

Job Opportunities

Situations Vacant



Partners Porirua is a charitable trust involved in promoting closer relationships between the education and business sectors. Partners Porirua is a community provider for the Youth Service, working with teenage parents and 16-19 year olds who receive financial support from the government.

An exciting opportunity has become available for a Youth Service coach to join our team. This position involves supporting youth to meet their obligations and achieve their goals, to identify suitable education and career options, and working with education, training and community providers.

This position would suit a person who has a working knowledge of the Porirua community, a good understanding of the ethnic and social diversity of the city and a demonstrated ability to work with youth. Flexible hours available.

The successful applicant will need to:

- Possess relevant qualifications or experience
- Be adaptable, self-reliant with effective time management and strong administration skills
- Be responsible for a caseload of youth clients, assessing their needs and developing individualised plans to help them meet their goals
- Be committed to best outcomes for clients through working as part of the team
- Hold a full drivers licence and have a reliable motor vehicle (mileage costs will be reimbursed)

A job description is available on request. Please forward a letter of application with your CV to admin@partnersporirua.org.nz. Applications close Friday, 9 June 2017.

www.pcc.govt.nz



Catering Assistant

- Do you have experience with catering?
- Are you a confident person who loves to help others?
- Are you physically fit and available to work flexible hours?

We are seeking someone to join our corporate support team who will help out with catering for our Councillor's meetings, from light refreshments to dinner. You would do things like cutting and presenting food, keep meals warm or reheat as required and serve on time. You will set up the room for meetings, tidy up afterwards, and leave the kitchen sparkling clean.

Food hygiene is of high importance so you would need to show us that you can follow procedures and ideally it would be great if you have previous food handling certification.

Your hours will vary from week to week and will be rostered Monday to Friday between 7.30am and 6.00pm. It would be great if you were available for extra hours to cover another staff member's work when she is on leave.

For a position description and to apply, please visit pcc.carecentre.net.nz

Applications close Monday, 5 June 2017.

Our audience your customers



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GARDENING

Settling in for winter

BARBARA SMITH



WINTER HOMES FOR GARDEN WILDLIFE

Cold weather is a tough time for the birds, lizards and insects that pollinate our crops, eat pests and bring interest and movement to our gardens. Some insects avoid the issue by hibernating or passing the winter as an egg or a pupa. Others require a cosy place to hunker down and also need food and water. Keep bird baths clean and refill them if the rain doesn't do it for you. As you'd expect, gardens with bird feeders report more species during the annual Garden Bird Survey. This year's survey is on from June 24 to July 2. Visit Landcare Research for information about what's been learned since the first survey in 2007 and to take part this year.

Lure birds to your garden with sugar water for nectar feeders, plus fruit, suet and seeds that provide better nutrition than bread.

Lizards are cold-blooded so need a cosy winter home and a place to bask in the sun. You can build a special lizard lounge or just leave a stack of firewood in a sunny corner. Bumblebee queens look for a cosy spot under leaf litter, in old mouse holes,

or a compost bin to spend the winter sheltered from frosts.

With the first hint of spring, the queen goes on the lookout for a more permanent position for her nest, so get a bumblebee hotel ready. And don't forget weta. They are gobbled up by rats and hedgehogs and need safe retreats. For weta motels, lizard lounges and bumblebee hotels, visit www.stuff.co.nz.

Bees and pollinators are still about in winter. Include flowering trees and shrubs in your garden to supply nectar. Tree fuchsia, five-finger, wattle and sasanqua camellias cover the winter hunger gap.

GIVE ANNUALS THE CHOP FOR MORE BLOOMS

Harden your heart and nip off the first blooms of annuals, pinching back leggy stems to a sprouting node further down. It's hard to do this, especially when the flowers are the only the colour showing in a mass of weed seedlings. But it's worth it in the long run as two new stems will grow from the node you cut back to and you will end up with a sturdier, compact plant with more flowers.

Tidy up around winter annuals too. Little annual weed seedlings and self-sown cleome and cosmos seedlings like those pictured don't need to be completely removed. Just pretend that they're a green crop. Uproot with a hoe or wire weeder and leave them where they fall. They will soon disappear. If the garden club is visiting or appearances matter, just cover with a sprinkling of mulch. Hoeing around the flower bed and the vegetable patch not only keeps the weeds down, it also provides aeration and helps saturated soil dry out. Just be careful not to damage any delicate feeder roots near the surface. Treat your winter bloomers to regular doses of slightly-warmed, diluted seaweed fertiliser or worm tea. It's not too late to plant more annuals for winter and spring flowers. Choose seedlings



This column is adapted from the weekly e-zine, *get growing*, from New Zealand Gardener magazine. For gardening advice delivered to your inbox every Friday, sign up for *Get Growing* at getgrowing.co.nz

rather than seeds for a faster result. Have a look at the potted colour and seedling displays at your garden centre as they should be selling plants suitable for the season in your area. Try Iceland poppies, cineraria, snapdragons, stocks, sweet peas, sweet william, pansies, violas, Primula malacoides, primroses, polyanthus, alyssum and nemesia. Protect from snails and slugs and provide frost protection if needed.

STOP ALGAE DEAD IN ITS TRACKS

Warm weather and lots of rain has led to a moss and algae population explosion. Keeping outdoor furniture clean helps keeps the paint in good condition and prevents the wood from deteriorating. Plus you won't get green smears on your clothes when you take a seat. Scrub with soapy water and rinse with the hose. Spray or wipe down with a diluted solution of bleach to slow down the return of this creeping green invasion. Remember to clean underneath as well! This chair didn't look too bad on the top, but there was a small colony encamped in the mossy fernery flourishing below. Put furniture that won't be used during winter under cover if you can so it won't get damaged.

Keep trade secrets hush-hush

Individual employment and collective agreements can provide a range of protections for employers once their employees have left their employment.

These might include restraints on soliciting clients or other employees, or working for the competition for a period in a geographical area near the old employer.

Those types of protections will only apply if they are specifically included in the agreement.

They will be strictly applied so must be very carefully worded.

However, the intellectual property and confidential information of an employer will continue to be protected after employment ends even if there is no clause protecting such information in a written agreement.

The duty to keep information confidential continues after the employment agreement ceases.

Present and former employees are prevented by law from disclosing, without authorisation, trade secrets and other similar highly confidential information.

The nature of the information must be such that if disclosed, the information would cause significant harm to the employer's business.

The information must not already have been made public - by someone

ALAN KNOWSLEY
LEGAL MATTERS



up a competing business. The penalties imposed were over a million dollars and the new business was also prevented from using the stolen information.

other than the employee - and the employer must have limited the distribution of the information in some way.

Knowledge of customers, budgets, pricing, and markets are some examples of information which may be protected in some circumstances.

When determining whether information meets the high threshold for protection, courts will look at the nature of the information, the nature of the employment, the employee's role and the employee's knowledge of the nature of the information.

You can take away much of this uncertainty by drafting clauses in the employment agreement to specify what you want to protect.

Employees can face criminal charges if they are found to have knowingly taken or copied trade secrets for their monetary benefit, or to cause the employer loss.

Taking the employer's information is theft.

In one case, several employees took customer lists and other confidential information and used it to set

The courts can also issue orders to seize and examine computers and other records to see what information belonging to the employer is on the device or held, and when it was copied or accessed.

Forensic examination can discover what was on the device even after it has apparently been deleted and overwritten.

If you are unsure whether information you have would be considered confidential it is best to seek legal advice.

If you wish to protect your information from disclosure and be clear about what is protected you should include intellectual property and confidential information clauses in your employment agreements.

For more information on drafting employment agreements, see the Your Resources section of the Rainey Collins website.

Column courtesy of RAINEY COLLINS LAWYERS phone 0800 733 484, www.raineycollins.co.nz. If you have a legal inquiry you would like discussed in this column please email Alan on aknowsley@raineycollins.co.nz