PATAG Meeting

Agenda

1.00pm – 3.00pm, Wednesday 11th November 2015

The School House, Historic Village

17th Avenue, Tauranga

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1. Apologies

2. Previous Meeting Minutes & Actions - *(Paper A)*

3. SmartGrowth Implementation Committee

   a) Meeting Minutes: 21st October 2015 / Workshop Notes: 16th September 2015 & 21st October 2015 *(Paper B)*

   b) Schedule of SGIC Meetings & Workshops: November & December *(See Below)*

4. Social Infrastructure & Placemaking Think Tank – Debrief *(Paper C)*
   (Full Report to be delivered to SGIC in December where all partner forums will be invited)

5. SUPA-NZ National Ageing and the Longevity Economy Symposium – Discussion on how PATAG can be involved in this event.

6. SmartGrowth Action Universal House Design – 9C2: Update *(Sarah Davey & Liz Spellacy)*

7. Demographics Comparison Paper *(Paper D – Karen Summerhays)*

8. Overview of the Transitioning Business and People - The changing face of the Workforce Workshop *(Paper E - Anne Pankhurst)*

9. Other Matters

   • International Federation On Ageing (IFA) and Council on the Ageing (COTA) 13th Global Conference, Brisbane Convention and Exhibition Centre, Tuesday 21st –Thursday 23rd June 2016: http://ifa2016.org.au *(Paper F)*
   • 2016 Meeting Schedule

o 24th February 2016
o 27th April 2016
o 22nd June 2016
o 24th August 2016
o 26th October 2016
o 21st December 2016 (with SGIC to meet new Council)

SGIC 18th November 2015
Meeting
• SPR Project Update
• Housing Affordability Forum Pilot Project – Revised Recommendations
• Housing Preference Study
• Infrastructure Funding Advisory Group – Update on Status
• Outputs from Social Infrastructure Workshop
• Outline for Proposed Auckland trip for Elected Members
• New Tangata Whenua representative to SGIC
Workshop
• 9A3 – Effectiveness in the Social Sector
• 9A2 Ongoing Communication and Engagement with the Community – Review of Key Principles.
• Presentation on BOPRC Freshwater Futures
SGIC 16th December 2015
Meeting
• Social Infrastructure & Placemaking Think Tank Report
• SPR Project Update
• 9A3 Effectiveness in the Social Sector
• End of Year Morning Tea for SGIC & Partner Forums

Population Aging Technical Advisory Group Meeting

Wednesday, 9th September 2015: 1 – 3pm

The School-House, The Historic Village, 17th Avenue.

Present	Anne Pankhurst (Chair), Mary Dillon, Lorraine Wilson, , Liz Spellacy, Bill Wasley, Tony Lawson, Sarah Davey, Anna Thurnell, Annie Hill , Liz Davies, Duncan Tindall, Karen Summerhays, Glenda Dufaur	
Previous Meeting Minutes & Actions		• Previous Meeting Minutes were accepted. • Noted the inclusion of the SGIC minutes and schedule for forthcoming meetings. Any members of PATAG can come to any meeting and workshop for SGIC. Chairs and Members can speak to the meetings if there are matters in the meeting minutes that they wish to address to the Committee members. • Confirmation that SGIC receives PATAG Meeting Minutes. • Demographic item scheduled for SGIC looks at the comparison between Stats NZ and NIDEA projections. • SGIC Dates to PATAG Chair.
	Actions	• Link to Demographics paper by Karen Summerhays to be sent to Liz Spellacy & BOPDHB. Report back at next PATAG on the discussion.

Cresa Research Project: Finding the Best Fit Housing, Downsizing & Older People in a Changing Society.	Discussion	• Duncan provided overview of the research.
		    o Economics of downsizing
		    o No funding for research into renting.
		• Belief that when you move into retirement village looking for personal health care and proximity to health services. Finding that this is not the case.
		• Potential to be a project to raise our profile through. Rightsizing of houses not necessarily downsizing.
		• CRESA present findings to PATAG?
		• How can PATAG engage with some of the research? Reinforce the role of the group. Part 2 of the research then to present back to PATAG.
		• Opportunity for PATAG. Opportunity for marketing the services that DHB offers. Age Concern /PATAG put together some information and marketing package.
		• Judy Walker (BOPDHB Whakatane). There is debate on what should be promoted. Hungry for information on what we should be promoting and is an opportunity for the DHB Board. Information flow to the eastern areas of BOP. Potential to invite Judy Walker to a PATAG meeting?

		Agreed the following steps in relation to CRESA. • Stay in contact with the research team. • Assist research connecting them with the local experts that we have here. • Local study areas and specific research networks. • Use connections through PATAG to communicate the findings with PATAG interpreting specific relevance and to spread the learnings. • Acknowledged that they are doing the research but not putting together an 'action' plan. Forumate a plan on what we can do about it. • Housing Preference Study research as part of the Compact City project could be linked to this. Further discussion in November.
	Actions	• Invite CRESA research team to the next meeting to provide update and also discuss with members. • Link the Housing Preference Study research business case with some of the research findings from CRESA.

Social Infrastructure Workshop	Discussion	• The workshop is around how we can plan for placemaking and social infrastructure.
		• 29th October 2015. 9 – 4pm. Invitation will be coming through shortly.
		• Two part workshop
		    o First part – looking at integrated community facilities hard and soft.
		    o Second part – inform councils what placemaking themes may look like.
		• All forum members, sector representatives, council staff, elected members, social infrastructure providers, philanthropic, DHB, MoE.
		• Suggestions to invite Community Centres, Theo Ursum (Volunteer Centre) may have contacts.
		• Understand what stage social infrastructure influencing the planning process. Build that understanding first.
		• We need people who are doing the work in the community to attend.
		• Future dreaming of what we may be able to influence as part of SPR. Keep in the context of SmartGrowth.
		• Acknowledged (Bill Wasley) that this is one of the milestones of the SmartGrowth journey.
		• Social infrastructure can be a tree that provides shade.
		• Health and social services aspirational thoughts to be bought to the workshop. Walkability for our ageing population.

	Action	• Invitation to be sent out. • Scope of the workshop to be shared with forum chairs.
SUPA NZ National Ageing and the Longevity		• Carole provided an overview of the Symposium. Collaboration between Regional Council, Priority One & SUPA NZ. Participatory 1 day event with a panel of experts plus a workshop to engage the thinking. Paul

Economy Symposium – Carole Gordon		Irving of the Milken Institute in the US. • First day was to be a workshop for local and central government, driven by the Regional Council, Symposium on in Day 2, and third day was a business day for people who have interest in this area. • What is the Ageing & Longevity Economy? • Sarah Clark, Director of the Office of Senior Citizens has been approached to act as Moderator for the day. • Looking for collaboration with organisations like PATAG with a view of potential funding to allow for older people to attend. • Dates 10 – 12th August 2016 • Carole provided an overview of those who will be invited such as educators, journalists, policymakers, business leaders, thought leaders, scientists and the public. • Agreed to discuss the opportunity at the next meeting and come back to Carole on thoughts. • Keen to be a part of the event given it is about older people services, providers and healthy living. Need to understand more about the three days.
	Action	• Agenda item for November PATAG meeting.
BOPDHB	Discussion	• Continuing work on influencing our decision makers around the Health in All Policies. Work to be done to foster governance to governance engagement. There is a desire to engage more so watch this space. • Project Team (Sarah, Becs, Brian Pointon, Duncan) for Grand Round on HIAP showcasing cross sector work. Speak to the audience about social determinates. • Further discussion in November around how PATAG fits with DHB. How we can do something with our governance.
	Action	• Agenda item for November PATAG meeting.
General	Discussion	Universal Design Action Update • Further discussion in November. Sarah & Liz working on this. • NZ Health of Older People Strategy. About to be updated – are we feeding up to them? • Health of Older People updated to CFAT & DSAT. Anna Thurnell to provide update for circulation. • Jo Wills from Sustainability Options can provide an economic side of sustainable design as well as universal design. Transitioning Business and People Workshop flyer. • Really pragmatic day on how employers can embrace the ageing workforce.
	Action	• Universal Design Action on November Agenda • HOP Strategy Update from BOPDHB to be circulated (AT & GD)
Meeting Closed at 3:00pm		Next Meeting at The School House 11th November 2015

OUTSTANDING ACTION POINTS

Population Aging Technical Advisory Group

Item	Meeting	Action
1	September	• Link to Demographics paper by Karen Summerhays to be sent to Liz Spellacy & BOPDHB. Report back at next PATAG on the discussion.
2	September	• Invite CRESA research team to the next meeting to provide update and also discuss with members.
3	September	• Link the Housing Preference Study research business case with some of the research findings from CRESA.
4	September	• Longevity Economy Symposium on November Agenda.
5	September	• BOPDHB & SGIC Governance to Governance engagement on November Agenda.
6	September	• Universal Design Action on November Agenda
7	September	• HOP Strategy Update from BOPDHB to be circulated (AT & GD)

Tauranga City Council

Minutes of Meeting No. SG15/6 of the SmartGrowth Implementation Committee held on 21st October 2015 in the Council Chambers at a starting at 9:09am

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Present

Independent Chairperson
W Wasley

Bay of Plenty Regional Council
Chair: D. Leeder
Councillors: J. Nees

Tauranga City Council
Mayor: S Crosby
Councillors: J. Robson, M Cowley

Western Bay of Plenty District Council
Councillors: G Merriman

Tauranga Whenua Representatives
K Smith; M Tapsell

In Attendance

SmartGrowth
Ken Tremaine – Strategic Advisor
Duncan Tindall – Implementation Manager
Karen Summerhays – Wellbeings Implementation Officer
Glenda Dufaur - Administrator

Bay of Plenty Regional Council
Fiona McTavish – General Manager, Strategy
David Phizacklea - Regional Integrated Planning Manager

Tauranga City Council
Garry Poole – Chief Executive
Christine Jones – General Manager Strategy
Michael Tucker – Manager City Planning & Growth
Cr. L Brown
Cr. B Edlin
Cr. R Currach

Western Bay of Plenty District Council
Phillip Martelli – Resource Management Manager
Cr. M. Williams.
Garry Allis – Deputy Chief Executive

Others
Shad Rolleston – Tu Pakari Advisor

Apologies

Cr S. Morris (lateness), Cr. A Black, Antoine Coffin, Cr. G Webber, Cr. J Scrimgeour, Cr P Thompson, Mayor R. Patterson, Cr. D Love

SG15/6 APOLOGIES

Moved Cr. J. Robson / Seconded Cr. G Merriman

That it be Resolved

That apologies be received for Cr S. Morris (lateness), Cr. A Black, Antoine Coffin, Cr. G Webber, Cr. J Scrimgeour, Cr P Thompson, Mayor R. Patterson, Cr. D Love

CARRIED

SG15/6 CONFIRMATION OF MINUTES – SMARTGROWTH IMPLEMENTATION COMMITTEE (SG15/4) – DATED 19 AUGUST 2015

The Committee considered the minutes of the SmartGrowth Implementation Committee (SG15/5) dated 19 August 2015 as circulated with the agenda.

Moved Mayor S. Crosby / Seconded Cr. J Nees

That it be Resolved

That the minutes of the SmartGrowth Implementation Committee (SG15/5) dated 19 August 2015 be confirmed as a true and correct record.

CARRIED

The Chair raised that a report will be presented to SGIC next month on recommendation that it confirms Irene Walker, the new tangata whenua representative for the Committee. Irene will replace Antoine Coffin who has tendered his resignation to the Committee. He thanked Antoine for his commitment and involvement with SmartGrowth during the time of his membership.

SG15/6 MONTHLY REPORT TO SGIC DATED 21 OCTOBER 2015

Duncan Tindall spoke to the Monthly Report highlighting the following:

Report includes indicative funding against SmartGrowth actions to provide visibility and transparency as requested by the Committee

Action 7C3: SmartGrowth presenting to the DHB Board next week as part of the Health in all Policies.

The partner forums are now receiving both the SGIC formal meeting minutes and workshop notes. This allows discussion at forum meeting minutes.

Ken Tremaine spoke to the Settlement Pattern Review Update advising that a lot of work is currently going on within each project. Reporting against the

project plans taking into consideration both governance and partner forum contributions.

Karen Summerhays spoke to the SmartGrowth Action 9A3 and also reminded the Committee on the Social Infrastructure & Placemaking Think Tank happening on 29th October for which there are still spaces available.

| 9:15am | **Cr. S Morris entered the meeting** |

Cr. Nees raised the interesting and useful presentation received at the September workshop from the developers and asked if the Committee can be provided reporting on the trends happening in the sub-region around what is being consented, built, and the densities.

Christine Jones noted that there is a monitoring report for TCC that looks at every suburb from both greenfield and infill. This report is useful relative to SmartGrowth and if we are aligning our investment in infrastructure appropriately. The Housing Stock report is due out early in 2016 after valuations have been issued in November. This covers size, number of bedrooms, price point, section size, and housing product.

Ken Tremaine also raised the annual Development Trends which is completed by both Western Bay District Council and Tauranga City Council. The Development Trends report is published next month.

Cr Nees also raised the strategic network review and asked for assurance from Ken Tremaine as lead on the Settlement Pattern Review to ensure integration of the public transport network with the other project plans.

Cr Nees asked that SmartGrowth provide a summary of any key issues within the Monthly Report from the partner forum meeting minutes. There is clearly a huge passion and commitment from our partner forum members. Noted finally, that the paper on Action 9A4 that she would be keen to see the disability sector represented. Are they adequately addressed in other sectors?

Karen Summerhays responded to the question on 9A4 and advised that they will often fit within the focus groups such as children, Maori rural.

Mayor Crosby asked for clarity on the Terms of Reference for the proposed three new forums. He is keen to understand how the selection process happens for these forums to ensure we get some new thinking into these forums. The sub region has grown dramatically and we need some fresh ideas and thinking.

Karen Summerhays confirmed that through cross pollination of the forums, we do not want to over utilise people and put them in silos of their forums. We will do our due diligence before implementing these new forums to ensure that others cannot already deliver on some of these proposed areas and look at the current forums to see how we can refresh and support them going forward.

She continued in response to Cr. Merriman raising the need for close collaboration between the partner councils and community organisations, and confirmed that there is good collaboration between our council and the partnership forums and other agencies in the community.

Cr. Cowley raised the item on reporting (scorecard) and asked that we ensure that any report shows what the outcomes of our work within the triennium is. This was acknowledged by the Chair who noted that we need to continue to ensure that our forums and the community have an idea of what has been happening.

Moved Cr. G Merriman/ Seconded Karora Smith

That It be Resolved

1 **Receives the report entitled SGIC Monthly Report for October 2015.**
2 **That SGIC discuss and approves the Terms of Reference for the proposed SmartGrowth Youth and Young People, Environment and Sustainability and Rural forums.**
3 **That SGIC discuss the timing of the SmartGrowth report card.**
4 **That SGIC note the Social Infrastructure and Place Making Workshop.**
5 **That SGIC notes the update on the Settlement Pattern Review including Appendix 1 of Attachment 4.**
6 **That SGIC confirms the submission to the Tertiary Education Commissions in respect of the proposed merger of Bay of Plenty Polytechnic and Waiariki Institute of Technology.**
7 **Notes the meeting minutes from the Partner Forums.**

CARRIED

SG15/6

SMARTGROWTH ACTION 11C1: IWI DEMOGRAPHICS

Shad Rolleston provided overview and summary of the report as provided within the agenda papers.

Cr. Morris asked if we are able to overlay the same information for the BOP region as a whole within the report, as the same things come into play within the rest of the Bay of Plenty. Shad advised that this has been raised and acknowledged that it would be useful information for community development. Something to consider in the parallel report scoping.

Cr. Nees asked if reporting on those people who identify as Maori and of Maori descent is not double dipping. It is difficult to get an accurate picture when how information is interpreted.

Shad advised that all information is from Statistics NZ. Statistics NZ identify Maori descent regardless whether they identify as Chinese or European as well. He advised that he will review how Statistics NZ look at the census information and come back to Cr. Nees and the Committee. Shad also commented on a note to the report in relation to the claim from Ngati Whakahemo.

Shad also confirmed that the same recommendations that are presented at today's meeting were taken to Combined Tangata Whenua Forum week prior

and these were accepted and passed. He also advised that this report was available electronically on the SmartGrowth website along with appendices.

Moved Cr. S Morris/ Seconded Karora Smith

That It be Resolved

1) **SGIC receives the report on Maori demographics which was prepared under Action 11C1.**
2) **SGIC confirms the intention to prepare a scope to prepare a subsequent parallel report to the Māori demographics report to contain further research regarding:-**
    a. **Timeline trends**
    b. **Age of completion of highest educational attainment**
    c. **Disaggregation of smoking data by age and sex**
    d. **Wider consideration of productivity across the Maori community**
3) **Discusses the inclusion of comparative tables for wider population within the parallel demographic report**

CARRIED

SG15/6

SMARTGROWTH ACTION 10E5: HOUSING AFFORDBILITY AND THE PILOT PROJECT

Christine Ralph and Jeff Fletcher representing the Housing Affordability Forum provided a brief presentation to support the paper provided to the Committee.

Mayor Crosby advised that from a TCC perspective we are not over the line on this yet, noting that there is nothing wrong with the concept or report. He is keen to work through the numbers within the report stating that advising us it is cheaper to build a smaller house is nothing new. Referring to the presentations from the developers last month, there is a need for amenities to be in place prior to development and 'plonking' a pilot project in the middle of areas such as Omokoroa or Papamoa has its risks. The market is picking affordable housing up slowly and people will pay what the price is. He does not believe doing this pilot project will tell us anything new.

Christine Ralph confirmed that the development criteria stats that there would need to be amenities wrapping around any development and the location of the project will be keenly scrutinised. She also confirmed that all figures are based on a real example provided by TCC.

Cr. Morris concurs with Mayor Crosby in that it is a collective view of TCC that there is existing affordable housing being built in Papamoa. He was keen to understand the interest from the Philanthropic funders on their interest to be a part of this project. Christine confirmed that they have had two meetings with the Philanthropic organisations which were both favourable.

Cr Nees acknowledged the work done by the Housing Affordability Forum on getting this far. She asked if prefabrication is something to consider getting

costs down for this type of project.   She suggested whether Priority One could investigate further as an business opportunity to bring to the local market.

Cr. Cowley asked for further information around the shared equity opportunity and whether resources could be redirected from the pilot project, to looking into this opportunity and generate some outcomes here.

Christine Ralph advised that there is plenty of information around shared equity available and there are organisations that are willing to do something like this. We have to clear on consortium and on the plot of land before discussing alternative approaches to funding.   She also advised that contact has been made with BOP Polytechnic and their trade school who build 1-2 houses each year.   Further discussion does need to happen but they were not particularly positive on taking this further.

Cr Robson believes that we are grabbling hold of alternative opportunities such as prefabrication when in fact there are already people doing these things.   He is totally in line with his other colleagues in that the market has moved on and is delivering affordable housing.   He is keen to hear from Western Bay of Plenty District Council on their position.

Cr. Merriman spoke on behalf of Western Bay in that they are looking at opportunities not only with HAF but also with tangata whenua.   There are many opportunities for supporting these entities and we are working through the development / projects currently through an Expression of Interest

Garry Allis from WBOPDC advised that detail is being worked through currently. There has been no signed agreement but there is 4000m^2 identified within the SHA for HAF.   Land owned by WBOPDC would be provided for and paid for when sold.   We are looking at arrangements with potential developers and how proceeds would be split and how financial contributions structured.

Liz Davies of WBOPDC provided some further information on the Queenstown Lakes shared equity option in that developers put funds into a Trust to fund the shared equity development.   Conceivably it could happen here through either councils or another organisation.

The Chair advised that the report will lie on the table as there are different views between Tauranga City Council and Western Bay of Plenty District Council.   Propose that we will come back to the next meeting with revised recommendations rather than make changes to them on the hoof.

Moved Cr. J Robson/ Seconded Cr. M Cowley

That It be Resolved

1. A new set of recommendations be presented to the Committee at the next meeting on 18th November 2015 for considerations.

CARRIED

SG15/6

SMARTGROWTH ACTION 9A4: BETTER UNDERSTAND THE NEEDS OF WESTERN BAY COMMUNITIES

Liz Davies presented to the Committee an overview of the report provided. She advised that the project will focus on hearing from those who are underrepresented. They make up for 25% of our population and they need an opportunity to have their views taken into consideration as part of the SPR.

Liz acknowledged a question earlier from Cr. Nees around the disability sector in that they will also be part of each of the focus groups ie. Youth with disabilities, Low Income families coping with disabilities.

Our intention is to not unduly raise any expectations from the focus groups. Using the methodology of participatory research allows these groups an opportunity to be heard.

Cr Robson asked for assurance around the children focus group. Liz responded in that they do have a valid voice accessed in an appropriate manner which could be linked through conversations with their parents.

Moved Cr. G. Merriman/ Seconded Cr. S. Morris

That It be Resolved

1. **Receive this report.**
2. **Endorse the attached Project 9A4 plan as the way to proceed.**

CARRIED

SG15/5	**CONCLUDING REMARKS**

The Chair referred to earlier comments around the appointment of Irene Walker as replacement of Antoine Coffin as tangata whenua representative on the SmartGrowth Implementation Committee. A report for recommendation will come to SGIC in November, however in the meantime he asked Irene to introduce herself.

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The meeting concluded at 11:15am
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Confirmed as a true and correct record

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W Wasley
Independent Chairperson

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Date

Forum	SmartGrowth Partner Forums
Meeting date	October / November 2015 Forums
Author (s)	Duncan Tindall, Implementation Manager
Purpose	Summarise SGIC workshop key discussion points

SGIC workshop September 2015
Background

The SGIC workshops occur most months, either following the formal meeting, or in place of the meeting. Formal meetings are required bi-monthly, but there is no set requirement for workshops. The workshops are used as an opportunity for general discussion and are less formal in nature. No decisions can be made in a workshop, and no formal minutes are taken.

Whilst workshops (and SGIC Meetings) are open to forum members and the wider public, it is recognised that few are able to attend. In order to assist with the flow of information between forums and governance as well as the sharing of minutes and agendas, notes of the workshops will also be provided to the forums.

These are not intended to be full minutes of the workshop which would be contrary to the nature of the workshop, but to provide visibility of key discussion points. The papers for the workshop are available on the SmartGrowth website (direct link - www.smartgrowthbop.org.nz September SGIC workshop).

Te Awanui Tauranga Harbours Programme - BOPRC

The programme brings together a range of partners with the goal of delivering 'A healthy and thriving harbour that contributes to our wellbeing today and in generations to come'. The partners are Tauranga Moana Iwi Collective, WBOPDC, TCC and BOPRC.

The Key programme deliverables are:-

- Building stronger connections between programme partners

- Ongoing effort to work with landowners and communities

- Continuing science efforts to understand the state of the environment

- Continuing to strengthen and revitalise our communications

Following the presentation several issues were discussed with the programme team and governance:-

- The programme team is providing publicity for the community to be prepared for higher than average levels of sea lettuce this year. BOPRC referred to scientific research that linked this to the warm water currents associated with the El Niño conditions. There was a discussion regarding other possible factors including sedimentation and eutrophication. The University of Waikato has several PhD students currently looking at these factors to try and better understand the causes of sea lettuce blooms.
- A key part of the programme is ensuring that sediment and effluent run off does not enter waterways directly by ensuring fencing and riparian planting is in place. The costs are shared between Regional Council (25%), Local Council (25%) and private landowner (50%). This is gives the right balance of 'carrot' and 'ownership' to encourage maintenance
- The communications strategy was preparing for a more sophisticated discussion on the future responsibility and governance of the catchments waterways

Overview of the property market in the western Bay of Plenty – Ross Stanaway and Peter Cooney

Both presenters provided a brief statement on key issues followed by discussion. Attachment A provides the talking point from Ross's presentation which focussed on a real estate perspective. Peter's talk was from a house builder's perspective.

Key points from Ross Stanaway (Eves / Bayleys real estate):-

- There is an accelerating rise in residential housing prices in Tauranga and the Western Bay.
- Currently the time to sell has dropped significantly across the region compared to August 2014. The volume of sales is also up
- The interest is increasingly coming from Auckland based buyers (30%>39%)
- Demand is strong in all typologies, and interest is particularly increasing outside of the urban area. Te Puke appearing very good value for houses considering travel times to Tauranga
- Growing demand to purchase compared to rent (92% to buy from 90%)
- 35-44 are the largest buying demographic, followed by 45-54 and 55-64 ages
- Most popular search is 3 bedroom detached house costing <$500k
- Increasing demand for smaller 2 bed units
- Sustained demand for retirement dwellings / villages
- Demand from investors looking to move out of Auckland market
- This Akl based demand likely to continue for foreseeable future
- Buyers seeing 'quality' of build as essential
- Trend towards smaller sites with traditional housing in new sub-divisions
- Growing demand (and supply) for mixed demographic community dwellings
- Future trends:
    o Specialised 'hostel' housing around hospital/tertiary education
    o Diverse typology across sub-region
    o City centre growth will lead to demand for 'inner city living'
- Business relocations to region important
- Integration of required community infrastructure with new developments

- The leisure facilities in the region are very good. The cultural facilities are lacking.

Key Points from Peter Cooney (Classic Builders):-

- Largest house builder in Bay.
- During GFC went from building 15 per month to 1 per month
- House size decreasing 190sqm average down to 154sqm in TGA and 154sqm to 114sqm average in Auckland
- There is currently strongest demand seen in Tauranga over 20 years. There are no titled sections available today. Ballots are being run as releases for future titles are marketed
- Involved in the Hobsonville development in Auckland where 20% of dwellings need to be 'affordable' and are sold with restrictions to prevent investors benefitting
- Medium density (20-25 hhold/ha) being delivered in Auckland and Hamilton
- You need the amenity to be there to push the density above 15 hhold/ha. People want to see the shops, pharmacies, supermarkets and reserves in place
- $350k-$450k is the 'sweetspot' for residential development of house and land. Outside of that the risk goes up and it's not attractive to developers.
- Brownfields development is very hard to meet the 'sweetspot', but has been done successfully in specific locations
- Akl market tends to favour existing houses, local residents tend to make up more of new build market
- Lack of rentals in current market which is leading to interest from Akl investors to build rental properties here. Reduction in rental stock as a result of sales from investors during GFC and from families returning to homes they had rented whilst working in Australian mining boom.
- Value of land in Te Puke high due to kiwifruit yields. Cost of land and DCs discourages new build.
- Chicken and egg with CBD – needs vibrancy to draw medium / high density urban residential development
- Discussion on 'growth is good'. Is that a base assumption, and if so is that valid?
- Most 'red tape' is there for good reason and works well to deliver good outcomes. Some areas that do create challenge but councils generally doing well.

Demographic Projections

Ken Tremaine talked to work which has been done to compare the NIDEA population projections with the latest StatsNZ projections. This has shown that the two sets of projections are generally compatible, with the NIDEA work within the StatsNZ low and high growth band.

Whilst not identical, the margin of error that is inherent with the projections is greater than the difference in the forecasts. The paper has received review and comment from several parties within the SmartGrowth partnership.

Consideration has been given to undertaking additional forecasts, but the current thinking is that an approach of actively monitoring the actual growth compared to the projections is a more appropriate way forward at present.

The uncertainty that exists should be factored into our decision making which is likely to lead to a more resilient solution compared to placing more faith in either one of the currently available projections, or any third set of projections.

In the workshop discussion it was felt that the two different methodologies being relatively consistent gave greater confidence than the previous NIDEA projections alone. Notwithstanding this, further discussion regarding the benefits / risks and costs of commissioning further projects will occur in the October SGIC meeting'.

Duncan Tindall

Implementation Manager

SGIC Workshop Notes – October 2015

BOPRC Planning Programme

This is an overview of the statutory work programme under the Resource Management Act 1991, driven by legislation requirements, including treaty settlements, as well as national policy requirements.

Five strategic issues via our LTP framework

- Making the most of our environment (Balance).
- Where we will live will change.
- Sustainable economic development.
- Treaty settlements (35 iwi and 200 hapu) and the rise of the Maori economy.
- Reliable and affordable infrastructure

Outcomes

- Regional Collaboration & Leadership
- Water Quality and Quantity
- Environment Protection
- Economic Development
- Resilience & Safety

The water droplet (shown below) outlines some of the things we are doing.   Over the next 10 years there will be a number of changes. There may be RMA changes, new/amended National Policy Statements both will have an effect to our planning programme.

Our Planning programme entails

- 4 x Regional Policy Statement changes incl. Natural Hazards Change 2 and changes to urban limits in line with SmartGrowth SPR.
- 11 x Regional Water Land Plan changes
- Regional Air Plan change (general & Rotorua)
- Make the Regional Coastal Environment Plan operative.
- Review all regional plans and RPS.
- Kaituna River Document
- Tauranga Harbour Treaty Plan

- Regional Pest Management Plan review
- 3 x Regional Land Transport Plan reviews
- 20 x hapu/iwi resource management plans.

We need to implement everything in the RPS.   Water is the number 1 topic and below is not in any priority order

- Water Quality and land use.
- Water quantity
- Coastal environment
- Iwi resource management
- Urban and rural growth management
- Geothermal resources
- Matters of national importance
- Air quality
- Energy and infrastructure

- Integrated resource management

Reference to SmartGrowth Action 8A2 has grown dramatically due to the National Freshwater Framework. There will be presentation at next month's SGIC workshop on the Freshwaters Future programme.

There will be an opportunity through the annual plan process to align timing and funding around RPS changes in line with the SPR.

Housing Preference Study

Paper provided by Ken Tremaine. There is a challenge to how we do this work to ensure it is not too theoretical and not totally anecdotal. It is a useful piece of work and we need to understand our population, ethnic trends, and preferences from a well-being perspective.

Comments received from the Committee were.

- There is still a range of people who still want a rural lifestyle. They are a mix of people.
- Age does not mean a specific preference. Two of the same age can look for different things and we need to ensure there are "check ins" as we go through and ensure we remain nimble.
- Ensure we get a wide range of views over a wide demographic and age group as to why they make choices and decisions.
- There is a psychology as to why people behave in different forms. We need to ensure we understand those who have a choice to make a change vs. those who don't have a choice.
- We have the brains within our region to determine and provide evidence of what we are looking for as a sub region. We need to build our own model for the western Bay of Plenty and not just adopt another methodology and voice from another region.

Revised paper to be presented to SGIC in November with these comments and discussions taken into consideration.

30 Year Infrastructure Plan

Report focuses on provision of infrastructure across five sectors:

- Transport
- Energy
- Telecommunications
- Water (urban and productive); and
- Social Infrastructure

The report outlines challenges that have previously been highlighted in discussions at SGIC and the region.

- Ageing assets / infrastructure networks
- Affordability constraints

- Population ageing
- Regional growth and decline
- Productivity gaps
- Technology change
- Infrastructure pinch points (Auckland)
- Shift in economic gravity to Asia
- Climate change

Action Plan has been developed.   This focusses on:

- Developing national, shared data standards for infrastructure
- Establishing regional centres of excellence to support decision-making
- Investigate options to support long-term integrated regional infrastructure plans
- More transparent infrastructure pipeline data
- Investigating options for enhanced procurement governance for larger procurements
- A longer-term review of planning legislation and alignment
- Updating the Resource Management Act to improve the national planning framework; and
- Developing a trans-Tasman procurement market with Australia.

The Plan will be updated every 3 years in line with the LTP of Local Government.

NZ Council for Infrastructure Development

Michael Tucker spoke to the Integrated Planning and Delivery report which looks to a proposal to reform to local government and planning.

Key areas within this report are:

- Reform planning framework.
- Consolidation of local government authorities
- Empowering local boards to all decisions that affect a local area should be made locally.
- Establishment of CCOs for delivery of transport and water.
- Dedicated Environment Act

Local Government Review of RMA system

This is linked to the 30 Year Plan and the NZCID as it refers to the need for RMA reform.

There were some commonalities noted from all three papers. These are:

- All recognise that the system for planning for growth is not working that well.
- Fragmented, complex and costly processes.
- Broad support for change across disparate agencies (environmentalists to developers)
- Growing groundswell for a change.
- NZ Local Government at a cross-roads.

Comments received were:

- Do we "SmartGrowth" have a position on this or is this for information only. Michael Tucker (MT) advised that we are in early stages of this – there is ground sell but not off the ground yet. There will be opportunities to be a part of these conversations in the future. We will bring back to SGIC with suggestions on ways to be a part of it.
- There was connection made with Stephen Selwood of NZCID & LGA. These links will ensure we are part of the conversations from the start rather than reacting to something already decided. We will keep an eye on it and continue to link in with those involved and apply collective judgement.
- It was noted that there are a lot of things happening out there and we need to ensure we are across these things to ensure that the risks around a bill coming before parliament that is not good for us without engagement.
- Suggested that at our Committee meetings, we need to address issues that are in a wider space than our sub-region but has implications for SmartGrowth and the partnership. A ½ page environmental scan on what could impact SmartGrowth and how and when to engage collaboratively or individually. There was wide support for this request, but acknowledged that we need to pool our knowledge as one party is not across everything entirely.

Concluding Topics

- Infrastructure Funding Advisory Group. A report to come back to November SGIC on the next steps. We undertook to take a step back and come back in November with a view of what is happening in this space.
- December SGIC will include morning tea for both governance and partner forums.

Ended 12:41pm.

Forum name	PATAG
Forum meeting date	10th November 2015
Author (s)	Karen Summerhays
Purpose	Update on SIPTT

Observations of the Social Infrastructure and Placemaking Think Tank (SIPTT)

Background

"Cities are not built forms, they are social forms. We must design from social life, not for it."

-Fran Tonkiss

A one day workshop took place on the 29 October 2015 at St Peters in the City, Spring St, Tauranga with the purpose of informing the development of social infrastructure and vibrant communities in each of the 4 development nodes (Coastal, 2 Hinterland, Compact City) over the medium and longer term - 5+ years

The day consisted of two parts:

Session 1: Exploration- Identify common themes to inform SG Partners and in so doing influence future planning, social infrastructure development and placemaking.

To explore the desired/continuing form, function and content of place, from their various perspectives, ie education, sport and cultural recreation, elderly, youth, access, disability, health etc.

Session 2: Coordination- Find better ways of integrated strategic planning across social infrastructure providers (including the community) for the provision of community facilities and services with focus on the ways and mechanisms to deliver the place identified in the earlier session.

Observations

The day was well attended with a good representation of people from across the social sector, government agencies and Tangata Whenua. Partner Councils' Councillors and staff were also in attendance.

Attendance:

The day started with 69 attendees and finished with 41 (due to people not being able to attend a full day for various reasons).

- Western BOP DC (6 x Councillors, 4 x Staff)
- Tauranga City Council (1 x Councillors, 4 x Staff (inc 3 x half day))
- BOP RC (2 x Councillors, 2 x Staff)
- Tangata Whenua - (5 (inc 2 x half day))

- Forum Chairs (or their representative) – (5)
- Strategic Partners (12)
- Government Agencies (MSD (1), MoE (2), DHB (4), NZ Fire Service (1))
- SmartGrowth (Chair, staff & support) (8)
- Other forum members and community representatives (12)
- Indicated attendance but didn't attend (23 (inc 9 apologies received))

Outline of the days proceedings:

1) An overview of SmartGrowth and the Settlement Pattern was provided by Bill Wasley and Ken Tremaine

2) Short presentations, regarding aspects of placemaking and social infrastructure (SI) worthy of consideration throughout the day, were given by:

- Forum chairs HAF (Christine Ralph), SSF (Carole Gordon), PATAG (Anne Pankhurst) and a forum representative (Bill Miller) in the case of the PDF
- Shad Rolleston as SG Tu Pakari Advisor on behalf of the CTWF
- Jo Wills from Sustainability Options as representative of the environmental/sustainability sector
- Wendy Nichols on behalf of the Blue Light Trust as representative of the youth sector
- Rebecca Culliford from Toi te Ora providing a health perspective.
- This session was chaired and commented on by Mary Dillion.

3) Collages of placemaking images were constructed based on the key elements of the Lifetime Neighbourhood concept:

- Resident Empowerment
- Access
- Services and amenities
- Social networks/wellbeing
- Built environments
- Natural environments
- Housing

4) The information from the collection of images was then identified by table groups and sorted into themes of social infrastructure provision:
- Transport/Mobility infrastructure - e.g. walking, cycling, public transport and connectivity
- Commercial areas e.g. mixed use, accessible retail, employment options within communities, open space, market places, parking
- Cultural buildings/spaces – e.g. libraries, community centres, art galleries, museums, cemeteries, performance spaces etc
- Recreation infrastructure – e.g. open space provision, swimming pools, playgrounds, community gardens
- Health – e.g. medical centres, child wellbeing, ambulance hospitals
- Education – e.g. tertiary, schools, ECE, childcare
- Digital Infrastructure- e.g. Telecommunication, internet access,
- Housing and Neighbourhoods – e.g. housing typology / preferences, ageing in place, universal design, sustainable design

- Infrastructure for resilience – e.g. Access to public water, trees, community gardens, urban agriculture

5) Information regarding the requirements, constraints and opportunities of SI providers were presented:
- Liz Davies - Western BOP District Council - *Social infrastructure (SI) – What is it?*
- Cheryl Steiner – Tauranga City Council - *The processes for SI consideration and provision and Councils' role supporting the provision of SI.*
- James Low – BOP Regional Council – *A Regional Council Perspective*
- Shad Rolleston – SG Tu Pakari Advisor – *Tangata Whenua Engagement*
- Bill Miller – Property Developers Rep – *A Property Developer's Perspective*
- Dallas Collett – Ministry of Education – *Educational Social Infrastructure*
- Sarah Davies – BOP District Health Board - *Health Related Social Infrastructure*
- Graeme Easton - NZ Fire Service - *An example of emergency service Social Infrastructure provi*sion

This session was chaired by Bill Wasley and was followed by a Question & Answer Panel (made up of all the above presenters) session.

6) Participants were then asked to take the findings from the morning sessions (see item 4) to be the basis of discussion to outline social infrastructure e.g. government services (schools, hospitals, courts, WINZ) and local non-government organisations / community organisations required for the successful delivery of the themes.

They were asked to identify:

- The types and levels of SI in your theme
- Who are the SI providers in your theme?
- Who are the SI users (present /future)?
- What are we collectively planning now?
- What are we doing well to coordinate the provision of SI?
- What isn't working?

And to envisage:

- With all that knowledge envisage if all this was working well, what your theme would look like in 10 years?
- Where do we need to be (key indicators/outcomes/roles/better coordination etc) in 5 years for this to be on track?
- Identify some key actions that the group would like to be advanced re coordination.

Participants were invited to leave their name for inclusion in future design/deliver teams relating to each theme. This invite will be extended for others to participate as this work develops.

7) An inspiring account of the day's thinking and insights was provided by Ken Tremaine followed by acknowledgements to all involved.

8) Below is an image of the exit evaluation:

SmartGrowth Social Infrastructure & Placemaking Think Tank. Evaluation.
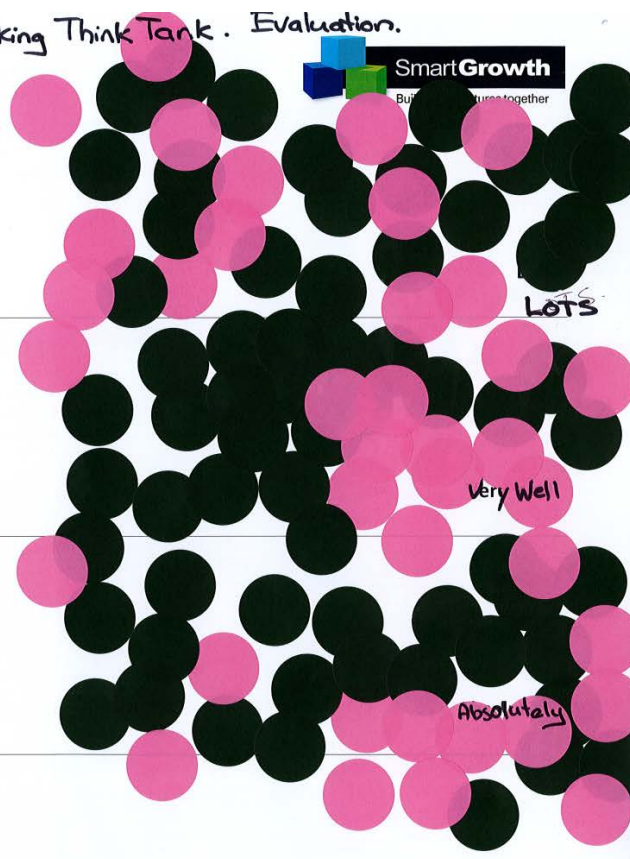29/10/15. Tauranga.

SmartGrowth

I learnt new things today.

Nothing   LOTS

I felt my input was heard.

Not At All   Very Well

Overall the day was beneficial.

Not really   Absolutely

Other information

This update only seeks to report on the event itself.

The programme of the day has produced a substantial amount of material which will be the basis of a formal report of the findings and is scheduled to be presented at the combined meeting of SGIC and the Forum members in December.

Initial feedback received by SG staff has been very positive with reports that the networking opportunity and the information provided has already created new alliances and opportunities for collaboration.

A number of people have requested that this engagement is continued out in the community to canvass for further ideas and to tap into the people not comprehensively represented on the day (e.g youth, ethnic groups). There are parts of the day's proceedings that would be suitable for this to happen.

Karen Summerhays

Well-Beings Implementation Officer

4

Forum	SGIC
Meeting date	16 September 2015
Author (s)	Ken Tremaine, Strategic Advisor
Purpose	To provide SGIC with advice on how we are handling the differences between the NIDEA 2014 data and Statistics NZ 2015 demographic updates

SmartGrowth Demographics

Background

In 2014, the National Institute of Demographic and Economic Analysis ("NIDEA") based out of the University of Waikato, prepared a demographic report for SmartGrowth which drew on 2013 Census data extrapolated through to 2063.

Also the SmartGrowth NIDEA report gives a methodological explanation of why outcomes are different from Stats NZ data given its emphasis on migration.

At the end of February 2015, Statistics NZ released the final 2013 Census data along with a foreword forecast out to 2043.

So we now have a situation where we have two different sets of data and projections.

- The NIDEA report data projected to 2063 based on 2013 census data
  http://www.smartgrowthbop.org.nz/media/74295/2014bopreviewappendicesfinal20may.pdf
- The Statistics NZ data, released at the end of February 2015, which covers the period 2014-2043, with projections based on updated 2013 Census data
  http://www.smartgrowthbop.org.nz/media/75858/sub-national-population-projections-2013base-tables.pdf

These different base figures have led to variations in the projections. The revised Statistics NZ population estimate for Tauranga City is 119,800 people as at 30 June 2013, 2,520 people more than the NIDEA June 2013 base of 117,280. The new Statistics NZ estimates for the Western Bay of Plenty District is slightly lower (NIDEA 46,110, Statistics NZ 45,500).

Karen Summerhays from the SmartGrowth team has prepared a very useful paper which identifies the differences. The comparison tables and two graphs from her report are attached as **Appendix 1**. Her paper is available for those who wish to read it on the SmartGrowth website http://www.smartgrowthbop.org.nz/media/75901/comparison-of-stats-nz-and-nidea-demographic-dataks-15.pdf.

In addition this paper has been discussed with SmartGrowth partner colleagues especially those who are working on the SmartGrowth Settlement Pattern Review. I have also had input from the chair of the Social Sector Forum who has significant expertise in demographics.

Way Forward

While there are differences between the two sets of data from NIDEA and Statistics NZ, we have reached the conclusion that there is no point in attempting to reconcile the data. This would end up incurring high costs and we still may not be able to get alignment.

The NIDEA work is still within the Statistics NZ bands of low, medium and high. Also, for example both NIDEA and Statistics NZ indicate similar trends. These are reflected in the tables attached as **Appendix 1**.

All of this work forecasts possible outcomes, not absolutes. It's the overall trends and implications such as aging that matter.

Our approach should be to use the NIDEA data for consistency and to note which Statistics NZ band it is tracking with. Then we need to carefully monitor what is happening especially through the TCC-WBoPDC annual development trends reporting.

There is a Census in 2018 again which will provide us with a further opportunity to revisit the issue.

Tauranga City Council has prepared a 2014 Tauranga City Population and Household Forecast Review which is based on the NIDEA 2014 work. We do not want to have to redo this work because we are using different data.

We do not want to go back to NIDEA for any further work since what they have completed to date is sufficient for our current purposes.

There is a need to communicate the outcome of our discussions with all the SmartGrowth partner forums since some are aware of the methodological debate which is alive and well in the Waikato around the veracity of NIDEA's migration model. For us to enter this fray would be an unrewarding distraction from our other key tasks.

Recommendations

That SGIC:

1. **Note** the data differences between the NIDEA 2014 and the Statistics NZ 2015 work
2. **Agree** the way forward set out in this report which is based on the NIDEA analysis accompanied by careful monitoring
3. **Communicate** our thinking to the SmartGrowth Partner Forums for any feedback

Appendix 1: Comparison Tables

Table 1: Comparison of Population Projections (NIDEA/Stats NZ) Tauranga

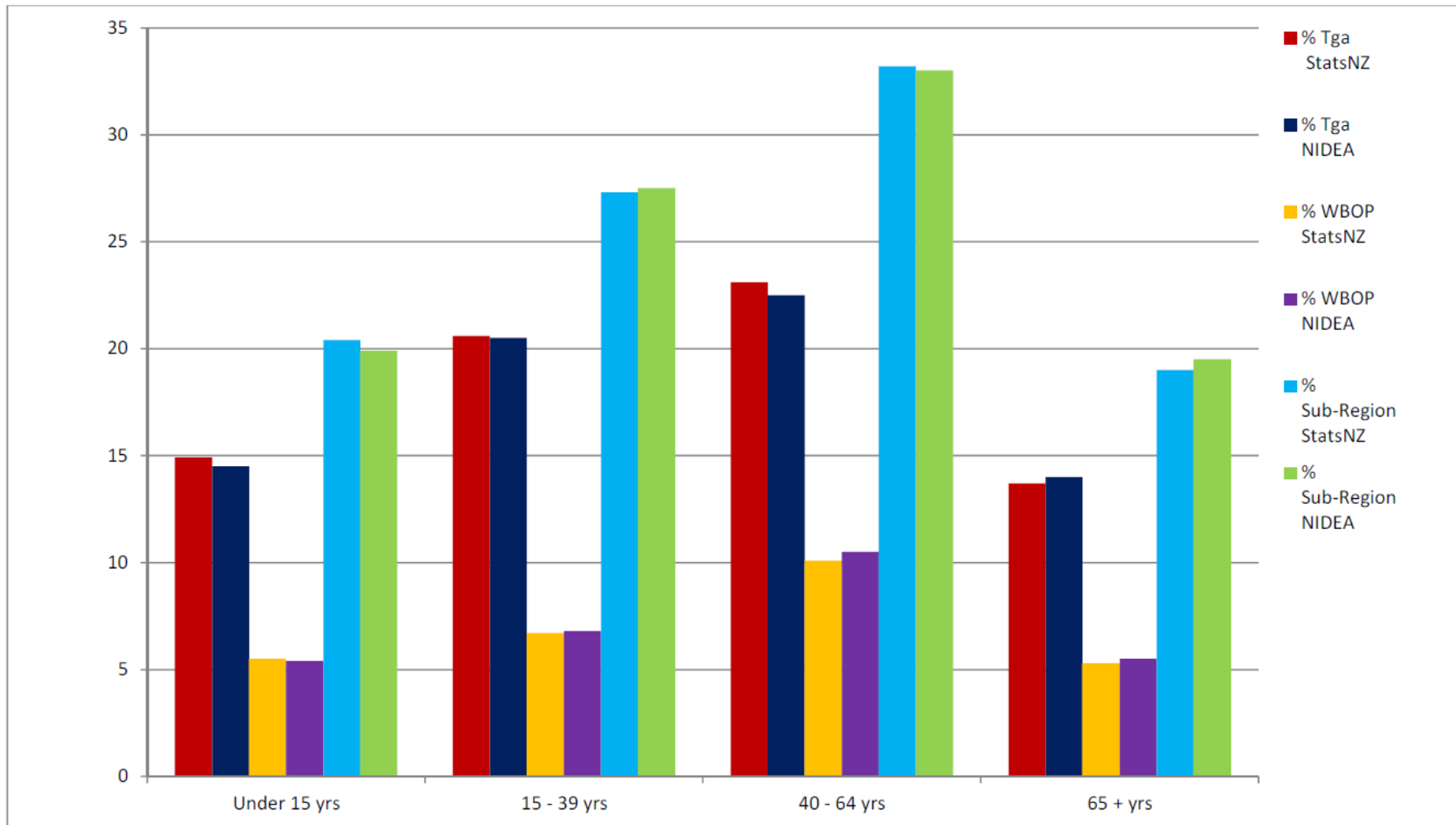|			Additional Projected Population Tauranga										
		2013	2018	2023	2028	2033	2038	2043	Total 2013 - 2043	% Increase from 2013	2053	2063	Total 2013 - 2063
Statistics New Zealand (February 2015 update)	High	119,800	12,300	12,200	12,400	12,500	12,400	12,600	74,400	62.1%	N/A	N/A	
	Medium		**9,400**	**8,900**	**8,800**	**8,700**	**8,400**	**8,100**	**52,300**	43.7%	N/A	N/A	
	Low		6,500	5,500	5,300	4,900	4,400	4,000	30,600	25.5%	N/A	N/A	
SmartGrowth 2014 Projection (NIDEA)		**117,280**	**9,580**	**11,520**	**11,776**	**11,409**	**9,864**	**7,344**	**61,493**	52.4%	9,330	7,749	78,572

Table 2: Comparison of Population Projections (NIDEA/Stats NZ) Western BOP

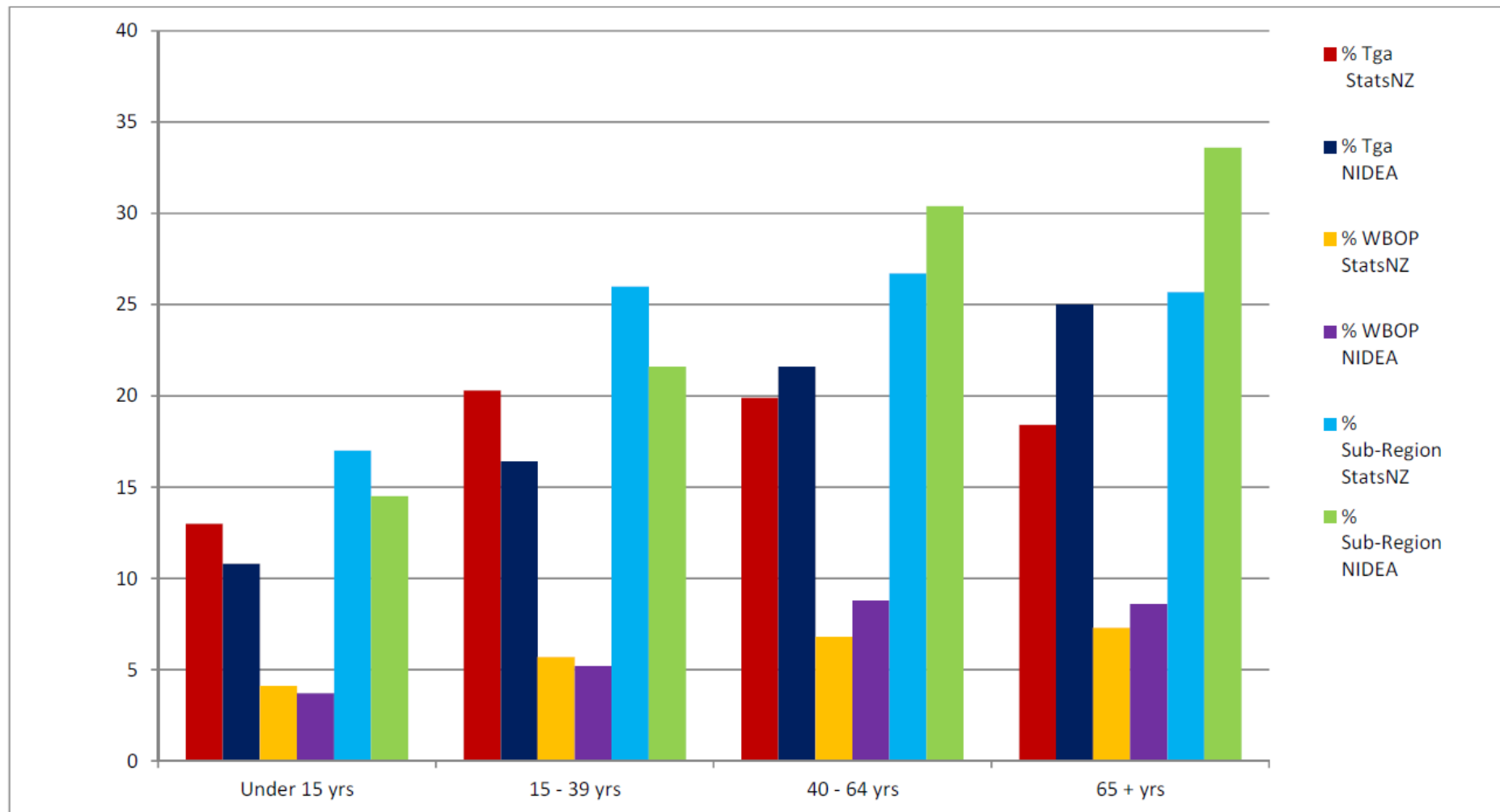|			Additional Projected Population Western BOP										
		2013	2018	2023	2028	2033	2038	2043	Total 2013-2043	% Increase from 2013	2053	2063	Total 2013 - 2063
Statistics New Zealand (February 2015 update)	High	45,500	3,400	2,800	2,800	2,500	2,300	2,000	15,800	34.7%	N/A	N/A	
	Medium		**2,200**	**1,600**	**1,400**	**1,100**	**700**	**500**	**7,500**	16.5%	N/A	N/A	
	Low		1,100	300	0	-300	-700	-1100	-700	-1.5%	N/A	N/A	
SmartGrowth 2014 Projection (NIDEA)		**46,110**	**2,748**	**3,160**	**2,986**	**2,512**	**1,567**	**596**	**13,569**	29.4%	483	444	14,496

Table 3: Comparison of Population Projections (NIDEA/Stats NZ) Western BOP Sub-region

					Additional Projected Population Combined								
		2013	2018	2023	2028	2033	2038	2043	Total 2013-2043	% Increase from 2013	2053	2063	Total 2013 - 2063
Statistics New Zealand (February 2015 update)	High	165,300	15,700	15,000	15,200	15,000	14,700	14,600	90,200	54.6%	N/A	N/A	
	Medium		**11,600**	**10,500**	**10,200**	**9,800**	**9,100**	**8,600**	**59,800**	36.2%	N/A	N/A	
	Low		7,600	5,800	5,300	4,600	3,700	2,900	29,900	18.1%	N/A	N/A	
SmartGrowth 2014 Projection (NIDEA)		**163,390**	**12,328**	**14,680**	**14,762**	**13,921**	**11,431**	**7,940**	**75,062**	45.9%	9,813	8,193	93,068

2013 Percentage of Sub-regional population (StatsNZ: 165,300, NIDEA: 163,390)

2033 - Percentage of projected sub-regional population (StatsNZ: 217,400, NIDEA: 219,192)

Priority 1 Driving Economic Growth

Age Concern
Tauranga
He Manaakitanga
Kaumātua o Kirikiriroa
Serving the needs of older people

NZ CHAMBERS OF COMMERCE
T A U R A N G A
Business Vitality

Transitioning Business and People

THE CHANGING FACE OF THE WORKFORCE

Summary of Keynote Addresses

21 September 2015

Transitioning Business and People

has been generously supported by the following sponsors

Notes from Session One

9.00 am   **Professor Tim Bentley**
              Auckland University of Technology (AUT)

Tim is Professor of Work and Organisation in the AUT Business School and Director of the New Zealand Work Research Institute. He also heads up the Institute's flagship 'Future of Work' programme.

Overview:
- New Zealand has one of the OECD's highest employment rates of older workers, with 22% aged over 55 years of age. Population projections suggest this will rise to 25% by 2020 as many workers stay in employment well after they turn 65.
- The impact of an ageing population on the workforce is one of the top three concerns of industry, but they haven't yet got their heads around the implications.
- Being age friendly will be a competitive advantage for organisations and being engaged in work will be good for people.
- A recent report from AUT's Work Research Unit, which surveyed more than 1200 workers older than 55, found that money is not their key driver - it is being respected and having flexible work arrangements. While those working also reported relatively high levels of wellbeing and low levels of age discrimination, one in four did not believe older workers were valued in their organisation and cited biases held by managers as a problem.
- AUT's Future of Work programme covers a wide range of aspects, including new ways of working, and interconnects with the ageing workforce. It emphasises the importance of flexibility in the workplace and lifelong learning.
- Employers will find it increasingly difficult to secure the skills and experience they require as the 'baby boomer' generation retires, particularly from 2018. In addition, they will experience a sudden loss of skills and organisational knowledge if they don't have succession plans in place.
- Older people tend to be healthier nowadays than in previous generations, so are able to work longer. Organisations need to focus on retaining and engaging staff post 65.

Myths About Older Workers:
- You can't teach an old dog new tricks.
- Training older workers is a lost investment because they won't stay in the job long.
- Older workers are not as productive as younger workers, are less flexible and adaptable, and are less innovative and creative.
- Older workers cost more than hiring younger workers and their benefit and accident costs are higher.

The Reality of Older Workers:
- Employers need to focus on skills and experience when recruiting people, not age. The Online Work Research Institute / EEO found that older employees remain working in the organisation longer than the general workforce, show more commitment, are more engaged with work and are more productive.
- Managers report that the benefits of keeping older employees in the organisation include the retention of knowledge and skills, the ability to transfer knowledge through mentoring, a more committed and reliable workforce, lower staff turnover and a more diverse workforce.

Transitioning into Retirement:

- A retirement intentions survey found that while people would like to retire at 65.9 years, often their financial situation means they can't realistically retire until they are 67.5 years old. How do employers keep them engaged in their work for the additional 1.6 years when they are primarily there for financial reasons?

- Of those surveyed aged 55 and over, 37% planned to reduce the number of hours they worked while 30% were not yet thinking of their future intentions. In addition, 13% said they planned to look for a new job within the next year, resulting in a loss of skills and knowledge.

- It is important that employers are having these types of conversations with their mature employees. Graduated retirement provides opportunities to retain and transfer essential skills and organisational knowledge.

- Bias held by managers affects their decisions about older workers, however the study found that a large percentage of the sample was unaffected by age discrimination.

- Age discrimination leads to lower job satisfaction and lower productivity, and those suffering from it are more likely to resign from their jobs.

- Mature age workers were satisfied with their work, but no more or less than the general population. However their life satisfaction was high and they were healthier than those not in employment. Physical health is positively correlated to job satisfaction and performance.

HR Practices in Use:

- When asked to what extent their organisation engaged in a number of HR practices that would benefit mature workers, it found only 9% of organisations provided opportunities for people to transfer to less stressful roles and only 3% considered redesigning jobs to appeal to mature workers.

- Optimising the work environment for older workers is becoming increasingly important in retaining and attracting skills, so this lack of consideration in HR strategies and practices is a major concern.

What is Most Important for Mature Workers?

- 81% said recognition and respect was important, followed by 68% who said flexible work options were important (eg working from home, flexible hours and flexible leave arrangements).

- Other HR strategies for the retention of mature workers that were considered important were compensation options (57%), job design options (51%), training and development options (51%) and performance evaluations (50%).

- Mature workers also found a comfortable environment with ergonomic furniture was important, as was having meaningful work, interacting with colleagues and being provided with opportunities to use their skills and knowledge.

Questions for Employers:

- What is the prevailing attitude in your organisation towards mature workers?

- Do stereotypes and unconscious bias influence decisions around mature workers?

- Do you understand the needs and drivers that influence the wellbeing, engagement and retention of your mature-age workers (eg flexibility, job design, training, remuneration, health services/support)?

- Does your organisation support, respect and recognise mature-age workers?

- How do your HR practices support older workers?

Notes from Session Two

9.40 am   **Blair McCarthy**
Office for Senior Citizens

Blair has been with the Office for Senior Citizens as a Senior Advisor since July 2014 and is responsible for ageing workforce issues in the Office. Most recently he helped write the 2015 Business of Ageing Report as well as the 2014 report on the Positive Ageing Strategy.

Overview:
- Positive Ageing Strategy (2001): "New Zealand will be a positive place in which to age when older people can say that they live in a society that values them, acknowledges their contributions and encourages their participation."
- Three yearly reports are undertaken to see how we are tracking in the achievement of this goal.
- The Office of Senior Citizens looks on the positive impact of an ageing demographic and encourages people to plan for the reality of what is going to be happening.
- Older people are making a growing contribution to our economy, for example through voluntary and community work and their contribution to the labour market and to tax revenue. In addition, they are a powerful consumer demographic which should be a target for those developing products and services.
- How can the baby boomers and generations X and Y coexist in the workplace? Organisations need to work to people's strengths as they age and understanding people is the key.

  Baby boomers (1946-64): Strong on traditional leadership, eg leading, decisive, motivating, persuasive and strategic, open minded and innovative.

  *Generation X (1965-*79): Socially progressive, change orientated, confident and culturally sensitive. Generation X is the counter balance to the more dominant characteristics of other generations.

  Generation Y (1980-94): Masters of abstract and conceptual thinking, highly ambitious, socially confident and relational, but score significantly lower than other generations on transitional leadership traits.

Challenges:
- Only 14% of employers have specific planning strategies around ageing workforce participation.
- 40% of older workers have experienced age-related discrimination in the past five years.
- There is a lack of products and services that are targeted towards the growing older population. Older people will be an important resource as consumers and workers.
- A new website has been launched by the Ministry of Social Development and the Office for Senior Citizens called SuperSeniors (www.superseniors.msd.govt.nz) to provide older New Zealanders with information to help them age positively.

10.20 am   **Jackie Carroll & Greg Pert**
            Tranzliquid Logistics Limited – a case study

Tranzliquid Logistics Limited provides bulk petroleum logistics expert service to all the oil companies in the fuel industry. They have a strong focus on the health and safety of staff.

Overview:
- Tranzliquid Logistics is a privately owned bulk liquid logistics company that works 24/7, 365 days a year. They have been operating for 15 years and their primary contract is with Gull NZ, although they have an on-call service to the entire petroleum industry.
- The company is comprised of a leadership team of five and over 30 operators.
- There is a strong focus on the company's culture and values and safety is a key part of their DNA. "Ruthless with standards, gracious with people" – how to have conversations if standards are not met. They also hold themselves up as role models for behaviour and set expectations. "Take ownership; attitude is everything; we do what we say; people are us."
- After undertaking an audit of their workforce, they found they were vulnerable to losing staff to retirement and not being able to replace them or losing the skills and experience that had been built up over many years. They put in place strategies to attract younger people into their organisation and to retain their older, experienced employees.

Blending the New Family:
- Focus on adaptation to technology.
- Encouraging lifestyle adjustments for those employees over 50 years of old, including health and wellbeing programmes.
- Introducing flexi time to work with personal demands.
- Developing ways of having conversations about pressures (work and personal).
- Encouraging staff to take responsibility for their own work experience.
- Old school: stability, knowledge and experience.
- New school: eager to learn and please but need to learn about safety requirements.
- 2013: 30% of their workforce was less than 40 years old.
  2015: 57% of their workforce is less than 40 years old.
- Need to understand people's different styles and ways of learning, as well as different ways of communicating and working with technology (eg Snapchat for the younger ones).

Future Commitment:
- Continue to review recruitment and training processes.
- Be adaptable and flexible to accommodate all.
- Recognise the contribution of all age ranges.
- Recognise the importance of flexi time for those working into later years.
- Take responsibility for the issue rather than wait for an industry solution.
- Understand the different needs for different generations.

Notes from Session Four

10.50 am   **Gwynn Jennings**
IBM – a case study

Gwynn is a managing consultant in IBM's Workforce Science & Analytics practice. He has primary responsibility for the New Zealand public sector as part of the IBM Kenexa Global Survey Practice. Gwynn has extensive experience in organisational culture change and talent management.

Older Workers' Perceptions of Work:
- Older workers are more satisfied with their job and the organisation and are more connected, engaged and involved.
- However older workers are also more sceptical, for example about their career opportunities, whether communication is open, whether teams work well, and their pay and benefits.

Drivers for Employee Engagement:
- The extent to which employees are motivated to contribute to organisational success and are willing to apply discretionary effort to accomplish tasks important to the achievement of organisational goals.
- Older workers tend to be more engaged than the general workforce.
- In terms of the whole workforce, they feel engaged when their job gives them a sense of personal achievement, they feel a sense of belonging to the organisation, their contribution is valued and the organisation is a fun place to work. They also need to believe in what the organisation is trying to accomplish, have confidence in the leadership, are sufficiently involved in decisions that affect the way they do their job and have a sense of common purpose.
- Mature workers have the same drivers outlined above, but also three additional ones. These are: that the organisation celebrates success (baby boomer generation, public recognition); that they are satisfied with their physical work environment; and that the pay and benefits are fair for the work done.

Engaging Your Older Workforce:
- Engage older workers by providing autonomy and flexibility:
  - Mastery: train, enable, equip
  - Autonomy
  - Purpose.
- Value your employees – appreciate who they are and what they bring. Value is not just about pay. It also includes:
  - Mentoring – not just technical, but also leadership
  - Reverse mentoring – younger to older
  - Flexible working practices
  - Ability to access conferences and career development/training opportunities.

Notes from Session Five

11.20 am   **Geoff Pearman**
             Partners in Change

Geoff is the Managing Director and principal consultant for Partners in Change, an organisational development consultancy working in New Zealand and Australia. Partners in Change has expertise working with companies to address the risks and opportunities of the ageing workforce.

Overview:

- There has been no shortage of research on the impact of an ageing demographic on the workforce, so why are employers so slow to take action? The value of mature workers is significant, but employers don't seem to employ them.

- People are continuing to live longer, so we need to define this stage of life/work. Sixty-five years of age need no longer signal the end of meaningful work and the beginning of retirement.

- We have not added decades to life expectancy by simply extending old age. We have opened up a new space partway through the life course – a second and different kind of adulthood that precedes old age. As a result, every stage of life is undergoing change.

- Older people are staying in the workforce longer for interest and mental stimulation, because of finances or because of fear (misinformation about how much money you need to retire on), however companies and individuals are not prepared for this change.

- We will look back and see 'retirement' as a 20th century anomaly:
  o Pensions were originally a welfare response for those that needed it.
  o Retirement was originally encouraged to regulate the labour market. Then it became a social contract or entitlement for contributing throughout a working life.

- We can now have a different vision of our later years - continued engagement in work and in the community ('unretirement').

- The current situation is out of whack with the baby boomer generation retiring. Encouraging them to leave will deplete the labour force, and there aren't enough younger people to replace them.

- There is a significant flaw in that it is hard to get a national conversation in this space. Company transitions are required at both a policy and individual level.

- We need to help people understand how transitions work. Change is not the issue with most people – it is the journey to change that they find difficult. We need to talk to people about the next stage in their lives, what they have planned, what they would like to do. Create the new beginning and find new structures.

- **Employees** approaching 65 need to think about whether they would like to continue working, what their options are, how they can transition into different work (type or more flexibility), how much money is enough to retire on and how they can start the conversation with their employer.

- **Employers** need to understand what the intentions of their older workers are, what the implications are on the business if they leave, where they will get their next worker from, how much organisational knowledge will be lost, the value of older workers, and how they can start the conversation with their mature employees.

- **Older workers** tend to be dedicated, have a lower hiring risk, have years of experience, have high levels of productivity, are patient and understanding, are organised and efficient, have developed communication skills, know how to manage stress, have confidence and are able to help develop future leaders.

- **The six causes of organisational myopia are:**
    1. Organisational values and culture.
    2. Assumptions, myths and stereotypes about older workers – ambivalence about age.
    3. Unconscious bias – second degree discrimination.
    4. Expediency – focus on the immediate rather than what is important.
    5. Lack of national leadership or national discourse.
    6. Inertia – doing what we have always done.

- **Becoming an age friendly employer of choice:**
    1. Workforce planning.
    2. Underpinned with policies and practices.
    3. Understanding the importance of knowledge continuity.
    4. Focusing on health, safety and wellbeing.
    5. Understanding the drivers of productivity and engagement.
    6. Ensuring an inclusive culture.

- **What can you do? Lead the conversation:**
    - ✓ In your workplace
    - ✓ With your older employees
    - ✓ With your managers
    - ✓ In your business associations
    - ✓ In your community
    - ✓ With your politicians.

Notes from Session Six

12 noon **Panel Discussion**

The speakers from sessions one to five were joined by Jack Topp and Annis Parker, who gave an overview of the workforce transitions they have undergone in their lives to date, including post retirement age, and how they have dealt with some of the misconceptions of mature-age workers.

Key points from the panel discussion were:

- Need to take a systems thinking approach.
- Rethink the future and don't be bound by stereotypes. This includes individuals, organisations, government, and societal response.
- The ageing population is still quite an abstract idea. There is no 'magic bullet' - we will have to think differently. The notion of the 'world of work' has changed.
- There is no 'job for life' any more. People change jobs and careers multiple times and this can continue well past the age of 65.
- Think about where you see yourself post 65? This is the same conversation for older workers to have.
- For employers, it is not about labels and not about age. It is about the unique value that people bring to an organisation.
- How you value older workers is different to how you value your younger workers.
- Work is going to change, eg technology. Is the government looking at this?

Workshop Series

The following two workshops ran concurrently throughout the afternoon.

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1.30 pm   **Workshop 1**
Becoming an age friendly employer of choice

Facilitated by Geoff Pearman, Director, Partners in Change

This workshop was tailored for employers, managers and human resource professionals. It covered the following topics:

- Adapting to the ageing of workforces.

- Reviewing your organisation.

- Identifying risks and opportunities.

- Developing strategies and putting in place practical actions.

- Positioning your company as an employer of choice.

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1.30 pm   **Workshop 2**
Exploring the next stage in your career

Facilitated by Lorraine Webber, Associate, Partners in Change

This workshop was tailored for older workers, people wanting to transition into retirement and those considering re-training for a career change later in life. It covered the following topics:

- What is the new life stage that is emerging and what does it mean for you?

- Exploring your next move – discover purpose, follow your passion, ensure a pay cheque.

- Confronting the myths and challenging the negative self-talk

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Close
4.00 pm

International Federation on Ageing
13TH GLOBAL CONFERENCE

21 – 23 June 2016
Brisbane, Australia

PROGRAM AT A GLANCE

THEMATIC TRACKS:

Disasters in an Ageing World
Age Friendly Cities/Communities
Care and Support for Older People (Community and Residential)
Elder Abuse, Law and Rights
Income Protection and Security

Tuesday 21 June 2016	Wednesday 22 June 2016	Thursday 23 June 2016
Welcome Ceremony 0900 – 0920	**Keynote – Dr Bradley Willcox** Director of Research at the Department of Geriatric Medicine, John A. Burns School of Medicine, University of Hawaii 0900 – 0945	**Keynote – Mr Bjarne Hastrup** CEO and Founder DaneAge Association 0900 – 0945
WHO Global Strategy and Action Plan on Healthy Ageing Dr John Beard Director of Ageing and Life Course at the World Health Organization 0920 - 1000		
Keynote – Ms Margareta Wahlström United Nations Special Representative for Disaster Risk Reduction 1000 – 1100	**Plenary Panel - Age Friendly Cities/Communities – 'Creating Enabling Environments'** 0945 – 1100	**Plenary Panel - Innovations in Aged Care and Program Delivery** 0945 – 1100
Morning Tea (in Exhibition) 1100 – 1130	Morning Tea (in Exhibition) 1100 – 1130	Morning Tea (in Exhibition) 1100 – 1130
Plenary Panel – Post Sendai: Engaging and Enlisting Older People in Sustainable Development and Disaster Risk Reduction at the Local Level 1130 – 1300	Concurrent Sessions 1130 – 1300	Concurrent Sessions 1130 – 1300
Lunch (in Exhibition) 1300 – 1400	Lunch (in Exhibition) 1300 – 1400	Lunch (in Exhibition) 1300 – 1400
Concurrent Sessions / Symposia 1400 – 1530	Concurrent Sessions / Symposia 1400 – 1530	Concurrent Sessions 1400 – 1530
Afternoon Tea (in Exhibition) 1530 – 1600	Afternoon Tea (in Exhibition) 1530 – 1600	Afternoon Tea (in Exhibition) 1530 – 1600
Concurrent Sessions / Symposia / Workshops 1600 – 1715	Concurrent Sessions / Symposia / Workshops 1600 – 1715	**Official Closing Ceremony** 1600 – 1730
Welcome and Networking Reception 1730 – 1930		

*The above *Program at a Glance* is subject to change.*