# Te Pūrongao ā-Tau o Workbridge Workbridge Incorporated Annual Report

For the year ended 30 June 2021



#### Auditors

Crowe New Zealand

**Solicitors** Quigg Partners

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# Ō mātou whakatakanga, whakakitenga me ngā uara **Our mission, vision and values**

#### Te Whakakitenga (Vision)

He mahi tā ia tangata e hiahia ana ki te mahi, ā, ka kōwhirihia e ngā rangatira te tangata tika, kei a rātou ngā pūkenga me ngā pūmanawa e hāngai ana ki te mahi.

#### Everyone who wants a job has one and employers choose the right person with the skills and qualities for the job.

#### Tauākī Whāinga (Mission)

He tuku i ngā āheinga mahi hei mahi tahi, hei angitu tahi.

Delivering inclusive, successful employment opportunities.

#### Whanonga Pono (Values)

#### Kairangi (Excellence)

He tohunga ngaio, he tohunga ki ā tātou mahi, ā, ka ū ki taumata kē noa atu.

### We are professional, expert at what we do, and go the extra mile.

#### Te Auaha (Innovation)

Ko tā mātou he whai i te taki o te wā, he whakairo hoki i te ara rerekē. He iwi auaha, he iwi kaingākau.

### We keep pace with and lead change. We're creative and passionate.

#### Motuhaketanga (Authenticity)

Ka kauanuanutia te kanorautanga, ā, ka whakatinanahia tā mātou i kī ai. E wātea ana 100% o te wā. E ū ana mātou ki te mana motuhake (mana āhua ake), me te whakaute i te kawenga a te whānau i ngā ahurea whānui me ngā hapori.

We embrace diversity and walk our talk. We are 100% accessible. We are committed to mana motuhake (self-determination), while respecting the role of the whanau in many cultures and communities.

#### Whakapono (Belief)

Ka whakapau kaha mātou ki te angitu, he iwi whakatenatena, arokoa, arotangata anō hoki mātou. Ka mahi tahi mātou ki ngā kairapu mahi ki te whakapiki i ō rātou pūkenga. Ka mahi tahi hoki mātou ki ngā rangatira o ngā wāhi mahi ki te whakapiki i ō rātou āheinga.

We're invested in success, we're encouraging, optimistic and put people first. We work with jobseekers to maximise their strengths, and with employers to maximise their opportunities.

#### Hiranga (Resilience)

He iwi manawatītī, manawa whakatete, manawa urutau.

We're determined, irrepressible and adaptable.

### Tō mātou pūnaha mana whakahaere **Our Governance Structure**

Workbridge has a two-tiered governance structure consisting of a Council and Board.

#### Workbridge Constitution

The Workbridge Constitution was adopted at a special General Meeting held in Wellington on 18 June 2001.

#### **Governance Structure**

The Governance Structure is two-tiered. The Workbridge Council is responsible for setting the overall direction for the organisation and the appointment of the Board. The Board is responsible for the governance of the organisation and the appointment of the Chief Executive Officer.

#### Council

#### **Corporate Members**

Name	Organisation	Appointed
Debbie Ward (President)	Disabled Persons Assembly (DPA) Representative	6 March 2018
Barbara Burton	Business NZ Representative	28 September 2005
Michael Aldridge	People First NZ Representative	1 July 2018
Lance Girling-Butcher	Kapo Maori Aotearoa Inc NZ Representative	8 December 2008 Resigned 1 April 2021
Nigel Ngahiwi	Kapo Maori Aotearoa Inc NZ Representative	12 April 2021
Jacinta Tevaga	Vaka Tautua Representative	4 March 2019
		Resigned 29 October 2020
Amanda-Lanuola Dunlop	Vaka Tautua Representative	19 February 2021
Nicci Johnson	NZ Council of Trade Unions (NZCTU) Representative	12 October 2020
Lisa Oakley	Human Resources NZ (HRNZ) Representative	3 October 2019
Lachlan Keating	Deaf Aotearoa Representative	30 October 2019
Chrissy Fern	Blind Citizens NZ Representative	23 January 2020
Tristram Ingham	Muscular Dystrophy Association Representative	25 August 2020

#### Board

The Board is responsible for managing the overall business and setting strategic goals for the organisation. They are responsible for appointing the Chief Executive who manages the day-to-day operations.

#### **Board Representatives**

Name	Appointed
Pam MacNeill (Chair)	22 September 2014
David Shearer	1 August 2014 Resigned 29 October 2020
Heather Browning	20 October 2016
Kerry Ludlam	20 October 2016
Derek Gill	26 October 2017
Mark Bogle	31 October 2019
Sonia Thursby	31 October 2019
Vivienne Holm	31 October 2019

#### **Auditors**

Crowe New Zealand

#### **Solicitors**

Quigg Partners

#### **Chief Executive Officer**

Jonathan Mosen

Appointed 4 June 2019

#### **National Office**

Level 3 50 Manners Street PO Box 2560 Wellington 6140

Telephone: 04 913-6422 Website: www.workbridge.co.nz



## Mai i te Perehitini o te Kaunihera From the Council President

#### Tēnā koutou katoa

#### Ma whero ma pango ka oti ai te mahi

With red and black the work will be complete

This whakataukī is very relevant for Workbridge. Everyone has an important role to play, whether it be a jobseeker, employer, staff member or governance committee. Our work is complete when inclusive, successful work opportunities are found. Staff are supported to do their role well and governance demonstrate leadership and direction.

On behalf of Council members, it is my privilege to report on the mahi we have been involved in over the last twelve months. A goal I set as president was to strengthen the leadership of Council and the roles and relationships, we have with the Workbridge Board and the Workbridge team.

As a result, Council members have:

- A greater understanding of the Workbridge Constitution which determines the role of Council and Board.
- Developed stronger relationships with Workbridge Board members through opportunities to work together.
- Clarity about our roles and how we provide leadership and vision to Workbridge and represent the interests of our member organisations well.

In mid 2020, Council resolved the Muscular Dystrophy Association become a corporate member of Workbridge. We welcomed Tristram Ingham as their Council representative.

During the year we also welcomed three new representatives of their respective corporate member organisations: Amanda-Lanuola Dunlop (Vaka Tautua); Nigel Ngahiwi (Kapo Māori Aotearoa NZ) and Nicci Johnson (NZ Council of Trade Unions). We had two members resign Jacinta Tevaga (Vaka Tautua) and Lance Girling-Butcher (Kapo Māori Aotearoa NZ) resigned from Council. Thank you, Jacinta and Lance, for the contribution you both made to Council over the past several years.

Council re-appointed Pam MacNeill and Derek Gill for an additional three-year term on the Workbridge Board.

There are three significant pieces of work that Council has collaborated in alongside the Board and Workbridge in the last six months. Firstly, is the combined planning day held in April of this year. It was an opportunity for Council, Workbridge Board and Workbridge Senior Leadership Team to come together for a day. It was the first time the three key leadership groups had met like this. The purpose was to strengthen professional relationships and have strategic conversations about current challenges and future direction for Workbridge. I would like to thank Gail Munro for facilitating the day and navigating us through the important korero. An unintentional consequence for Council members was the planning day drew Council closer together and has boosted us as a team.

Secondly, because of the combined planning day, is the governance review sub-committee. It was agreed that Council and Workbridge along with the Chief Executive form a sub-committee to review the current Workbridge governance structure. There were several reasons for a need for a review. One being the potential impact of the Incorporated Societies Bill if it were passed by Government. Secondly, the disability sector and systems are rapidly changing. It is important that Workbridge's structure and systems can be agile and sustainable in a rapidly changing sector. The subcommittee is made up of Sonia Thursby, Derek Gill and Vivienne Holm from Board; Chrissy Fern, Lachlan Keating and me from Council and Jonathan Mosen as Chief Executive.

Thirdly, the 90th anniversary commemorations. A big thank you to Council member Chrissy for holding this space on behalf of Council alongside Pam and Jonathan. Throughout the year work has progressed on preparations to celebrate and acknowledge the 90-year history Workbridge has had in supporting employment and work opportunities for disabled New Zealanders. I look forward to seeing this hard mahi coming to fruition.

As I come to the end of my report, I want to acknowledge Jonathan and the Workbridge team. For your tireless commitment to doing whatever it takes to keep Workbridge on the leading edge. The creativity and innovative ways you work across the country to establish employer relationships that create meaningful work opportunities for jobseekers.

Thank you to Pam and Workbridge Board members for the governance you provide to the management of Workbridge. The strategic directions for ongoing financial sustainability of Workbridge are no easy task in these challenging and changing times. I applaud your tenacity and commitment to keep Workbridge accountable for the mahi it does.

I would like to give particular thanks to Lisa Booth, National Administrator for the amazing job you do behind the scenes to ensure Council members are well supported to attend meetings. Thank you for taking the minutes, arranging flights, accommodation, venues and food. It is good to be able to come into meetings knowing that we can just focus on the business at hand. You have been a tremendous support to me, and I have enjoyed working with you.

Finally, I want to express my appreciation to my fellow Council members. Thank you for your authenticity and honesty when we meet. Thank you for your patience and agility these last twelve months. Most importantly I thank you for your continued commitment to Workbridge and supporting its mission to deliver inclusive, accessible employment opportunities.

He waka eke noa – A canoe which we are all in with no exception.

**Debbie Ward** Council President



### Mai i te Heamana o te Poari **From the Board Chair**

#### Kia ora

This is my second report as Workbridge Board Chairperson. In this report I will provide some brief commentary on Workbridge's leadership role in New Zealand disability service provision, as well as thanking those involved in supporting Workbridge during the past year.

As we await reforms to the New Zealand disability system, and the prospect of self-directed choice and control by disabled people, it is timely to reflect on where we have come from and where we might be going. The history of disability service provision in Aotearoa New Zealand has moved steadily along a spectrum, from the time of the signing of The Treaty of Waitangi in 1840, to the present day; from warehousing people considered to be incompetent and unfixable, to espousing support for choice and control by disabled people. Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (2006), to which New Zealand is a signatory, outlines the fundamental right to work and to economic sustainability for disabled people. This article, which is titled 'work and employment', observes that: "States Parties recognise the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities."

Similarly, outcome two of the New Zealand Disability Strategy (2016-2026) discusses the right of disabled people to employment and economic security. It affirms that: "We are proportionately represented at all levels of employment, we are self-employed, we own businesses, and we are employers, managers and employees. Career progression is an important part of our working life." These aspirations are great in theory, however, the reality for many disabled New Zealanders is that we do not have access to employment opportunities, and even when we do, we may be underemployed or employed in jobs we would not ourselves have chosen, given better options.

There can be little doubt that paid work is an important source of self-esteem, social and emotional support and financial independence for those allowed to participate in employment. However, disabled people continue to be greatly under-represented in regular private and public employment settings, including in the disability sector itself, and research suggests that we face major inequities within the workplace.

Employment rates continue to remain low for disabled people, as evidenced by recently published statistics, which show that more than twice as many of us are out of work, than is the case for nondisabled people. Even where disabled people are employed, we remain largely subject to occupational segregation, often working in basic grade and frequently part-time jobs, at minimum pay rates, with few opportunities for upward mobility.

Employment precarity, including casualisation and unusual working hours, is increasingly reported as a barrier to our employment, along with other obstacles commonly discussed within the disability sector, relating to poor attitudes. It behoves everyone involved in this sector to not only support the elimination of such attitudes, but also to support the capacity and capability building of disabled people, so we can assume our place as leaders and managers in our own sector.

As Jonathan has noted in his report, Workbridge is an unusual example of an organisation that has disability ingrained in the DNA of its governance and management. We put 100% accessibility at the centre of all we do, including ensuring access to employment by disabled people at all levels within the organisation. I challenge other disability sector organisations to do likewise.

I would now like to take this opportunity to thank several people who are integral to the operation of the unique taonga that is Workbridge. I will begin by recognising the ceaseless efforts of our Senior Leadership Team, ably headed by Chief Executive, Jonathan Mosen. Jonathan has been in the CE role for just over two years. During this time, he and the team have continued to drive transformational change throughout the organisation. A number of strategic goals have been, and are being, executed, leading to improved quality service provision to our stakeholders.

I offer my sincere thanks to Jonathan and the rest of the staff at Workbridge, for their dedication and leadership throughout several lockdowns during a pandemic with which we are unfortunately still grappling.

My thanks also to Council President, Debbie Ward, who is stepping down, and to the other members of Council.

In conclusion, it has been a pleasure to chair the Workbridge Board of Management over the past year. This work has benefited considerably from the guidance, advice and influence of Board members. I am proud to work with you all, as we navigate an improved disability system, and look towards meeting ambitious employment objectives for disabled New Zealanders in 2022 and beyond.

G. por

Pam MacNeill Workbridge Board Chair



## Mai i te Tumu Whakarae From the Chief Executive

#### Tēnā koutou katoa

Workbridge has continued to progress the goals of our Strategic Plan despite a volatile economic environment.

The work we do is of incredible significance. Each employment relationship we facilitate delivers direct benefits. Those who we assist to find work feel a sense of pride in being able to answer the question "what do you do for a living?" Employers gain great workers from a talent pool that is often overlooked.

The work we do also has economic and social benefits. It is good economic policy to ensure that everyone is able to contribute to their maximum potential. We become a better country with a diversity of experience and perspectives in our workplaces.

#### COVID-19

It will be no surprise that COVID19 has challenged us this year. We thank the Ministry of Social Development (MSD) for temporarily switching us to a bulk funded arrangement for the Employment Service. This assisted us through the 2020 level 4 lockdown and some of the difficult subsequent months.

While the overall labour market statistics have been far more buoyant than expected, this masks the fact that some sectors of the community continue to find it difficult to obtain work. The latest data from Statistics NZ show that six out of 10 disabled Kiwis are out of work.

This is a serious problem, but with problems come opportunities. We are strengthening our efforts to make Aotearoa's labour market more inclusive, ensuring that employers don't miss out on great staff. We have many examples of effective partnerships that have worked well for employers and employees alike, and it is always heartening to see employers coming back to us once they know what a talent pool we can help them tap into. In the latter part of this reporting period, I created a new external relations framework which will help us build new relationships and strengthen existing ones, raise awareness of disability employment issues in the media, and pursue new revenue opportunities. I am excited by this outward-looking, progressive approach and look forward to the difference it will make. As this reporting period was concluding, I appointed Rob Mitchell as our new Manager Communications. Rob brings extensive journalism experience and media networks to Workbridge and we are delighted to welcome him.

#### **Regional and Responsive**

Following the adoption of our new Strategic Plan and senior leadership structure in the previous financial year, this year we introduced a new regional structure. It divides Workbridge into eight regions, each led by a Regional Services Manager. Much of what we do is based on fostering quality relationships. Each Regional Service Manager has the skills and autonomy to build and maintain effective networks with stakeholders. As we gain confidence working under this model, it allows us to be responsive to the needs of each region and to pilot innovative service delivery models.

#### **Grow Digital**

The COVID lockdown demonstrated that certain sections of the community suffer from digital poverty and exclusion. Recognising that disabled people are one such group, we were delighted to work with the Department of Internal Affairs on a pilot project we called Grow Digital. It provided digital boost packages for those in small business or who wished to start a small business. I am proud of the team for nimbly spinning up a new brand, complete with a website and related material. Most of all, the feedback we received from Grow Digital customers was overwhelmingly positive. We hope to be able to continue this service in some form in future. There is considerable need for it and running one's own business is an attractive option for many disabled people.

#### **Policy That Works**

In August 2020, Workbridge published "Policy That Works, a fair go for Disability Employment post-COVID19". Joining us at its launch, which was streamed across the country and included in our Mahi Podcast, were Disability Rights Commissioner, Paula Tesoriero, and CEO of Business New Zealand, Kirk Hope. This illustrates the bridge that we provide between the business sector and the disability sector.

The document draws from our considerable experience of providing supported employment services and offers constructive suggestions about how we might build back better. We are grateful to the politicians, decision makers, and media outlets who have read "Policy That Works" and engaged with us on its recommendations. You can read the document in a variety of formats at http://workbridge.co.nz/policy-that-works

#### **Our People**

I consider myself incredibly fortunate to work with people who are motivated by our Kaupapa of making Aotearoa a more inclusive and accepting place. During this reporting period, our National Administrator of 18 years, Nigel Jeffcoat, retired. It is a fitting tribute to Nigel's outstanding contribution to Workbridge that he was made an honorary life member of Workbridge at our last Annual General Meeting.

I would like to thank every member of our amazing Workbridge team for their tenacity, diligence and support during a year that has been challenging for this business as it has for many others. Hearing from our jobseeker and employer customers about the difference we make is uplifting. That difference is made thanks to our people. Together, we are changing lives. I also extend my best wishes to Debbie Ward as she concludes her term as President of our Council. Thank you Debbie for your leadership, and to our entire Council for your support and advice.

Finally, my thanks to our Board Chair Pam MacNeill and to all our directors for your expertise and leadership.

It is very rare in this sector for the three most senior roles in an organisation to be occupied by disabled people. That is something of which this organisation is justifiably proud.

Ngā mihi maioha

PMPERN

Jonathan Mosen MNZM Chief Executive

# Northland

Highlights of 2020/21

## 260

People with disabilities or health conditions enrolled.

**136** People placed into jobs.

# **42**%

People still in employment or 12 months or more.

**27%** Rise in placement numbers on year before.

**9.9%** Rise in employments.

**52%** Māori engagement.

## Hinemoa

The last year has been particularly tough for Hinemoa.

Covid-19 and redundancy ended her commercial laundry role, and the deaf 26-year-old found herself in emergency housing and struggling to find work.

But she has got herself back on track with the

help of Workbridge, employment consultant Tammy Mackie and the Support Funds programme the organisation helps administer.

Hinemoa (not her real name) had enjoyed her laundry work so Tammy and Workbridge contacted



Tammy Mackie

commercial laundries and healthcare facilities with large laundry departments. That led to a Northland rest home and two interviews assisted by a virtual interpreter.

The potential employers were impressed, but they had questions about changes that might be needed to accommodate Hinemoa and concerns over how the rest home's alarms and evacuation procedures might work with a deaf person.

The answers were provided by Support Funds, which helped the rest home upgrade its alarm system, including a transmitter and receiver to notify Hinemoa if she needs to evacuate the building.

Now "Hinemoa is approaching her three-month continuous employment milestone," says Tammy.

When the rest home said yes to hiring Hinemoa, Tammy met her in person to give her the good news via sign language.

She's hoping to celebrate Hinemoa's latest milestone in a similar way.

## Christel

For the employment consultants at Workbridge, sometimes it's not just about finding someone a job.

Often it goes much further than that.

Tammy Mackie has learnt sign language to assist her jobseekers. She used it to help Hinemoa in interviews for her role at a rest home laundry. And she'll use

it again when the pair celebrate Hineomoa's three-month milestone.

For Tammy's Northland colleague Christel Foster, that extra support was about something much more mundane but equally significant. Bryan (not his real name) hadn't worked for 10 years following a series of epileptic seizures.



Christel Foster

Christel spent months helping Bryan build his confidence, which led to an interview and then a job, supporting a blind woman around her house two days a week. But part of the role was making breakfast and Bryan had to admit he'd survived on microwave meals and struggled to peel, cut and select ripe fruit.

He also struggled with the training because of his embarrassment over difficulty completing what for others would be a basic task.

So Christel stepped in once more. She bought fruit and invited Bryan into the Workbridge office for training on how to cut the fruit and check that it was ripe.

"Bryan grew in confidence and now prepares breakfast easily, remaining in employment and even picking up some additional hours," says Christel.

Sometimes, going above and beyond doesn't have to be big and bold.

As Bryan and Christel discovered, often it's the little things that really matter.

### "

Bryan grew in confidence... remaining in employment and even picking up some additional hours.

"

## Auckland

Highlights of 2020/21

## 322

People with disabilities or health conditions enrolled.

**96** People placed into jobs.

74%

People still in employment or 12 months or more.



May had been looking for a job for a year before approaching Workbridge.

# Мау

May has a chronic skin condition. She lives with Epidermolysis Bullosa and has undergone skin graft surgery.

But perhaps a greater disability is more than skin deep.

When May reached out to Workbridge for help, she had already been searching for work, without success, for a year.

Like so many other jobseekers struggling with disabilities and society's attitude towards them, May had lost confidence, was dealing with anxiety and felt her job choices were limited.

But her employment consultants realised she had great listening skills, was reliable and eager to learn.

Confidence grew as Workbridge supported her applications for work at the Auckland District Health Board.

And when she missed out on one job, May listened to the feedback, practised her interviewing skills and nailed the next one that came along.

Workbridge and the district health board have supported May in her new role, and her confidence has grown to the point that she's applied for another role within the ADHB, as a ward clerk at the Kereru Kidney Centre, which is closer to home.

Which just proves that when employers look beyond the surface of disabled people, they will discover great employees who can make fine contributions to their business.

Acknowledging that, both the district health board and May have been nominated for the ACC employer category at this year's Attitude Awards.

### Paul Coates of 26 Seasons

Paul Coates' relationship with Workbridge is growing almost as quickly as his plants.

He's the Auckland general manager of 26 Seasons, a company investing in the future of food, using hydroponics, vertical farming systems and innovative lighting in a 24/7 indoor operation.

To do that it's also investing in people, and plenty of them as it rapidly expands.

That has been a challenge in a tight labour market featuring a chronic shortage of skills and labour.

So 26 Seasons has asked Workbridge to help fuel its growth.

"We've filled three positions here, on a part-time basis every day, and probably need a couple more pretty soon because we are growing and expanding," says Paul.

Those workers are playing key roles on the plant production line, helping to fill and prepare seeding trays, and ensure good quality control.

The workers have fit nicely into an operation that relies on part-time workers.

"We've got one person with Crohn's disease, so can't do a full day's work, so she works three hours a day and that works really well with us," says Paul.

"Another guy with various health issues and has had depression, so he's doing part-time work as well; it's about choosing the right role for each person and they have all got really good attitudes as well."

Paul had not turned to Workbridge before. Like other employers he was concerned about what hiring someone battling with health and other conditions might entail. "But the employment consultant worked me through the process and assured me that those concerns were not what we thought, and that was really good to hear and we got a good understanding and it's worked out really well."

Which is why that relationship is matching the rapid growth of his product.



Workbridge job seekers play key roles at Paul Coates' business

## Michael Green and Glenn Gillard

For some jobseekers who arrive at Workbridge's door, finding work is merely the final bit of mahi in a major journey of transformation.

JS presented a number of substantial challenges. The young man, diagnosed with Autism, had no work experience, no CV, and no driver's licence. He also had little confidence in himself, his literacy and use of English.

Employment consultants Michael Green and Glenn Gillard realised they would need to address all of those challenges before helping JS to find a job.



"He was reluctant to provide direct eye contact, lacked social skills and overall had

Glenn Gillard

very low self-esteem," the pair said. "His parents do not speak English and had sheltered him through his teenage years."

Michael and Glenn started to gently remove that shelter, working with Literacy Waitakere to boost their jobseeker's confidence with English and work towards his learner's licence.

They supported his application for financial assistance from Work and Income, before taking the next steps towards helping JS secure his own income. That started as a volunteer role at a local charity.



"We saw a significant \_\_\_\_\_" change in his selfconfidence and ability to interact socially – as did the

team at the charity."

That led to a Level 2 retail course, a Level 3 course in accounting and business - "he is very good with numbers and is enjoying this learning, although he doubted himself initially" - and, eventually, paid parttime work.

There is still some way to go; it has been the metaphorical journey of a thousand miles.

But Michael, Glenn and Workbridge have been there for almost every step.

"

We saw a significant change in his self-confidence and ability to interact socially.

"

### Te Poutu Taute

If you're heading towards the twilight stages of middle age, you'll have a good sense of the challenge involved in finding a new job.

For 60-year-old Te Poutu Taute, that challenge was made even tougher as an amputee, sleep apnea sufferer and also nine years out of work.

But he declared himself job ready, and Workbridge was ready to find him a job.

That led to a role in a contact centre as part of the Covid-19 vaccination roll-out.

However, it also led to numerous new challenges for a man who had been out of work for so long.

He struggled with the technology required, new systems he had to learn, and sleep deprivation that hit hard in the afternoon.

But for every issue, there was a solution, and support from his new employer and Workbridge employment consultant: when he struggled with his prosthetic leg and the stairs in his office, the business put him in a building with a lift; the sleep deprivation was helped by a change in medication, and the employer supported his re-entry into the workforce and issues with new technology.

Employment consultant Anne Dix says that after week four, she noticed a change in the conversation.

Te Poutu had been worried he was struggling and not contributing.

"Te Poutu was feeling a lot more confident in what he was doing...finding his groove and his place in the team," she says.

"He was also getting into a good routine at work and at home."

"We managed to break things down and celebrate the small wins together,"

### Waikato Highlights of 2020/21

## 119

People with disabilities or health conditions enrolled.

**42** People placed into jobs.

### **48%** People still in employment or 12 months or more.



Te Poutu Taute

## Sean Smith at Tradestaff

#### Give it a go.

That's the advice to employers from Sean Smith, of Tradestaff, who works with Workbridge to place jobseekers into a variety of roles.

And Sean would know.

The Hamilton-based recruitment consultant has recently placed about 10 people into different jobs, from work in an aluminium factory and steel roofing to quality control and a hardware store.

They may have different key roles in their industries, but the feedback from employers has been pretty uniform.

"One of the main problems we have with staff is a lack of reliability, but all of the Workbridge people have been reliable," says Sean.

"Sometimes it seems they have a point to prove that helps them put in that extra effort."

He'd happily take on more Workbridge jobseekers, and help them find work.

Especially when so many businesses and industries are struggling in a chronic skills and labour shortage.

And he urges other employers considering their own labour gaps to "give it a go".

"Don't let it [a disability] hinder your opinion.

"Just because someone might have a disability, it doesn't mean their work ethic will be less."

Quite the opposite, in fact.

As Sean and many other employers are discovering.

### Anne Dix

Going the distance at Workbridge isn't just about putting in some extra hard mahi.

Sometimes it's about using creative and lateral thinking to place people into a difficult labour market.

That's what Waikato employment consultant Anne Dix did when presented with an opportunity to put some of her clients into multiple roles.



Anne Dix

An employer was looking to fill a number of vacancies in their Covid Vaccination Hotline.

They were keen on people with some customer service experience and possibly a little medical knowledge.

So Anne worked with her clients and the parameters of the job and put forward a former embalmer and an ex-racing industry bet-taker, among others, as people who could make the grade.

The employer agreed and has gone on to take seven Workbridge jobseekers.

As her Waikato Regional Service Manager Lotte Bouter points out, "Anne was the first in line to start conversations with the employer and explore ways we could support the employer by putting suitable people forward.

"Her positive and upbeat nature, her listening ear and her beautiful creative way of thinking has helped change many a person's life."

Seven people with great jobs is testament to that work.

And that mahi involving the mind is just as powerful and effective as that involving muscle.

# Jobseeker success story **Garry Spooner**

Severe anxiety and arthritis are what brought Garry Spooner to Workbridge.

A plan to match his skills to the right role, and support for his mental and physical difficulties are what got him through and back into work.

Garry had lost his previous job because of his anxiety issues, and arthritis in his shoulder restricted movement and some options.

Workbridge referred him to Sport Whanganui's Hauora ki te Mahi programme, which rebuilt his mental and physical wellbeing.



That helped him manage his anxiety symptoms and improve the range of movement in his shoulder.

Garry Spooner

Consultants worked alongside that by improving his employment fitness, including working through what the right job looked like, identifying transferable skills, reviewing and updating his CV and interview skills, and building confidence around positive disclosure.

That led Garry to a role as a handyman at a rest home, and when his anxiety resurfaced, consultants were there to support him to feel confident, and remind him of the great skills he had to offer the employer.

Now he's six months into the role, loving it, and confident enough to talk with the employer about his issues and how they can work together to accommodate them.

Sometimes, the musician will also put down the hammer and saw to play music for the rest home residents.

### **Central** Highlights of 2020/21

# 305

People with disabilities or health conditions enrolled.

**157** People placed into jobs.

### **72%** People still in employment or 12 months or more.

# 15

Employers with repeat business at Workbridge and multiple staff taken on.

## Brett Nicholson of Le Courier

For Brett Nicholson, of Palmerston North-based removal and storage company Le Courier, it's about family.

His parents own the company, and Brett and his wife run it.

That was one attraction for the latest Workbridge jobseeker hired by the company, which specialises in household removals, furniture delivery and office relocations in the lower half of the North Island.

"The guy who came to us suffered from anxiety, and we are a small, family-based firm, so it was probably a good fit for him," says Brett.

He's proved a good fit for the company as well, moving from a few hours to 30 a week.

"He's really good. I would put him in with a new person to lead them in a leading role...and have sent him into a property to look at what they have and what truck to use. He has stepped up hugely compared with when he started."

Le Courier has also stepped up its use of disabled jobseekers and others coping with a variety of health and mental issues.

That, too, is partly based on a strong link to family.

Workbridge helped find work for Brett's daughter. So he knows the organisation and understands the struggles, but also the potential rewards for employers who take a chance.

His latest employee is "one of our really good workers".

"I would say to keep an open mind, and don't count them out until you meet them and get a feel for what the person is like," says Brett.

"And let them show you what they can do."

### Nichola Lobban

Working with a jobseeker can become a journey.

For Nichola Lobban in Taranaki, one particular journey was measured in many months, miles, and a great deal of mahi.

Jobseeker Zak lives with autism, dyslexia, scoliosis, and a large number of allergies.

He's also arty, hands-on and likes working on bikes.

So Nichola started her search in New Plymouth before moving on to a blacksmith in Stratford and then work experience at a carpentry start-up in Hawera.

That meant supporting not only Zak but also the business itself.

"I tried to help them to find someone to help with web advertising so they could grow their business enough to employ him," says Nichola.



Nichola Lobban

But before that could

happen, dust at the firm sparked Zak's allergies and seizures, and ended what had been a promising relationship.

After Covid locked down both businesses and Zak's opportunities, Nichola returned to Stratford and a hardware store looking for staff.

So impressed was the manager that a few hours a week became 15 for Zak.

That was two years after Zak and his mother first approached Workbridge for help.

"This was one case when putting in all that time to build up skills and capacity paid off and led to a great work outcome."

## Trevor Spykerman

Trevor Spykerman is profoundly deaf and very patient. He knows that, as the cheese ad says, sometimes good things take time.

Made redundant after 14 years with the same employer, the well-qualified computer-aided manufacturing designer decided on a lifestyle change and moved to Hawke's Bay.

Despite great references he struggled to find work and turned to Workbridge employment consultant David Good for help.

"My first impression was that Trevor had incredibly marketable skills but employers would be reticent in employing him, on the health and safety issues that could involve."

So it proved as Trevor and David targeted a list of the top 10 regional firms that could benefit from the former's skills and experience.

It was two months later that David was contacted by Daniel Lincoln, general manager at Ramage Sheetmetals, who was impressed with Trevor's resume but had a few questions about how he might fit in.

"We discussed how accommodations could be made and Daniel agreed to interview Trevor," says David. "An interpreter was organised and the interview took place...a tour of the workshop was organised and an employment offer was made."

Ongoing support was put in place, including specialised training and ongoing interpreter services, and more than a year on Trevor is enjoying his role as Computer Numerical Control operator, helping to produce machined parts.

### "

*I would like to say a big thank you for your help in finding the job.* 

### **Eastern** Highlights of 2020/21

378

People with disabilities or health conditions enrolled.

**136** People placed into jobs.

**63%** People still in employment or 12 months or more.

**328** Active employers for the region



Trevor Spykerman

### Daniel Lincoln

Daniel Lincoln has discovered that a small step in someone else's shoes can lead to great strides.

For your business and yourself.

The general manager of Hawke's Bay's Ramage Sheetmetals had a problem: he needed someone to fill a specialised role of Computer Numerical Control operator, helping to produce machined parts.

When employment consultant David Good of Workbridge called him about a highly skilled but profoundly deaf candidate, Trevor Spykerman, like many other employers Daniel was interested but wary.

"David told us about Trevor, who had worked in the sheetmetal industry in Auckland and was having trouble finding employment in Hawke's Bay," he says.

"We had a meeting here and decided that hearing loss was not a significant hazard - we quite often can't hear what is going on anyway in such a loud environment."

Daniel took a chance. In return he's found an employee who is "very hard working with a very good work ethic".

In honour of that he's made his own strides to understand Trevor's world.

"Personally I went to a night class and learnt some basic sign language to help communicate with him more clearly.

### "

*Trevor is very hard-working with a very good work ethic.*  "We also make use of the Deaf Aotearoa sign language help, who come in for our monthly H&S meetings.

"We still have some communication issues", but they are both getting there.

Step by step.



David Good

### **Daniel Lewis**

If you are going to help disabled people and others with physical and mental health conditions into work, you've got to have some understanding of the issues they face.

More than 40% of Workbridge staff have intimate knowledge of that particular journey, and the organisation's chief executive Jonathan Mosen is himself blind and hearing impaired.

They walk the talk.

So when the Tertiary Education Commission was looking for ways to better support disabled students, it turned to Workbridge.

With the help of David Chapman and Oliver Whelan, who shared his experiences of working with students at Victoria University, the TEC is well on the way to fulfilling its goal.

And it too will be able to walk the talk after the appointment of project administrator Daniel Lewis, one of two "quality" candidates put forward by Workbridge.

Daniel is visually impaired and experiences depression, but he is now well into the role and "couldn't be happier".

"I recently started a new role within the Ōritetanga Learner Success team...I feel the work I am doing has an impact on the world," says Daniel.

"I am supported by a kind and passionate team who have the drive to see real change within the tertiary education sector in New Zealand."

That's a significant step for Daniel, and his goal for a job within government. But it's also a great stride for disabled people and their own employment journeys.

### "

I am supported by a kind and passionate team who have the desire to see real change... Greater Wellington Highlights of 2020/21

> **178** People with disabilities or health conditions enrolled.

**61** People placed into jobs.

### **41%** People still in employment or 12 months or more.



David Lewis

### Sara Williams at the TEC

Daniel Lewis is something of a first at the Tertiary Education Commission.

But if Sara Williams has her way, he certainly won't be the last.

The TEC funds tertiary education in New Zealand, spending something like \$3 billion annually to support universities, polytechnics, vocational training, apprenticeships and many other programmes.

But when it was boosting its work to support disabled learners and needed to hire someone with lived experience of what that actually means, the TEC turned to Workbridge.

And Workbridge put the Commission at ease, says Sara, a principal advisor who leads work programmes involving a number of equity groups in education.

She appreciated the "tailored support to identify what you need in a role, and then they have this big suite of candidates and they can really support you and the candidate through the process".

That process brought them Daniel, who the TEC hired as a project administrator.

Interestingly, given the number of work areas where TEC and Workbridge are engaging, Sara believes he is the first person the TEC has employed through Workbridge.

But she doubts he will be the last.

"Dan is exceptional, a winning hire," she said. "He had the kind of experience we wanted, the value system, but probably most importantly for us, he had the kind of character and attitude that would fit really well in our team and organisation." And she encourages other employers to take on disabled people and others facing various barriers to work.

"If you just go to the open job market very specific type of person, it is really tricky, and I felt Workbridge gave me the best chance of finding the person the team needed, rather than looking for a needle in a haystack.

"Then you get the added benefit of this other organisation who can support that person you've hired as needed, or offer you advice if you are struggling with anything."



Sara Williams has been impressed with the people and support offered by Workbridge.

### **Kurt Peterson**

Kurt loves Pokemon.

And he'll walk a great distance to track them down on his Pokemon GO app.

But the 32-year-old suffers from high anxiety, for which he has received support in the past from Hillmorton Hospital in Christchurch

Those struggles have stopped him finding paid employment.

To track that down he needed the help of Workbridge, and Employment Consultant Naomi Winslade.

She noticed that despite his anxiety and fear of working in groups, Kurt was a well-presented and meticulous man possibly well suited to the cleaning industry.



So she organised a trial for Kurt that led to a job, two hours a day, "which would allow him to get

Naomi Winslade

into a routine, gain some work fitness, but not be daunted or exhausted by trying to manage an 8-hour day initially".

Hardly daunted, that confidence has led to an additional seasonal role in the horticulture industry.

He has kept his cleaning role, and that "very supportive" employer was so impressed with his work and Workbridge's ongoing support that she supplied "a great reference for Kurt, and he is so proud to have it attached to his name and his CV," says Naomi.

So now it's the Pokemon characters struggling to keep up with Kurt.

### **Top of the South** Highlights of 2020/21

263 People with disabilities or health conditions enrolled.

171

People placed into jobs.

### **73** People still in employment or 12 months or more.

82 Still in employment for 9 months.

65%

of people enrolled who went on to employment

> 267 active employers

# Angela Brooking at OCS

When Angela Brooking urges employers to give disabled people and others a go, she says it from experience.

Plenty of experience.

The West Coast operations manager for OCS Greymouth, which provides general and specialised cleaning services for businesses, has six Workbridge jobseekers working for her.

She's happily hired many more in the past and will continue to do so in the future.

"I'm originally from the Hamilton OCS office," she says. "We had a good working relationship with Workbridge up there, and down here it's even closer.

"I pop in for a coffee and have a chin wag about different vacancies we've got."

So supportive is OCS of the Workbridge mission to put more disabled and other battlers into work that it has been named a finalist in the employer section of the upcoming Attitude Awards for the disability community.

Whatever happens on the night, Angela and her company are already winners. And she believes other businesses could be as well, if they considered the merits of greater workplace diversity and inclusion, and hired more disabled people, and those with health and other challenges.

### "

The commitment is there, the loyalty is there. I've found them to be the biggest asset... "If you look past the negative, these people have a lot to offer the workplace and are more appreciative of being given a chance," says Angela.

"The commitment is there, their loyalty is there. I've found them to be the biggest asset, rather than someone else just walking in off the street."



Angela Brooking and OCS have been nominated in the best-employer category of the Attitude Awards.

## Flemming

He didn't take a single sick day in 27 years and was a passionate and reliable worker.

But like close to 70 other colleagues, storeman Flemming found himself out of work when Deane Apparel closed its Christchurch manufacturing plant just before Christmas last year.

And also employers less than festive when he looked for a new job.

Many preferred to focus on Fleming's Dysphasia and Autism rather than his proven work record or the much-sought-after forklift licence.

They saw challenges and issues, so Flemming and his mother Lis asked Workbridge to help those employers see the opportunity.

Employment consultant Angela Lewes worked with Fleming to build his confidence, self-esteem and resume. This was the first time in close to 30 years he had had to look for another job, let alone attend a job interview.

Angela worked hard to "carve a role suitable for Flemming that supported his communication abilities and strengths in working in a factory environment".

She worked with employers on what that role might be, and the support that might be needed.

"After negotiation and a successful interview, Flemming was offered a role within a fantastic organisation, Kilmarnock Enterprises, which supports all of his needs," says Angela.

"Both Flemming and his Mum Lis have not stopped smiling since."

### Canterbury Highlights of 2020/21

# 292

People with disabilities or health conditions enrolled.

**114** People placed into jobs.

### **58%** Those still in work after 12 months.

**393** Active Employer Relationships across Canterbury



Building confidence was a key part in helping Flemming find a job

# EC success story

### Angela Lewes

Sometimes an irresistible force can meet an immovable object.

Flemming lives with Dysphasia and Autism. He has issues with communicating, but after 27 years as a storeman for a clothing manufacturer ended with its Christchurch plant closure, he was pretty clear that he'd loved the job and didn't want to do anything else.

Prospective employers were just as clear that they wouldn't hire him because of his challenging disabilities.

But when employment consultant Angela Lewes found one business that suited Flemming perfectly, she simply refused to take 'no' for an answer.



Angela Lewes was dogged in her pursuit of a job for

Angela pushed Flemming's case with the employer.

When that employer said they would not be suitable for the role, she pushed even harder.

The business held firm but then finally relented. They agreed to meet Flemming.

That was all it took. That was all she wrote.

The meeting was a huge success, Flemming was a hit and the firm offered him a job.

"Angela had such a dedication to supporting Flemming," said Canterbury Regional Services Manager Lauren Tapp.

"Sometimes it feels like swimming against the current, but in this case Angela hung in there to get that outcome for Flemming."

Irresistible force? Immovable object? Meet Angela.

### "

Sometimes it feels like swimming against the current, but in this case Angela hung in there to get that outcome for Flemming.

### "

## **Dillon Maydon**

Two hundred words probably won't do justice to Dillon Maydon.

He was diagnosed with Fridreich's Ataxia in 2013, a degenerative illness that has put him in a wheelchair and is steadily undermining his nervous system and speech.

There are just 40 cases in New Zealand. But there is just one Dillon Maydon.

When he's not winning bodybuilding competitions and national gold medals in wheelchair rugby, and working towards that goal at the global level, he's taking on leadership roles within the sport, delivering motivational speeches for others with disabilities, and working in this country and across the Tasman to participate in medical research and drug trials to better understand his genetic disorder and hopefully help others.

Dillon has kept those wheels spinning forward, but when it's come to finding a job he's needed a little push, and the inspiration of others.

Building on his studies in business management, marketing and IT, Workbridge employment consultant Leisa Pierson spent nine months with Dillon, building his resume, improving his work-ready skills, and playing her own aggressive wheelchair rugby in a job market wary of disabled people.

Others might have been discouraged as the months ticked by. Not Dillon.

"He has stayed the course with me, and despite it being nearly nine months into service, we are jumping for joy," said Leisa.

There were plenty of 'nos', but finally a 'yes', and Dillon started in August as the Marketing and Administrator Coordinator for Southcoast Scaffolding.

Proving that even winners sometimes need an extra push from others.

# Southern

Highlights of 2020/21

## 348

People with disabilities or health conditions enrolled.

**201** People placed into work.

### **64%** Those still in work after 12 months.



Dillon and one of his many sporting trophies.

### **Countdown Supermarkets**

Craig Unsworth is channelling a little of Sir John Kirwan.

The latter, a legendary All Black and mental health advocate, says people facing such challenges need a plan, and when things start to unravel, you can always go back to the plan.

Craig agrees. He's seen the value of that in his extensive dealings with Workbridge.

The group manager for Countdown's supermarkets between Oamaru and Invercargill has been in the business for about 30 years, and first hired staff through the organisation as a store manager in Whangarei 15 years ago.

So impressed has he been with the staff he's taken on and the support of Workbridge that in the past year he asked employment consultants to give a presentation to his store managers in Dunedin.

"We kind of built that relationship from there, which is really good because the support Workbridge give is amazing," says Craig.

In the face of a chronic skills and labour shortage "we now have a butchery apprentice who has come through Workbridge in Dunedin South, a couple of night-fillers, and I think Mosgiel and Oamaru have used Workbridge as well".

Nine times out 10, those employees have been "fantastic".

### "

We kind of built that relationship from there, which is really good because the support Workbridge give is amazing. "There is always going to be the odd one who has some challenges", he says, but that's when the business and Workbridge go back to the plan and the ongoing support.

"Most of the time you are going to work through that.

"The support piece is probably the biggest thing, and most beneficial for us."

That works well for the business, for Workbridge and, most importantly, the jobseeker.

Sounds like a plan.



Craig Unsworth has hired a number of Workbridge job seekers.



## Ngā Tauākī Pūtea Financial Statements

The Statement of Accounting Policies and Notes to the Accounts form part of, and should be read in conjunction with, these Statements of Account.

### Statement of Comprehensive Revenue and Expenditure

For the Year Ended 30 June 2021

	2021	2020
Revenue from Exchange Transactions		
Placement Contract Management Fee	9,967,276	9,527,742
Support Funds Contract Management Fee	500,000	500,000
Regional Contract Income	760	19,468
Other Income	698,148	809,774
Total Revenue from Transactions	11,166,184	10,856,984
Total Revenue	11,166,184	10,856,984
Expenditure		
People	8,226,102	8,726,771
Communication	211,391	208,192
Information Management	1,253,856	935,902
Customer Service	17,299	45,148
Distribution	573,188	465,677
Asset/Lease Management	1,121,461	1,480,540
Corporate	315,125	332,426
Total Expenditure	11,718,422	12,194,656
Financing Activities		
Interest Income	9,223	23,191
Income from Investment Funds	43,105	55,571
Net Surplus/(Deficit) from Finance Activities	52,328	78,762
Operating Surplus/(Deficit)	(499,910)	(1,258,909)
Non-Operating Activities		
Gain/(Loss) on value of Investment Fund	147,342	6,575
Gain/(Loss) on sale of assets	0	0
Total Non-Operating Activities	147,342	6,575
Total Comprehensive Revenue and Expenditure	(352,568)	(1,252,335)

### **Statement of Changes in Net Assets**

For the Year Ended 30 June 2021

	2021	2020
Equity at 1 July 2020	4,325,402	5,577,737
Surplus/(Deficit) for the year	(352,568)	(1,252,335)
Equity at 30 June 2021	3,972,834	4,325,402

### **Statement of Financial Position**

For the Year Ended 30 June 2021

	2021	2020
Current Assets		
Cash and Cash Equivalents	470,273	1,703,691
Other Financial Assets	2,509,111	2,318,664
Receivables	785,686	3,653,600
Prepayments	196,334	168,719
Total Current Assets	3,961,404	7,844,674
Non Current Assets		
Investments	54,809	179,809
Property, Plant and Equipment	414,594	196,652
Intangible Assets	609,847	735,417
Total Non Current Assets	1,079,250	1,111,878
Total Assets	5,040,654	8,956,552
Current Liabilities		
Payables	424,671	3,569,735
GST	155,408	409,994
Employee Entitlements	487,741	638,112
Total Current Liabilities	1,067,820	4,617,841
Non Current Liabilities		
Employee Entitlements	0	13,309
Total Liabilities	1,067,820	4,631,150
NET ASSETS	3,972,834	4,325,402
Represented by:		
Equity	3,972,834	4,325,402

For and on Behalf of the Board



**Pamela MacNeill** Date: 30 September 2021

**Derek Gill** Date: 30 September 2021

### **Statement of Cash Flows**

For the Year Ended 30 June 2021

	2021	2020
Cash Flows from Operating Activities		
Cash was provided from:		
Revenue from Exchange Transactions		
Placement Contract Management Fee	9,529,429	9,842,067
Support Funds Contract Management Fee	500,000	500,000
Regional Contract Income	760	19,467
Other Income	698,148	809,774
Interest Income	9,223	23,191
Total Revenue from Transactions	10,737,560	11,194,499
Total Operating Revenue	10,737,560	11,194,499
Cash was disbursed to:		
Payments to suppliers	2,591,875	1,856,176
GST	795,509	1,254,389
Payments to employees	8,226,102	8,726,771
Total Operating Disbursements	11,613,486	11,837,336
Net Cash Flows From (To) Operating Activities	(875,926)	(642,837)
Cash Flows from Investing Activities		
Cash was provided from:		
Sale of fixed assets	12,882	0
Redemption of Fund Investment	0	100,000
Cash was applied to:		
Purchase of Fixed and Intangible Assets	370,374	691,359
Net Cash Flows From (To) Investing Activities	(357,492)	(591,359)
Net Decrease in Cash Held	(1,233,418)	(1,234,196)
Opening Cash Brought Forward	1,703,691	2,937,887
Ending Cash Carried Forward	470,273	1,703,691

### **Reconciliation of Operating Cash Flows**

For the Year Ended 30 June 2021

	2021	2019
Net Surplus (Deficit) for the Year	(352,568)	(1,252,335)
Non-Cash Items		
Depreciation	278,002	257,111
Income from Investment Fund reinvested	(43,105)	(55,571)
Unrealised (Gain)/Loss in value of Investment Fund	(147,342)	(6,575)
Gain On Sale of assets	(12,882)	0
Total Non-Cash Items	(277,895)	194,965
Net Change in Working Capital		
Debtors	2,867,914	(2,860,381)
GST	(254,586)	224,350
Prepayments	(27,615)	3,299
Creditors and provisions	(3,193,399)	3,088,307
Payroll accruals	9,655	(41,042)
Movement in Working Capital	(598,031)	414,533
Net Cash Flows From (To) Operating Activities	(875,926)	(642,837)

#### **Notes to the Financial Statements**

#### **1** Reporting Entity

The information set out in these Summary Financial Statements has been prepared in compliance with PBE FRS 43: Summary Financial Statements, and extracted from the Annual audited Financial Statements of Workbridge Inc. for the year ended 30 June 2021 which were authorised for issue by the Board of Trustees on 30 September 2021. The Annual Financial Statements for the year ended 30 June 2021 have been prepared in accordance with Tier 2 Public Benefit Entity (PBE) Financial Reporting Standards as issued by the New Zealand Reporting Board (XRB) which comply with New Zealand Equivalents to International Public Sector Accounting Standards Reduced Disclosure Regime (NZ IPSAS with RDR) and other applicable Financial Reporting Standards as appropriate to Public Benefit Entities and are presented in New Zealand Dollars and rounded to the nearest Dollar.

#### 2 Summary financial statements

These summary financial statements do not include all the disclosures included in the full financial statements and therefore the summary financial statements do not provide a full understanding as provided by the full financial statements. Such understanding can only be obtained by reference to the full Annual Financial Statements. The full financial statements are available upon request of trustees, and also on the Charities Register.

#### **3** Operating lease commitments

Workbridge Incorporated leases office premises on a variety of terms from 1 month to 5 years. The operating lease expense incurred can be summarised as follows:

	2021	2020
Premises	720,069	746,596
Motor Vehicles	94,791	152,038
Computers	0	115,453
	814,860	1,014,087

	Premises	<b>Motor Vehicles</b>	Total 2021	Total 2022
Year 1	284,827	31,025	315,852	570,967
Year 2	200,108	0	200,108	300,041
Year 3	196,189	0	196,189	176,539
Year 4	44,634	0	44,634	180,513
Year 5	0	0	0	154,170
	725,758	31,025	756,783	1,382,230

#### **4** Contingent Liabilities

Contingent liabilities comprise bank guarantees in respect of offices leases for the Lower Hutt office (\$54,809 to DGM Business Group Ltd). This value has decreased from previous year due to Auckland office lease (\$125,000 to Goodman Nominees (NZ) Ltd) was terminated.

#### **5 Related Parties**

The entity has a related party relationship with its key management personnel. Key management personnel include the Board of Management and Senior Management.

	2021	2020
Board Fees	105,254	103,893
Senior Management Salaries and short-term employee benefits	840,500	1,213,878
Termination Benefits	8,433	170,276
Total Remuneration	954,187	1,488,047
Number of key management personnel	5	10
Number of Board members	9	8

#### 6 COVID-19

The Board of Management are aware of the current Covid-19 emergency and the New Zealand Government's decision that all non-essential businesses are to close effective 17 August 2021. This matter is being addressed with business continuity planning and the Board have considered that this is a "non-adjusting" subsequent event and there is no impact on the 2021 financial year.

The financial performance of the Society during the twelve months to 30 June 2021 together with the current financial position of the Society indicate that profitability and cash flows along with cash reserves are adequate to meet the investing and financing cash flow requirements of the Society. For this reason, the Board continue to adopt the going concern assumption in preparing the financial statements for the year ended 30 June 2021.



#### Report of The Independent Auditor on The Summary Financial Statements

#### To the Board of Management of Workbridge Incorporated

#### Opinion

Crowe New Zealand Audit Partnership Member Crowe International Level 29, 188 Quay Street Auckland 1010 New Zealand

PO Box 158, Shortland Street Auckland 1140 New Zealand Tel +64 9 303 4586 Fax +64 9 309 1198 www.crowe.nz

The summary financial statements, which comprise the summary statement of financial position as at 30 June 2021, the summary statement of comprehensive revenue and expenditure, summary statement of changes in net assets and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial statements of Workbridge Incorporated (the "Society") for the year ended 30 June 2021.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements, in accordance with PBE FRS-43: *Summary Financial Statements* issued by the New Zealand Accounting Standards Board.

#### **Summary Financial Statements**

The summary financial statements do not contain all the disclosures required by Public Benefit Entity Accounting Standards. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

#### **Other Information**

The Board of Management is responsible for the other information. The other information comprises the information included in the pages 1 to 9. Our opinion on the summary financial statements does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon. We have read the other information and, in doing so, considered whether the other information is materially inconsistent with the summary financial statements, or our knowledge obtained in the audit of the summary financial statements or otherwise appears to be materially misstated. We have nothing to report in this regard.

#### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated 27 October 2021. That report also includes an Emphasis of Matter paragraph that draws attention to Note 6 of the summary financial statements, which describes the effects of the COVID-19 emergency and the New Zealand Government's decision that all nonessential businesses are to close effective 17 August 2021.

#### Board of Management's Responsibility for the Summary Financial Statements

The Board of Management is responsible on behalf of the Society for the preparation of the summary financial statements in accordance with PBE FRS-43: *Summary Financial Statements*.

#### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), *Engagements to Report on Summary Financial Statements*.

Our firm carried out an assignment for the Society in the area of accountancy services. The firm has no other interests in the Society.

#### **Restriction on Use**

This report is made solely to the Board of Management of the Society, as a body. Our audit has been undertaken so that we might state to the Board of Management of the Society those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Society and the Board of Management of the Society as a body, for our audit work, for this report, or for the opinions we have formed.

inone

Crowe New Zealand Audit Partnership CHARTERED ACCOUNTANTS Dated at Auckland this 27th day of October 2021

Crowe New Zealand Audit Partnership is a member of Crowe International, a Swiss verein. Each member of Crowe is a separate and independent legal entity.

