



Seasons greetings from the team at Coates

Kia ora koutou katoa

As 2020 draws to an end it is hard not to look back and reflect on the unprecedented year it has been.

On February 28th New Zealand's first case of coronavirus was announced. I was pretty sceptical about the situation, but Mitchell had inside knowledge on what likely lay ahead. He suggested we start making plans for staff to be able to work from home. Who would've guessed that within 4 weeks the whole nation would be in lockdown!

Working from home soon became the new normal for our team. Some of us were juggling working, parenting and teaching while our other halves went off to provide essential services. At times it was challenging but it also provided time to draw breath and consider what is important. Our team did an outstanding job under difficult circumstances. The efforts they took to keep abreast of Government releases and provide support to clients was beyond our expectations. We are very grateful to them all.

Since returning to the office we have been incredibly busy. Our region in general is experiencing stellar growth and it great to see so many of our clients benefitting from the post-lockdown surge. For any of you that have not made such good recovery and need assistance, please remember that we are here to support you.

Team Update



This year we welcomed Megan Harris to our team. Megan decided that big city life was over-rated and moved to Gisborne to be with her sister. Megan brings with her a wealth of Xero knowledge and has fitted right in with the team.

In January we will also welcome Linda Scott to our team. Linda is moving here from Hastings and has a strong background in farm accounting. We look forward to having her with us as well.

On the downside, we will be saying farewell to our office manager Carnie Nelson when we close for the Xmas break. Carnie has been part of the Coates team since 1994 when she moved across from James, Harvey and Norman. Carnie took on the Practice Manager's role for Richard Coates when he was a sole practitioner and was his number one support person for many years.

Carnie has done an outstanding job during her time here. Her work ethic and professionalism are unquestionable. We will miss Carnie very much but wish her well as she settles into a slower pace of life, playing golf, enjoying Pilates and travelling.

Carnie's workload will be redistributed when we hold our annual planning day in late January. In the meantime, those of you who would normally contact Carnie can contact Mitchell or I.



At the end of last year's newsletter, we promised to have our client function in late February, however COVID-19 put pay to that. Provided we don't see a resurgence of COVID in the community, we will look to hold a function in February 2021.

In closing, the Coates Team take this opportunity to wish you all a safe and Merry Christmas and a Happy New Year.

Christmas Giving - Family Works

Christmas is a time for giving and our team choose to support Family Works Gisborne. Family Works is a non-government child protection, social work and counselling service that aims to address and reduce instances of child abuse, neglect and family violence in the East Coast Community.

Members of our team delivered presents for two deserving families being supported by Family Work this year. Being able to make a difference to these families is something we are passionate about.

PAYING STAFF OVER THE FESTIVE PERIOD

Christmas and New Year public holidays fall on a Friday and Saturday this year. If the public holiday is normally a working day for your employees and your business is closed, then employees are entitled to a paid day off at their ordinary rate of pay. If your business remains open and employees work on the public holiday which is a normal working day for them, they are entitled to the following:

- to be paid at least time and a half (1.5 times) for the hours worked on the public holiday, and
- a paid day in lieu (alternative holiday), to take later, even if they only worked part of the public holiday.

If the public holiday is not a day that employees would normally work, they will only receive payment of time and a half for hours worked on the public holiday. Public holidays that fall on a weekend i.e. Boxing Day 26 December 2020 and the day after New Year's Day 2 January 2021, are "Mondayised". The same rules apply, but employees only get the Public Holiday once. If you require further clarity on any of these points, then please seek advice from your client manager or refer to : <https://www.employment.govt.nz/leave-and-holidays/public-holidays/>

What to Give An Optimist And A Pessimist

A family had twin boys whose only resemblance to each other was their looks. If one felt it was too hot, the other thought it was too cold. If one said the TV was too loud, the other claimed the volume needed to be turned up. Opposite in every way, one was an eternal optimist, the other a doom and gloom pessimist.

Just to see what would happen, at Christmas time their father loaded the pessimist's room with every imaginable toy and game. The optimist's room he loaded with horse manure.

That night the father passed by the pessimist's room and found him sitting amid his new gifts crying bitterly.

"Why are you crying?" the father asked.

"Because my friends will be jealous, I'll have to read all these instructions before I can do anything with this stuff, I'll constantly need batteries, and my toys will eventually get broken." Answered the pessimist twin.

Passing the optimist twin's room, the father found him dancing for joy in the pile of manure. "What are you so happy about?" he asked.

To which his optimist twin replied, "There's got to be a pony in here somewhere!"

NEW TRUSTS ACT 2019 – WHAT THIS MEANS FOR YOU

- The new Trusts Act 2019 comes into effect on 31 January 2021 and is the first major update to trust legislation in 70 years. If you are a trustee of a trust, or a beneficiary of a trust there are changes that you should be aware of.
- There are increased obligations imposed by the new legislation and it may be timely to check with your current Trustees to ensure they are still willing to act. It may also be timely to consider whether the original reasons for setting up the Trust still apply or whether the Trust can be distributed early.
- If you wish to discuss your Trust arrangements further, please contact Mitchell or Robyn in the New Year.