growth in the long run. Too many people in low-growth funds is bad for both the individual and the country as a whole.

Over a lifetime, it could mean hundreds of thousands of dollars less in retirement, says Jacqueline Taylor, co-founder of Juno KiwiSaver.

In July a group of financial advisers called on the Government to change all the default options to balanced. They asked for default funds to be forced to stop taking clients unless they met specified switch-out rates. John Cliffe, who led the group, estimated 400,000 KiwiSavers in default funds had missed out on \$1b over the past six years.

One of the problems with default and similar funds is many people see the word "conservative" as synonymous with safe and don't realise how much damage they may be doing to their retirement. Poor returns are suffered primarily by New Zealanders least equipped to make considered investment decisions and provide for their retirement, says Cliffe.

According to the FMA's KiwiSaver Tracker data, the five-year average return on conservative funds varies between 5.9 per cent for AMP and 8.1 per cent for Generate, which makes a big difference over time. The fees on the conservative funds vary between 6.2 per cent of returns for ASB and 28.4 per cent for Lifestages over that five-year period.

Source: New Zealand Herald

THERE'S MONEY IN FOOD

Aunt Betty's, Greggs, Hansells, Hubbards, VitaFresh, Thriftee, Teza and I Love Pies.

Graeme Hart (New Zealand's richest man) and his son, Harry Hart, own these brands..



LIME SCOOTERS

We've already received our first Lime Scooter question!

"I use a Lime Scooter to get products from home to the business from time to time. Is this counted as work or entertainment?"

Answer: Home to work travel is not generally a business claim, but if you've got a home based designated work area and you've then used the Lime Scooter to get the product to work then we believe the expense can be claimed.

Presumably your Lime Scooter trip on the way has not been solely for the joy and fun.

Perhaps the Lime Scooter was the best mode of transport that got your product to the business in the most effective and efficient manner, so you could carry out your business activity.



NEW FINANCIAL YEAR RESOLUTIONS

1. Embrace social media Small businesses can benefit by tapping into social media channels to expand their reach across target audiences and build brand recognition. Social media use in the business world is ever-growing; if your business has not yet jumped into the digital arena, developing an online strategy can help to boost sales and reinforce your offline marketing strategies. For those businesses already using social media, consider new channels or improving the way you use current channels.

2. Get on top of your record-keeping Staying on top of record-keeping all year round can save time and unnecessary stress especially when the end of financial year is approaching. Although record-keeping can seem like a monotonous job, it is an essential part of running a business and maximising your tax return. Consider making the transition to paperless files by adopting management and accounting software which can increase efficiency and save on costs.

3. Set or reassess goals A business plan is ineffective if it is not continually reviewed and updated to implement new goals and objectives. Both short and long-term goals should be reassessed to reflect your current financial and operational position. When forming new goals use the SMART goal setting theory to make them specific, measurable, achievable, realistic and timely.

4. Rethink recruitment methods The recruitment process can be a lengthy activity for time-poor business owners. However, attracting the right candidates doesn't need to be a time-consuming chore if you have a recruitment strategy in place. A recruitment strategy can provide guidance with consideration to the following:

- Plans for expansion or reduced staffing needs
- Goals and objectives you would like to achieve through recruitment of new staff, such as new skills or roles, staff retention levels etc.
- Any gaps you currently have in your business and how a new staff member can fill these gaps
- A recruiting and training budget - how much are you willing to invest to meet your standards?

5. Network, network, network Building relationships is key to business development. Connecting with previous colleagues, forming better relationships with co-workers and reaching out to new contacts are all critical aspects in relationship building.

Source: Money Matters Issue Q1/2016

RECENT INLAND REVENUE AUDIT ACTIVITY

What areas are of current interest by Inland Revenue? Here's a snap shot

- Trading Trusts – the issue here is where tax payers are diverting personal service income through to a Trust.
- Management Fees – the issue here is where tax payers pay management fees to a related party where the management fees lack commerciality and documentation.
- Property – the old favourite, here is the focus
 - Entities submitting large tax losses
 - GST liabilities on the sale and purchase of property
 - GST tax payable activity. Are the tax payer's property activities continuous and regular and therefore subject to GST?
- Tax Residency Status – the issue here is whether a tax payer leaving New Zealand is in fact a non-resident for New Zealand tax purposes due to them still retaining an "enduring relationship" with New Zealand, despite being out of the country for the 325 Day Test.
- The Cash Economy – It's never been off the Inland Revenue's activity list. Inland Revenue are undertaking a number of initiatives to identify the "cash economy". One in particular is linking transactions with third parties.



WHAT ARE THE P&P STAFF UP TO OVER THE HOLIDAY BREAK?

Janette, Tayla, Sally, Sam, Susan and Mihaela are all travelling to different holiday spots around New Zealand.

Nicola is travelling to the UK with her family!

Others will migrate to their usual haunts.

Oliver and his wife will be staying in Christchurch as they are expecting their second baby due around 20 December. We may just get a baby Jesus if it is a boy!

XMAS QUIZ

What do Mick Jagger and Robert Plant have in common with Perriam and Partners?

If you email the correct answer to reception@perriams.co.nz by 14 December 2018 you will go in the draw to win a \$100 voucher to Monteith's in Hanmer!



"Be in to win!"