

CREATING POSITIVE WORKING ENVIRONMENTS

Thank you for the opportunity to provide a preliminary proposal to you. We set out below some more information about us, what we do and the proposal we suggest for your particular situation.

What we do

We provide expert consultancy services to employers on creating and maintaining positive working environments. This includes consulting on appropriate policies, your legal responsibilities and consequences, and the practical steps that you can take as an employee to ensure a positive working environment. We undertake this work on a case by case basis as every place of employment is different and as such, we tailor our services to your particular workplace. We are also flexible in that we can adapt to any particular issue you have and advise on the same. Our primary focus is to prevent problems, and to be proactive in avoiding issues to assist with the productivity of your organisation, as opposed to being reactive once an issue arises.

Why should you engage us?

There are a number of benefits to creating and maintaining a positive working environment, these include:

- As an organisation, it is important to maintain a good reputation;
- If you do not have a positive working environment your staff morale and productivity will be low;
- As you invest time and money into training new staff, it is important to maintain those staff members. A high staff turnover is undesirable and may have an effect on the quality of staff you attract;
- Having a good working environment prevents the high costs of audits in particular departments when problems are identified;
- If employees are not happy, they tend to make complaints to the various bodies, including Worksafe NZ. Investigations with Worksafe NZ are undesirable and waste significant resources; and
- If employees raise personal grievances or the like, this will result in legal costs being incurred and the matter being in the media.

“Our primary focus is to prevent problems, and to be proactive in avoiding issues to assist with the productivity of your organisation, as opposed to being reactive once an issue arises.”

WIB
WHITFIELD BRAUN
L I M I T E D
BARRISTERS & SOLICITORS

CultureSafe NZ 
+ creating positive work environments

Who we are

Allan Halse is the director of Culturesafe New Zealand Limited, which has a particular focus on advocacy work with employees and employers alike when employment disputes arise. Allan is also engaged in a number of proactive community initiatives to encourage employers to create positive environments to prevent issues arising. Allan is passionate about this and contributes to a number of newspapers and also is a regular on community radio stations. Allan has a long career working as a public servant in several large organisations and has the inside knowledge and experience to make a difference. Allan has also worked in human resources and has a strong health and safety background.



Culturesafe NZ

Unit 8, 65 Pembroke Street
Hamilton 3204
Ph: 021 900 508

Email: allan@culturesafenz.co.nz
www.culturesafenz.co.nz

Chontelle Climo is a specialist litigation lawyer at the firm Whitfield Braun Limited in Hamilton. Whitfield Braun is a large specialist dispute resolution firm with skilled lawyers who act and advise on all sorts of disputes. Chontelle's particular interest is in employment matters and health and safety matters. Chontelle has been on expert panels to discuss these issues. Her litigation skills and knowledge assist in preventing employment disputes and she sees the consequences that occur once they arise.



Whitfield Braun Limited

Level 1, Vero House, 127 Alexandra Street,
Hamilton 3204

PO Box 928, Hamilton 3240

DDI: (07) 839 8529

Facsimile: (07) 839 0300

Email: chontelle.climo@whitfieldbraun.co.nz

www.whitfieldbraun.co.nz

Price/plan

We consider that the best way to commence a consultancy process is to have an introductory session with between 10-15 people, whereby we get a feel for the positives of your organisation, and also the negatives. We get a chance to assess what particular assistance you may require, what policies you already have and whether these are working or not. We will come into your workplace and will require a meeting room or conference room that will cater to the number of people that will attend. We recommend that your human resources team attend, as well as managers from the various departments. We usually allow between two and three hours for this initial session and we will then advise you from there. We charge \$1,990 plus GST to do this. From there, our hourly rates are \$180 plus disbursements for any further attendances (as set out in our terms and conditions).