

## **Polson Higgs Client Advice #VI – Wellness in a Lockdown, Commercial Leases, BCP and M\*A\*S\*H**

The first Friday of the month is normally “Partners Shout” for the Team at Polson Higgs, and today’s would have been particularly noteworthy, as it would have been Jamie Reidie and Ryan Ehlers first shout as Partners (don’t worry the Team will get them to shout when we are back in the office!). We have a number of items today, including information from Clinical Psychologist Julianne Osborne on “wellness in a lockdown”.

In this newsletter we will cover:

- Wellness in a Lockdown
- Commercial Leases
- Business Continuity
- Reconciling Wages Subsidy Receipt in Xero
- Asking for a Friend
- Lessons from M\*A\*S\*H

### **Wellness in a Lockdown**

You’ve read a lot already, it’s been recommended by many to Stay Connected, Exercise and Eat Well. You’ve seen the funny memes and perhaps thought it wise to download *Contagion* for family movie night - we all make mistakes!

Working from home may be going well, it may be a shitshow or it may be a bit of both every 15 minutes. You, or someone you live with may still be ‘out there’ and dealing with a whole new way of working while wondering “how long can I keep this up?”. Life is different now and for many of you that may reasonably provoke a fear of the future, anger over what feels lost or guilt that tough decisions you have to make will impact others.

Yes the game is changing, however how we play it need not. Have you always been guided by principles of Integrity or Honesty? Passion or innovation perhaps? Kindness or Service? Whatever your personal values, company values or family values, you still have these to confront and face the dynamics of this new game of business and life. Very often, remembering or getting clearer on who we are and how we want to do things gives us the trust we need in ourselves to face challenges head-on. We do not need to wait for the world to get organised to make our lives easier. Be brave, keep playing the game hard out and honour who you want to be rather than get too fixated on how things should turn out.

It's clearly now a marathon, not a sprint. Slow down, let your brain find settled moments. Let your feelings come and go - they can do that if you don't get too afraid or angry with them. Doing well through times of change is what our resilience is there for - just don't forget to keep re-investing in it. Things will keep changing and like in business, we all do better with a bit in reserve.

If in doubt have a laugh, perhaps a cry and of course a walk (or an impossible online yoga session-just for another laugh). Trust in yourself and let your best guess about what's right for you or your business in coming weeks and months be good enough. Plans will probably need to change.

If you know you've taken hits in the past due to trauma or illness or other life knocks, then you know perhaps better than most to take it slowly, involve your supports or professionals and allow room for optimism because this too shall pass. A few resources listed here you might find helpful and let's all keep it real.

**Julianne Osborne** - Clinical Psychologist and Executive Coach

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- How to make stress your friend (Kelly McGonigal | TEDGlobal 2013) [https://www.ted.com/talks/kelly\\_mcgonigal\\_how\\_to\\_make\\_stress\\_your\\_friend?utm\\_source=tcdcomshare&utm\\_medium=email&utm\\_campaign=tcdspread](https://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend?utm_source=tcdcomshare&utm_medium=email&utm_campaign=tcdspread)
- [actmindfully.com.au](http://actmindfully.com.au)
- [justathought.co.nz](http://justathought.co.nz)
- [depression.org](http://depression.org)
- Need to Talk? – Call or text 1737
- <https://www.healthnavigator.org.nz/>
- Woebot – <https://woebot.io/>
- Lifeline – 0800 543 354 or (09) 5222 999 within Auckland
- Youthline – 0800 376 633, text 234, email [talk@youthline.co.nz](mailto:talk@youthline.co.nz) or online chat
- Depression Helpline – 0800 111 757
- Suicide Crisis Helpline – 0508 828 865 (0508 TAUTOKO)
- Your organisation's Employee Assistance Provider
- Problem Gambling Foundation of NZ – 0800 664 262

**Commercial Leases** – What is the effect of the Lockdown if you're a Landlord or a Tenant?

There is no simple answer as this will depend on the lease agreement that is in place. Some leases contain a "No Access in Emergency" clauses that stipulate that if a tenant is unable to have access because of an emergency then they can claim a reduction of a "fair proportion" of the rent and outgoings payable under the lease. Other leases may contain a *force majeure* clause that covers situations where one party cannot perform its obligations because of events (such as Lockdown) that are beyond its control. Our best advice is you should **consult your lawyer** about your lease and how the Lockdown affects your obligations as a Landlord or a Tenant. Once you understand that, then contact your Landlord or Tenant and start a conversation about the Lockdown and any possible changes to lease payments. As with any negotiation, consider different options and the long term game. For example, as a Landlord, is a partial reduction in rent for 3 months in exchange for an extension of the term by 6 months, a

workable option? Before agreeing to anything you should consult your lawyer and document any agreed changes.

**Business Continuity** – We have a **free 45 minute webinar today** on the key elements that your Business Continuity plan should cover **today at 2.00 pm**. If you haven't registered [click this link](#). If you are not available at 2.00 pm you can still register and you will receive a recording to watch at your convenience. Following the webinar we will also make available templates that you can use to create / update your business continuity plans. If you have any questions around Business Continuity Planning please email [bcp@ph.co.nz](mailto:bcp@ph.co.nz)

**Reconciling Wages Subsidy Receipt in Xero** - Many of you will have now received your wages subsidy payment from the government. If you are using Xero, you will have a receive money transaction that needs to be reconciled. We recommend creating new account codes to accurately recognise the subsidy. For a full guide to the process [click here](#).

**Asking for a Friend** – We have had a number of clients ask if it is OK to pass these Newsletters onto their friends or other contacts. The short answer is yes, we are more than happy for you forward our Newsletters, and the slightly longer answer is that if they email [covid19@ph.co.nz](mailto:covid19@ph.co.nz) we will add them to our mailing list.

**Lessons from Mash** - It was inevitable that we would end up posting something we have found on Facebook. This particular video features a series of clips from the TV show M\*A\*S\*H with lessons on the likes of washing hands and Toilet Paper Hoarding. <https://www.facebook.com/frankvacc/videos/10219653484705743/>.

**New webpage** – we have added a new page to our website and are gathering different resources for you to use. Check out <http://www.ph.co.nz/expertise/covid-19/>

If you have a question about anything please don't hesitate to ask on [covid19@ph.co.nz](mailto:covid19@ph.co.nz).

Stay safe and keep in touch.

Kind regards

**Polson Higgs Team**

**PolsonHiggs**  
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Better  
business  
together.

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