

TAURANGA & WBOP

GREY POWER

50+ MAGAZINE

www.greypowertauranga.org.nz

QUARTER THREE 2018



TAURANGA & WBOP
GREY POWER

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We would like to hear your opinions or concerns on subject matter for printing in our magazine. Letters must include the writers name, home address and phone number. Letters should not exceed 120 words inclusive. We may not always print all letters we receive. Letters may be edited for clarity and length.

Mail these to: The Editor, Tauranga & WBOP Grey Power, PO Box 841, Tauranga 3140

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Presidents Word



Although it is officially spring I am thinking it's still just a tad too cold and wet!

Worldwide it has been an eventful quarter with some quite awful natural disasters and even a few small ones here, luckily not in the beautiful Bay of Plenty.

The country survived very well with Winston Perters as Prime Minister, the Reserve Bank Govenor upset things a little by saying he would be leaving the cash rate unchanged for some time and it's been cold enough to have used our power subsidy!

Our new 'Newsletter' was sent out to all members at the end of July and it seems to have been well received. It was aimed at keeping in touch with members a little more and I hope you will enjoy future editions.

I have made a start on the background and start of Grey Power which you will find on page 4. It turned out to be an interesting but time consuming piece of research. As I mentioned in the newsletter, there are gaps in our records at the office but I located some missing files at the Public Library and have studied them. As there are still a lot of gaps I have written more about the political scene around that time.

Our coffee mornings continue to be well attended in Tauranga but I'm wondering if it is time to find a bigger, quieter venue? I have included a little questionnaire with the reminder notice on page 3.

Our landline phone died an untimely death last week which made me think that the time has come for us to update some of our other office equipment - printer, computer and office chair. We will need to look into securing some funding for this exercise which is not easy as we are not technically a 'charity'. Any ideas or helpful suggestions will be most welcome.

A reminder that the bi-annual Garden & Art Festival is being held this year and the HQs are going to be at the village. There have been months of refurbishment of the buildings and soon the grounds so the whole place will look very pretty and colourful! Parking is to be at the Racecourse with continuous shuttle buses between there and the village. The office will be open so do pop in to say hello.

As always our thoughts go out to anyone who has suffered loss or illness.

Take care and stay safe.

Jennifer Custins (President)



125 Year Celebration of Suffrage

New Zealand Woman won the right to vote in September 1893.



Accolades to the people like Kate Sheppard and her band of woman lobbyist/suffragettes who rallied on with such determination. 1891 more than 9000 signatures were gathered, in 1892 almost 20,000 and finally in 1893 nearly 32,000 were obtained. So, on the 19th September, Lord Glasgow signed the Bill into law.

So why are Kiwis so apathetic and hesitant to stand up for their right against the oppression happening in this country now, when we have such history like this, real stalwarts with stamina!

This is what Grey Power must learn from and never forget.

COVER PICTURE: Darrell Crawford is an active member who thoughtfully put together this contraption, (washing machine rollers) so the magazines could be folded flat to save the work load of the volunteers. Works a treat!

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GREY POWER COFFEE MORNINGS

Everyone is welcome to come along for discussion or a chat and we have regular speakers.



TAURANGA COFFEE MORNINGS

First Thursday of every month at 10.15am
Venue: The Raft Café, Chapel St, near Briscoes, Tauranga
Dates: 4th October, 1st November, 6th December

KATIKATI COFFEE MORNINGS

Bi-monthly second Thursday at 10am
Venue: Katikati Community Centre - Beach Road, just past the schools.
Dates: 11th October, 6th December

Any enquiries for coffee mornings:
Phone the office 571 2558 or Dan & Maureen 021 744 208 or Jenny 573 7081 for Tauranga. Phone Baden and Lyn on 549 5423 for Katikati.

ALL WELCOME
Wear name badge if you have one.



QUESTIONNAIRE REGARDING OUR 'COFFEE MORNINGS'.

Should we change our venue for Tauranga?
☐ YES ☐ NO

Would you like a bigger room?
☐ YES ☐ NO

Does café coffee and cake matter?
☐ YES ☐ NO

Would you like a speaker for each meeting?
☐ YES ☐ NO

Would you like a quieter venue?
☐ YES ☐ NO

Please call or email your preferences.

History of Grey Power Tauranga

By Jennifer Custins



Documents sited at the Tauranga Public Library show that Grey Power in Tauranga, started in 1985 as the Tauranga Superannuitants Vigilant Association!

Meetings were held in private homes but minutes from July 29 that year show that the Association also acted as convenors for meetings held in Taupo and Matamata suggesting that they formed groups similar to Tauranga. The 25% surcharge on people's savings over and above the pension was the main topic at the meetings and the committee and members were passionate about bringing it to an end.

At the first Regional Conference (7 October 1985) which was held at the then Chairman's home, they were fortunate to have Ray Cody and Bob Hubbard from the National Body as speakers. These two men and others had formed the NZ Superannuitants Association in Auckland. They spoke of the resentment against the government and that it discriminated against the most vulnerable of the community. One member was quoted as saying that there was now no incentive for younger generations to save and could result "in a sick attitude for future New Zealanders" and "The country could be run by conglomerates". As now, much of the discussion at meetings was also to do with lobbying the government to reduce the cost of doctor and prescription fees and have improved disability allowances.

The National Federation that we have today was incorporated on the 21st March 1986 as the NZ National Superannuitants Association Inc. This name was later changed to Grey Power. The national membership was approximately 12,000 and by October had already grown to nearly 15,000.

In 1987 pressure groups such as Age Concern and Grey Power held public meetings around the country, appeared on TV and initiated letter writing campaigns

to MP's and to newspapers. In the Auckland Town Hall for example George Drain, President of the Auckland Superannuitants Association, denounced Jim Bolger as dishonest and untrustworthy in front of an audience of 2700 people.

(1) Ref: Changing Times by Jenny Carolyn & Diana Morrow 2013

The political atmosphere around this time was very fragmented, where a lot of people's lives had by then changed for ever by the advent of 'Rogernomics'. There had been a push by the Government to impose a surcharge on any income over the threshold of National Super. Retired people were outraged that they had been encouraged to save for their retirement and then they were going to be taxed on that money!



It is interesting when I look at the documents from 30 years ago that there were predictions then of the huge growth in population in Tauranga and most particularly those of retirement age. Successive councils obviously did not take heed then and grow the infrastructure that is so desperately needed and now!! Always seems to be in a stage of 'catch up'.

Technical facts and figures:

In December 1975 Robert Muldoon introduced Universal Super at 80% of the average wage which retirees would receive at age 60 years.

In 1985 George Gair asked David Lange about a letter from the Tauranga Superannuitants Vigilant Association and his reply was that "changes would be made to make the scheme (Nat Super) more equitable for married couples." Times were hard as interest rates were between 14.09% and 17.3%! Mr Peters is quoted as saying to Anne Hercus, "how could you let people eat pet food and recycle tea bags in a concentration camp scenario?" (2) He was not a person to mince words but it shows the growing feeling of discontent at this time.

(2) Ref: Parliamentary Speakers 22 Feb 1985

continued on Page 6



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It was when David Lange lead the Labour Government that Roger Douglas was made Minister of Finance and a huge free market reform and deregulation of the financial market took place. This is now documented as 'Rogernomics' and everyone was affected by the Global Share market Crash in 1987.

Taken from: Stuff.co.nz

'People were rich overnight but, then again, they weren't. Inflation was at nearly 20 per cent in 1987 and mortgage interest rates passed 20 per cent by the middle of the year. Unemployment was not high nationally, but it seemed that in smaller towns like Tuatapere it was at around 80 per cent, Patterson says.

The government was pouring money "straight down the drain" by subsidising State Coal Mines, Douglas said in an interview published in the Waikato Times on the most inauspicious of days - April 1, 1987. He claimed that every State Coal Mines employee cost the country \$122,000 a year. The 1987 stock market crash came just six months after the first wave of public service redundancies and many people lost all their redundancy money and superannuation.

Ref: Towns of Weeping Women: Rogernomics 30 years Later by Philip Matthews 1 April 2017

1988 GST was introduced at 10% to offset the lowering of tax rates and this was when the surtax on superannuation was introduced. In 1992 the age of entitlement rose from 60 to 61 years and then up to 65 between 1993 - 2001. 1993 Labour, National and Alliance signed a multiparty accord to lower the age of eligibility from 65 - 72% of the average wage.

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Funeral Director and Embalmer

The NZ Superannuation Fund commenced in October 2003 with \$2.4 billion cash and the assets had grown to 9.5 billion by 2006.

As part of the Coalition agreement of the National-New Zealand First Government the much-hated surcharge was abolished from 1 April 1998. Grey Power hugely contributed to this with petitions and street marches, so guarding the pension is still the number one lobby issue!

PS: Anyone who has any information or stories from the early days, we would love to hear from you. Contact the office on 571 2558.

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Kiwi's urged to prepare for Old Age



71% of New Zealanders in rest homes have no advance care plan, and 25% no Enduring Power of Attorney.

Elderly people who are assessed to receive care at home are even less prepared. Only 4% have an advance care plan, and 60% an Enduring Power of Attorney.

"I urge people, especially as they approach old age, to prepare for the eventuality that someone else may need to make decisions for them. Giving someone, an Enduring Power of Attorney means appointing someone to act on your behalf when you become unable to make or communicate decisions", said Stephanie Clare, Chief Executive of Age Concern.

Only a very small number have Advance Care Plans, which are used to describe the healthcare and treatments a person wants to receive, or avoid, in case they can no longer tell family and medical professionals what they want. This includes funeral arrangements and whatever else matters to a person.

"Last year, more than 10% of the population over 65 years were assessed for home and rest home care in over 100,000 assessments, and this data gave us some unique insights into our older population", said Catherine Cooney, Chair of the interRAI New Zealand Governance Board which is responsible for the assessment tools used at district health boards and in aged residential care.

The numbers are about the same for people with moderate to significant cognitive performance issues, particularly due to advancing dementia. For many of those people it is too late to be in control of their situation and to plan for their future.

"See your local Age Concern office, or visit the Age Concern website at www.ageconcern.org.nz for resources to get you started on preparing for the future, including Enduring Power of Attorney", suggested Stephanie Clare.

We also have a similar document called "My Future Care Plan" which is put out by the BOP DHB. Ask for a copy at our office.

Or your own Lawyer!

Source: www.interrai.co.nz

Tauranga Precision Dental

The new owners of Tauranga Precision Dental are bringing all their expertise in denture care to the Tauranga public. Husband and wife team Michael and Angela van Vliet bought Tauranga Precision Dental in January 2018 and are excited to share their knowledge and experience. With more than 25 years' experience as a dental technician, Michael has extensive knowledge in all aspects of denture care.

Michael is able to see patients in the clinic or he can do home visits.

Call 0800 402 402 for an appointment at the Otumoetai clinic, 281 Otumoetai Road. We share our premises with Nigel Shilton Dental Laboratory, so please ask for Michael or Angela.

Editorial supplied by Tauranga Precision Dental



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Caring for people with Fractured Hips

By Wendy Carey, Service Improvement Team, BOPDHB

A fractured hip is one of the most serious injuries sustained by older people, but it is also unfortunately common. It is estimated that by 2020 there will be over 5000 hip fractures a year in New Zealand alone ⁽¹⁾.

Patients who present with a hip fracture are often of an advanced age, and frequently have other health needs. The care required can be complex, often involving input from multiple different health care professionals.

We know that providing a carefully co-ordinated and comprehensive package of care can help us achieve the best outcome for our patients.

Some of the elements of this package include; timely assessment, effective pain relief, input from an ortho-geriatrician or medical specialist, early access to surgical treatment when indicated, effective rehabilitation and transition from hospital, and assessment and treatment to prevent future falls and fractures ⁽²⁾.

At Bay of Plenty DHB a large team of multi-disciplinary professionals have been working hard to develop this sort of package of care, which has culminated in a new care pathway for patients with a hip fracture.

We have been testing and refining elements of this pathway since January 2018 and have already seen dramatic improvements in the early assessment of patients, communication between health care professionals, and rapid access to surgical treatment when indicated. We have also improved the pathway for assessment and treatment of co-existing medical problems, to ensure patients are able to receive the surgical treatment they require without delay.

Since testing began we have seen a significant decrease in the amount of time patients spend waiting for an operation, with almost all patients who require an operation for their hip fracture receiving this within 48hrs of presenting to the hospital (with a median length of time of just over 20 hours).

This timely treatment allows patients to begin their rehabilitation as soon as possible and prevents the deconditioning that results from being unable to get out of bed and walk.

Staff at BOP/DHB are proud of this new pathway. We are working together effectively and efficiently to provide the sort of excellent care that we would want for ourselves and our family members. The sort of care that our patients deserve.

References

⁽¹⁾ Brown Petal. The burden of osteoporosis in New Zealand: 2007-2020. Osteoporosis New Zealand, 2007.

⁽²⁾ ANZHFR Annual Report 2017.



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Gardening Corner

Christina Humphreys writes your gardening articles and a volunteer for Grey Power has a large country garden to care for and is very passionate about Gardening.



WINTER WONDERLAND OR JUST GLOOM!

Still pretty gloomy out there and we have had a lot of rain, but the odd sunny day is lovely, so we need to get out there and get the last cleaning up jobs done in the garden.

Still dead heading and pruning the die back. Spring is almost here and daffodils were out in time for Daffodil Day. Yay!

A few nice perennials and annuals arriving in the nursery, pansies are out so are the candelabra primulas. Colour is arriving, time to sprinkle the potash around to encourage flowering. Few other nice things arriving like topiary lavender.

Guess I am looking at things like this, because I have my garden in the 'Garden & Art Festival' 15 - 18 November, so I have to pull out a few stops to get the garden up to scratch! The head quarters for the event is at the Historic Village so come down and enjoy! Grey Power may get a few new members from the activities outside the office. There are over 70 gardens entered, it is a great event.

Time to plant fruit trees is now, there are lots to choose from in the nurseries so don't wait. A great and

popular plum tree is Lucia. Very hardy, grows easily and has large juicy plums; is a heavy cropper. These are excellent to bottle for puddings or breakfasts. Pick the last of your citrus, oranges and lemons. I have been living on lemon and honey juice lately, because of a chest infection, real comfort drink, maybe add a tot of brandy or whisky to spice it up!

The winter vegetables have been great this winter, broad beans just starting to flower. Think about planting strawberries now. There are still a few plants in the shops. Plus, my favourite subject, lots of mulch to prepare the garden. Get ready to plant that summer vegetable garden. Should be looking to have it all planted by Labour weekend.



Enjoy your garden growing, it helps blow those winter blues away when you can see the spring growth and colours arriving.



Aging for Beginners

Dr Doug Wilson – New Zealand Edition 2018

This is a practical handbook for those preparing for retirement and looking to be well prepared for the inevitable impact of the ageing process. Its focus is largely on understanding the health challenges and how we can best prepare to minimise their impact on our quality of life in retirement. Let's face it we are living much longer in retirement now, so let's ensure we remain as fit and active as possible.



Doug speaks from wide experience and expertise. Retiring to Taupo after a successful career in medicine and as Head of Medicine and Regulatory Affairs for the pharmaceutical company Boehringer Ingelheim, Doug starting writing children's stories in his 70's. He has now completed 10 books featuring the boy adventurer, Tom Hassler, while he continued to consultant to biotech companies. Now having turned 80, Doug has reduced his international travelling but continues to keep his mind and body active.

Aging for Beginners advocates taking responsibility for our own destiny through planning and being proactive. "Life's a card game, where you don't chose the cards, but you can influence how they play out." The bad news is that we are on a downhill slope with our health, but by taking active and informed steps we can make a positive difference.

At a time when the modern "snake-oil" merchants are advocating all sorts of obscure anti-aging products, Doug provides a well-researched distillation of the latest evidence to highlight what interventions and treatments have a positive impact on the ageing process.

The comprehensive section on "Health & Aging - what exactly do you face?", is followed by a practical section on "Lifestyle intervention - what you can do to help yourself." This is the crunch section - how much of this will we apply in our lives to live better? Doug concludes: "The one activity which is not drugs, that overpowers everything else in its benefits, is exercise. Whether one likes it or not, the more someone exercises – the better." He also includes information on maintaining brain health with recommendations that will keep our brains active in a variety of engaging and fun ways.

Useful guidance on good nutrition also provides some encouragement to those who struggled with low fat diets and low salt intake. Both were widely advocated but have been found to be of little value in more recent research.

Social and financial challenges are dealt with, as are some of the really tough stuff such as dying, loss of a partner, and running out of money.

This is a book for those motivated to take steps to optimise their retirement years. To assist goal setting there is an excellent plan to work through at the end of the book. Remember the old saying "If you fail to plan, you plan to fail." Retirement is too valuable to leave to chance.



Reviewed by David Marshall

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We are seeing another wave of service providers closing. Two New Zealand owned service providers (Kiwi Bank and NZ Post), are closing many of their branches and we need to persevere with learning how to access the internet to enable us to continue functioning.

Although I am very sympathetic to people who are finding it difficult to use the internet there needs to be an awareness that 'doing things online' is the way of the future. And that future may be as close as 5 - 6 years when cheque books are phased out and the use of cash is discouraged.

I was at a meeting today where older citizens were talking about trust - trust in the system, trust in people. Using the internet has a lot to do with trust. I urge you to be bold and give it a go. We are living in an era similar to the time when transport by horse and buggy was phased out and cars and trains took over.

For some people there will be restraints due to health, affordability of the hardware and the monthly fees to be connected will be too big a stretch for others. Also, there is quite a strong element of fear and lack of trust. More needs to be done to educate people as to how to use technology but stay safe. But remind yourself that no one trusted cars but now hundreds of thousands of us rush around the roads in cars - they are theoretically no safer, but we have become used to them and behave in a way that will mitigate the risk of something going wrong!

With all such major changes there will be a time of tolerance and help. Nothing happens overnight but it will happen!

Please keep in contact with us at the office and we will give all the help we can.

Jennifer Custins

Measuring Deprivation Among Older People

"What is the best way to measure deprivation among people aged 65 and over?" was the topic for discussion at a recent hui held at the Manawa Ora Centre in Tauranga, led by Associate Professor Daniel Exeter, together with Michael Browne and Arier Lee from the University of Auckland. They are developing a deprivation index for people aged 65 and over with funding from the Royal Society of New Zealand's Marsden Fund.

This research follows the development of the Index of Multiple Deprivation (IMD) which is a set of tools for identifying concentrations of deprivation among New Zealanders of all ages by ranking neighborhoods from the least to the most deprived using 28 indicators organised into 7 domains. The 65 and over age group represents almost 15% of the population and they often face different issues to the general population. So it was decided that a special index of deprivation was needed to assess the socio-economic circumstances of older New Zealanders, especially those who are finding it tough.

At the hui, the participants were asked to comment on different ways of measuring deprivation for the population aged 65 and over. Topics included social connectedness, health status and accommodation costs, as well questions regarding whether people work in their retirement years because they needed the extra money. Unlike previous research that surveys a sample of respondents aged 65+, this research is using 'big data' available from government agencies to measure deprivation using a 'whole of population' approach. The research by the team at the University is still underway, so we cannot report any of the findings at this stage, but we look forward to sharing the results widely in the coming year or so.

Published by kind permission of Professor Daniel Exeter and the research team. (Kathy Dawson)



Hi there,

Spring is finally upon us and as many of us think it's the best time to list if we're contemplating a move. We thought we'd put together a few handy hints for our members.

- 1. DECLUTTER** Not easy if we have accumulated lots of stuff over the years but important for buyers to be able to picture their furniture and knick-knacks in their next home.
- 2. REPAIR** Make any minor aesthetic repairs before inspections. This could include things like paint chips on internal walls, light bulbs, ripped or tired curtains etc.
- 3. GROUNDS** First impressions are important so it's worth taking an objective look at your lawns, gardens, shrubs etc. from a visitor's viewpoint. If necessary employ a gardening contractor for a spruce up.

We can advise you on the above tips and recommend reliable, affordable tradespeople we have used ourselves to help you. It may be that we can even help you ourselves, we have done this on several occasions.

Don't forget our Auction Marketing Programme is completely FREE. You don't reach in your pocket for a single cent (unless you wish to upgrade). Our offer to you, valued at over \$2,500, includes FREE a LIM Report, Photography, Signboard, the Top Four Real Estate Websites, Two Publications, Auction Services, plus much more.

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Michelle & Tony Hutchby

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Michelle and Tony sponsor a child every month!

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POLITICAL FORUM

Todd Muller
MP for Bay of Plenty



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We have been blessed with sun, sand and snapper that make for an enjoyable walk along the beach and maybe even a little fishing. It's also a great community to raise a young family in, as my wife and I have seen bringing up our own three children. The two are complementary as I know many of you will cherish special moments with grandchildren.

For me, it's important to make sure our elderly are treated well in their twilight years. I have nothing but respect and admiration for the contribution older people have made to New Zealand. You have worked hard, paid taxes, and raised families. You deserve to enjoy retirement feeling safe, secure and a sense of dignity.

While some are blessed with robust health for longer and have no intention of slowing down, others have to contend with a range of health issues or feel the ache of tired muscles. It should be a time to enjoy peace of mind and security rather than having to worry.

The number one objective of Grey Power is to advance, support and protect the welfare and wellbeing of older people. I want the readers of this publication to know that I wholeheartedly support this mission.

As the MP for Bay of Plenty I am keeping a watchful eye on the services that cater to our aging population. I often wonder whether our rest home and retirement industry will be able to cope. We need to ensure we have the right systems in place, appropriate staffing levels and training to help with complex needs.

The New Zealand National Party has a strong record when it comes to supporting our senior citizens. The number of registered nurses working in aged care rose by 22 percent between 2011 and 2016, outpacing the increase in the general registered nursing workforce. Under National, the couple rate for NZ Super increased to \$31,216 in 2017 from \$24,062 in 2008, with further rises intended under National's Family Incomes Package.

We also committed to meaningful and effective action against elder abuse and social isolation, beefed up the SuperGold transport concession, and hip, knee and other elective operations reached a record 178,000.

It's a good story to tell, but it is far from finished. I look forward to playing a role in a future National Government that continues this good work and focuses on the things that matter most.

Todd Muller

Ageism is it a problem?

It's an age-old problem. Once they hit the age of 50 to 55 many workers find they're discriminated against. Yet few Kiwi workers have enough money saved to leave the workforce.

Whilst the country needs you, and many larger organisations have good human resources policies, it's no good if you can't get a foot in the door.

Retirement Commissioner Diane Maxwell receives emails every week from people in their 50s and 60s who have lost their jobs and can't land another one.

The Commission for Financial Capability, which Maxwell leads, received more than 5,000 comments from people last year from a digital survey as part of the 2016 Review of Retirement Income Policies. Many said they had sent out CV after CV and couldn't even get an interview.

One correspondent sticks in Maxwell's mind.

"She said to me: 'I can't get a job. I am using up all my savings. I can't even get an interview. I am renting, I can't buy, and I hope I don't live much longer,'" says Maxwell.

Another commented that people in his position were a disenfranchised category in the economy because they couldn't get a job. "This means a gap of some 8-10 years of floating between employment and pensionable age," he wrote.

He pointed out that despite being a "professional, multilingual, global, research /project manager/ chemist/marketing manager" ageism stood in his way. Some of the jobs he had applied for could have been written around his CV.

"We are losing experience in the professional and technical world in favour of youth and I cannot tell you how sick I am of getting a reply stating that we are looking at 'more appropriate' people for the position. For more appropriate read 'younger,'" he says.

So ingrained is this ageism in our society that when Maxwell talks to journalists about 50 to 70 year olds,



the article or TV segment is usually illustrated with a picture of an 80 or 90 year old.

A lot of the roadblock lies with the conscious and unconscious bias of recruitment consultants and hiring staff that simply won't put the CVs of a 50 or 60-year-old forward. "It drives me nuts," says Maxwell, who hates the satirical stereotype that someone in their 50s and 60s might be using a Zimmer frame.

Applicants in that age bracket are often more experienced, more settled and a better employee. Maxwell herself was interviewing candidates for a position and found one 60-something applicant to be far more dynamic and energetic than another in her 30s.

One irony, says Maxwell is that too many "young" or "dynamic" organisations that believe younger is better when it comes to employees are in fact selling products and services to people of all ages, but don't understand their market because they only employ young people.

continued on Page 16

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She cites the example of makeup counters. At 50 Maxwell is statistically likely to spend more on face creams and makeup than a younger customer, yet she doesn't want a 25-year-old assistant telling her that silver is the new in thing. So, she doesn't go.

Ageism hitting workers as young as 50 isn't just a New Zealand problem. Massey Business School professor of work and organisation Timothy Bentley and colleagues have just written up the New Zealand experience for The Aging Workforce Handbook, published in February, covering the role of human resource practices and how that affects the continuing work participation of older workers.

Among OECD countries, New Zealand recorded the second highest employment rate of people aged 55 - 64 and the third highest of people aged 65 - 69, says Bentley.

Bentley's research looked at older workers' perceptions and experiences of work and HR factors that influenced their engagement and retention in work.

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The research found that whilst there were good systems in place in many HR departments, the reality was that across organisations negative stereotypes about older workers still persisted, based on biases and age discriminatory behaviour in relation to:

- job assignments
- opportunities for individual promotion
- performance evaluation
- opportunities for personal and professional development of employees
- daily leadership of older workers

Bentley says it's ironic that organisations would still rather employ someone in their 30s and 40s, whereas that person is more likely to turn over more quickly. Likewise, someone in their 50s may work for another 20 years, yet employers won't pay to train them.

Bentley says it can be even harder for medium and smaller organisations and he believes that membership organisations such as the Chambers of Commerce have a role to play educating employers about the needs and qualities of older workers and their role in the workforce. He adds that recruitment agencies also need to lose the unconscious bias.

Ultimately, however, we're holding ourselves back as a country if we believe that because workers have reached a certain age it is not worth employing them or spending organisational resources training and promoting them.

Source: NZME

A man is not truly married until he understands everything his wife is NOT saying!

PLEASE SUPPORT OUR ADVERTISERS
Their support enables the production of this newsletter, so please support them.

Eating for Healthy Older People

This is a 16 page booklet published by the Ministry of Health and contains excellent information and reminders about nutrition requirements as we age. We have 20 copies to give away – just contact the Grey Power office and we will put a copy aside for you to pick up.

To stay healthy as you get older, it is important to eat well. You may have a smaller appetite than when you were younger, so you need to choose healthy food to get the best nutritional value.

As we age, the inclination to cook often lessens and particularly if we live alone. And, many of us have cooked for families for most of our adult lives, so it's quite refreshing to take a break from the responsibility. However, there are many unseen benefits in shopping, choosing a recipe and the satisfaction of creating something special to savour and enjoy, so don't always take the easy road and buy prepared meals.

Our tastes change and often we no longer have to cook the meat and 3-veg boring dinners that we used to have to. Now we can make quick, delicious and nutritious snacks and meals that will help to keep our bodies and brains healthier. It is true that there is a direct link to the food we eat and the health of our body.

SNACK TIME - Bananas and berries! Bananas – easy for seniors to eat and offer great potassium and fiber to fill up when just needing a snack or having a sweet craving. Berries are powerful anti-oxidants and offer a good supply of potassium, calcium and magnesium.



DINNER TIME -

Crustless Spinach Pie

Yield: 2 servings (if you live alone, have half today, refrigerate the other half for tomorrow, or split into 2 smaller baking pans.)

Ingredients

- 2 tablespoons butter
- 2 eggs (large)
- 1/2 cup flour
- 1/2 cup milk (1%)
- 2 garlic cloves (minced, or 1/2 teaspoon garlic powder)
- 1/2 teaspoon baking powder
- 4 ounces mozzarella
- 2 cups spinach (chopped, fresh)

Preparation:

1. Preheat oven to 350 degrees.
2. Melt butter or margarine in an 8 inch baking pan.
3. Beat eggs well. Add flour, milk, garlic and baking powder. Pour into baking pan. Stir in cheese and spinach.
4. Bake for 30-35 minutes or until firm and the cheese is slightly golden brown.

ENJOY!

Learn from yesterday,
Live for today,
Hope for tomorrow.



THE NAMING OF ANZAC BAY

By Sue Baker Wilson

Anzac Bay, Bowentown, another place to visit, especially in Summer where many go to swim.

Katikati has Anzac links that go back to the first Irish settlers and the town's founder George Vesey Stewart.

Family names that appear on the passenger manifests of the 'first ships' bringing passengers bound for Katikati, the Dover Castle, Carisbrooke Castle and Lady Jocelyn, also appear on the Katikati Roll of Honour that remembers those who served in the Great War. In 1914, New Zealand descendants along with local Maori and Katikati newcomers enlisted in the New Zealand Expeditionary Force to fight in World War One.

Harry Pritt died on his first day in action on 8 August 1915 and is recorded as Katikati's first World War One death. 46-year-old Pritt, along with other members of the Auckland Infantry 5th Reinforcements, landed and went straight into the firing line at Anzac Cove, Gallipoli.

Shortly after, in September 1915, Katikati celebrated the fortieth anniversary of the 1875 landing of the first Stewart 'special settlement party'.

At a Domain Board meeting, while the members were discussing improvements to St George's Bay at the Katikati Entrance to Tauranga Harbour it's similarity to Anzac Cove was noted;

'If we may judge of the photographs published of Anzac Bay, with the precipitous ascent from the beach, the bay at present referred to, is a perfect miniature replica of

Anzac, and the Chairman suggested that application should be made to the Department to have the bay officially named "Anzac," to perpetuate the memory of our gallant boys and their fellow soldiers, who so heroically distinguished themselves on the occasion of the fatal landing. The suggestion will probably be adopted and should prove a source of additional attraction to Tauranga and her harbour.'

George Vesey Stewart was chairman of the Tauranga Harbour Board in 1915. In November this board wrote to Tauranga MP William Herries requesting a name change for the sheltered bay known patriotically as St George's Bay.

The Tauranga Harbour Board resolved:

'that the Hon. Mr Herries be requested to make arrangements with the department having charge of such matters to have St George's Bay at Katikati Heads officially named Anzac Bay in commemoration of our heroic boys and their fellow soldiers who so gallantly effected a landing at Anzac Bay at Gallipoli.'

The request was duly granted. St George's Bay officially became Anzac Bay, and in doing so became one of the first memorials in New Zealand to events at Gallipoli.

Katikati's contribution to World War One - sixty men out of a population of 400 - was proportionally larger than the country as a whole. Like other towns, we have a memorial hall and memorial gates. We should remember that we also have a very special early memorial, Anzac Bay, a safe family beach, named almost a century ago to honour those who served in perilous circumstances.

Public Nuisance Number One!

What is this compulsion that makes cell phone owners use the damn things day and night?

I'll concede that cell phones have saved lives, shipwrecked sailors, hikers lost and when an alert is required to an accident. They're also ideal for finding your wandering partner in a shopping mall or checking from the supermarket aisle which biscuits you were supposed to buy, but they can be the blight of our lives.

Ask anyone caught out by incriminating messages or billing records of strange numbers called.

There's the dark side too. Parents are now advised to hire security guards for their kid's parties lest hordes of hoons gate crash them after being tipped off by - you guessed it - their cell phones. They're used to video rapes, bashings, bullying and detonate bombs. Also, they are the cause of many a driver accident, distracted using their cell phone - which has been banned, but continues.

Now GPS enabled phones can alert the boss when an employee leaves the building and alerts can be sent if he or she goes to a bar during work hours. When are authorities going to ban cell phones on public transport? It's now impossible to quietly read the paper as in yesteryear without having to listen to a dozen one-sided conversations of complete strangers. None is a warning of a tsunami or immanent nuclear strike or such like. Sadly, they are all boring, devoid of juicy scandal, just trivia that everyone within earshot must endure.

Cell phones exert such a powerful grip on addicts that psychologists have identified a serious stress disorder that occurs when one has left the phone at home or the battery has gone flat.



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Editorial supplied by Miranda Smith Homecare



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Questionnaire for us to understand your needs!

Grey Power invites you, our valued members to participate in this study by answering a set of questions that addresses issues relating to older people in the community.

Grey Power is an advocacy organization promoting the welfare and well-being of our senior citizens. Our mission is to be the appropriate voice for all New Zealanders over 50. By taking part in this survey, you are helping us to understand the needs of our members better and making YOUR voice heard. In this issue, we will focus on the following:



CONNECTEDNESS *(Please add comments if you wish)*

1. Do you live in a household with **a)** your spouse, **b)** other family members? **c)** alone, **d)** other?

2. Do you live in **a)** a retirement village, **b)** a rest home, **c)** rented accommodation, **d)** your own home?

3. Are you active in your community **a)** belong to a club or organization, **b)** volunteer your time and expertise, **c)** attend church, **d)** none of the above?

4. Do you read **a)** newspapers, **b)** watch TV news, **c)** have access to the internet, **d)** visit the library? _____

5. Do you regularly visit or receive visits from family or friends?

☐ YES ☐ NO

6. What is the Number One issue that you face on a daily basis? _____

YOUR AGE GROUP *(required as it is relevant to assess the answers)*

Please tick one: ☐ 65 – 74 ☐ 75 – 84 ☐ 85+

Reply by email, mail or deliver to the Grey Power office. Kathy: tgagreypower@gmail.com



EMAIL ETIQUETTE

When sending out an email to more than one person, type in the first address then click on BCC and then add the other addresses. This means no one else can see the additional addresses which should stay private.

MEMBERSHIP PAYMENTS

Always check your membership card to make sure you are not a paid up member before you renew through the year. Membership year ends 31st March.

NEW BROCHURE

We have produced an in-house brochure which explains the background, purpose and benefits of Grey Power. These are being sent out to new members and giving them to people at any events we attend.

DISCOUNT BOOK

We do not publish a discount book but instead suggest that people use www.neighbourly.co.nz for trades and services or phone the office for advice. Also, the Gold Card has gone a long way to replacing our discount book.

POWER SUBSIDY

A reminder that the power subsidy which we have received over the winter is going to end on the 31 September 2018.

GREY POWER ELECTRICITY

You must be a current Grey Power member to benefit from the great electricity discounts. Renew or join today and then phone 0800 473 976 or go to www.greypowerelectricity.co.nz

NEWSLETTER

Watch out for the second edition of our newsletter which will have all the catch-up news and lots of tips and information.

MEMBERSHIP RENEWALS

A reminder, please make sure you are clicking in the right name when you pay online. We have had a lot of people paying their electricity bill to us in error.

It does create a lot of extra work for the volunteers to reverse this. If you need assistance to make this change, please call the office for some help.

KIWI BANK

Grey Power has a very good relationship with Kiwi Bank and there is a system in place that if members who have an account there, could notify the bank they will 'flag' your account and a financial contribution is made to Grey Power Federation. This type of income helps to keep us with no sub increases for now.

Read the article enclosed re closures of banks etc.
The Kiwi Bank near 11th Avenue will close shortly.

Humanity has one very effective weapon and that is laughter.

- Mark Twain -



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Seniors need to take more care and maybe some lessons – Riding mobility scooters or riding bicycles

By Christina Humphreys

The decision to write on the subject of mobility scooter and bicycle safety is because in and around the area of Papamoa particularly, there are many of both these vehicles. People in cars are getting frustrated at the many bicycles ridden by people who are constantly flouting the law, thinking that cars should always give way to them. People you must realise that while riding a bike you must abide by the same rule of law as cars and sometimes you need to stop and give way to cars. Apparently there seem to be many close calls, but one day they won't just be close, it will be the bike that will come of the worse for wear!

We have placed a piece below on a 'Cycle Savvy Course' to help you become just that. So, members something for you as cyclist to consider, to help keep you safe!

1 August, 2018

Get cycle savvy with Sport Bay of Plenty's three-week Cycle Skills courses designed for adults. If you're new to cycling, haven't been on a bike for years or lack confidence, then our free courses are for you!

Two course options are available: one for standard bikes, and another for e-bikes each running for 1.5 hours across three consecutive weeks.

The practical course is designed to give you the skills and confidence for riding on and off-road. The course will cover:

- Bike set-up
- How to fix a puncture
- Braking and use of gears
- On road safe cycle skills
- Managing intersections and single lane roundabouts.



Register your interest via email and let us know which days and times you're available: cycling@sportbop.co.nz

Mobility Scooters - 20th August 18

Fiona Kenny was at home when a woman knocked on her door asking her to phone the ambulance after spotting a woman slumped unconscious on her mobility scooter directly outside the Gravatt Rd property about 9.30am.

At first, it was thought the woman had a stroke because she was leaned sideways still sitting on the seat.

When emergency services arrived, they revealed the woman's scarf had become stuck in the back wheel.

"They took off her big raincoat which covered her whole body and discovered the scarf was wrapped around her neck, "It was a freak accident."

The woman was maybe in her mid-60s - and was heading to the Papamoa Plaza to get her groceries when the accident happened.

The incident is a warning to other people about the safety of riding mobility scooters.

Before You Buy a Mobility Scooter

If you are trying to maintain your independence, a mobility scooter may be a wise investment. As with most major purchases, it's important to make an informed decision. There are many mobility scooters available. When making your selection, be sure to consider:

- Where you will be using the scooter
- Will the mobility scooter be easy to manoeuvre inside the home?
- The comfort factor - how does it feel to you (try them out!)
- Do you need a light, compact scooter or one that is more heavy-duty?
- Are you able to operate this machine, maybe you need lessons on operating this vehicle?
- Price and shipping/delivery options.

From Dyslexia to Macular Degeneration (MD), a computer setup right can serve your needs

Last weekend, I enjoyed a cuppa with a 72-year-young fellow who lives with dyslexia. When we setup his computer two years ago, the general consensus was that we could not teach this old dog new tricks. Even he didn't think it was going to work out.

Did we treat him differently from any other customer? Absolutely not. He received the exact same setup as every single Silver Service IT customer. We maintain an 'old-school' experienced approach and it is a purely logical personalised setup for all.

One dear customer with MD (turning 90 this year) has a new computer after endless frustration with an iPad. The computer monitor is right in her face and the backlit keyboard just beneath it. She is emailing family and browsing internet. Confidence is restoring slowly, but surely.

For a plain English chat, call us 7-days in Tauranga on (07) 262 1000. We come to you!

Editorial supplied by Silver Service IT

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Keys to Happiness in Retirement

By David Marshall

Did you dream about your retirement, just let it creep up on you, or were you one of those diligent people who planned it to be just what you wanted? Unfortunately, most of us are procrastinators when it comes to retirement, but it is never too late to begin to plan for better outcomes in retirement.

So, what are the keys to happiness in retirement? Endless fishing and golf? Numerous cruises and world trips? A mortgage free house and a nest egg of \$1million?

None of these, according to visiting Canadian retirement expert, Barry LaValley. He points to research that shows that the keys to retirement happiness are largely non-financial. And number one - is health. *"you can have all the money in the world, but if you don't have your health it's not worth anything."* Number two is relationships - a key to avoiding loneliness as we age. Third was meaningful and fulfilling activities - perhaps why so many "retirees" now continue to work into retirement or join community organisations as volunteers. Money, while important, was the fourth key.

Barry's real pearl of wisdom was his insight that *"People are very clear what they are retiring from but don't know what they are retiring to. And they don't plan for long enough."*



With life expectancy having increased by 20 years since the 1950's we all need to take stock to ensure we can live life well in retirement.

New Zealand octogenarian, Dr Doug Wilson, has recently published "Aging for Beginners" that primarily focuses on the first key to happiness in retirement - optimising your health. Importantly Doug includes a checklist so that we can plan instead of procrastinating. (See review in this issue).

Adapted from NZ Herald Aug 13th, 2018 "People need to really shake up the R-word, says Canadian expert."

"I'm going to retire and live off my savings - not sure what I will do on my second day"!

Anonymous quote:

Lodge with



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