

**LETTERS AND EMAILS RELATED TO THE ADVENTURE INDUSTRY, EDUCATION, EMPLOYMENT, INCOME, AND ASPERGER'S SYNDROME**

*I will try curate this for you at the Productivity Commission carefully, to include items related to 'productivity' and 'disadvantage', as I imagine will benefit your inquiry.*

**BUSINESS MODEL** – [REDACTED] *ltd.* [REDACTED] *(Owner/Director)*

-Canoe tours from 1 to 5 days. Freedom or Guided. Whanganui or Rangitiki River. The Whanganui is by far the most popular river and 3-day tours are the most numerous. The Rangitiki (*up to 4 days*) is guided-only.

-Rafting tours from 2 to 4 days. Guided. Mohaka River.

-Seasonal. From October to late April. Some tours will fall outside of these dates, especially late season.

-Around 80% of Freedom customers are Internationals (*backpackers, mostly*) and around 70% of Guided customers are New Zealanders.

-There is no Booking Schedule. Guests can book dates that suit them best. This means that tours will over-lap, requiring a large stable of river-guides. Due to transport limitations or river-guide availability, some guests may be asked to adjust their preferred dates or join another tour. In these circumstances, incentives may be offered in the form of discounts.

-Some dates throughout the season are predictably busier than others. School group tours fall between the second half of November through the first half of December and again in February, March and April. Early and late season school group tours are at their most numerous. These groups will book far in advance.

The Christmas/New Year holidays and holiday weekends are especially busy with other customers and most New Zealand customers will prefer their tours to fall on weekends.

-Guide/guest ratios on guided tours are currently set at 1 guide to 9 guests.

-There is no management structure within the company. There is [REDACTED] – Owner/Operator, then everyone else.

***A DAY ON THE RIVER, as provided by the river-guide/s.***

-Pre-tour packing. Tours are self-contained for up to 5 days. All equipment and food required for the tour is packed the day before the tour is scheduled. This excludes refrigerated goods. This takes around two hours but if guests arrive before this is done, river-guides are expected to meet and greet, explain the adventure and what guests can expect in detail and give instructions on how customer equipment is used (*dry-bags, barrels, etc*). Guides may be at base up to 5hrs depending on variable factors such as guest arrival time, other tour finishing times and the whim of [REDACTED]. This work is an obligation expected of the river-guides yet remuneration for this is not provided.

**NOTE:** The above item (*pre-tour packing*) was standard operating procedure up to 2 or 3 seasons ago. After refusal of some guides to work without pay, tours were subsequently packed by [REDACTED] or Employees with other duties around [REDACTED] base. However, to ensure the efficiency of one's tour (*river-guides operate tours differently from one another in small ways*) and that all items are packed, it is preferable for river-guides to pack their own tours. This became a problem for river-guides who cared about the quality of their tours. Some river-guides still pack their own tours yet will not be paid for this.

**-Day 1.** River-guides must be at base at 6:30am. They will pack remaining gear, load vehicles and trailers, tie canoes, liaise with guests and check everything and everyone is in order. Neither river-guides nor guests on day 1 are provided with breakfast. Guests are briefed on the day's activities. River-guide fills in first part of trip-report. Leave base at 7:30am. Travel-time to the river can be 1 to 2hrs depending on the start-point of the tour. Upon arrival, gear is un-loaded and packed into canoes under river-guide instruction. Guests are given a detailed safety-brief, including how to canoe and be rescued. While on the water, river-guides are in constant communication with guests to build rapport, instruct, to maintain safety and to explain the river's past through the telling of stories and historical anecdotes at key points. Morning snack – 'where' depends on timing, perhaps during safety-brief, perhaps while canoeing. Lunch and hot drinks (*close to noon as possible*) – this is at a beach of the river-guide's choosing or at a campsite depending on weather or time considerations. Lunch is prepared from scratch by the river-guides. Guests' comfort levels are considered at all times. Dinner-meat pulled from 'freezer-bin' to defrost. After lunch, continue towards campsite. Afternoon snack. At campsite (*hopefully not too long after 5pm*), guests are briefed, canoes are emptied and tied up, gear is taken up to the campsite and guests are shown how to pitch their tents and use 'Thermarests'. River-guides prep appetisers and hot/cold drinks. River-guides make dinner (*hopefully dinner is served by 7pm*) and dessert and do dishes. Hot drinks for supper then boil drinking water and prep kitchen gear for next morning. River-guide closes kitchen (*about 10:30pm, depending on guests*) and checks on canoes. Canoes must be checked, bailed of water and re-tied throughout the night if the river-guide suspects them endangered by rising or falling river-levels. River-guide remains at the guests' convenience throughout the night.

**NOTE 1:** Hopefully all dietary requirements have been allowed for (sometimes [REDACTED] has not informed the river-guides, meaning adjustments need to be made while on tour – not easy with limited resources).

**NOTE 2:** Any Rescue/Emergency situations that arise must be dealt with calmly, efficiently and safely by the river-guides.

**NOTE 3:** River-guides are required to eat last. This serves 2 purposes: etiquette and there may not be enough to go around. Paying guests must eat.

**-Middle days.** River-guides must be up and have the kitchen functioning by 6:00am at the latest so that early-rising guests don't have to wait for hot water (*hot drinks*) and to begin cooking breakfast. Guests still sleeping are woken at 6:45am. Breakfast served at 7:00am. Dishes are done, and gear is packed by the river-guides and re-loaded into the canoes by 9:00am. Guests are briefed for the day, all gear is checked and any new 'Captains' are coached. Everything else is the same as Day 1, unless an out-of-boat excursion is scheduled.

**NOTE 1:** If a tour is scheduled to stay for a night at The Bridge to Nowhere Lodge, then the river-guides are expected to use a quad-bike and trailer to bring tour and guest-gear up from the river. No quad-bike training or safety equipment is provided and the access to the river is extremely dangerous. Use of the quad-bike is not mentioned in [REDACTED] Systems of Operation.

**NOTE 2:** Bookings at the Lodge may or may not have been successfully made by [REDACTED] River-guides often are forced to make alternative arrangements and deal with disappointed guests upon arrival.

**NOTE 3:** Some out-of-boat excursions listed in [REDACTED] Systems of Operation are on private property. River-guides are expected by [REDACTED] to ignore warning-signs and verbal requests of landowners to stay out.

**-Last day.** Starts the same as middle days. Breakfast, lunch. Off the river at 15mins before pre-arranged times. Canoes are emptied of gear, which is stacked out of the way, canoes are cleaned and stacked. When the vehicle arrives, gear and canoes are loaded on the trailer and in the vehicle. Drive back to base is less than 1hr. Boats and gear are un-loaded. Gear is packed away and cleaned (*tents dried, etc*), 2-3hrs. Guests are provided afternoon-tea and farewelled. River-guides complete trip report. Usually finished by 6pm.

## **RIVER-GUIDES.**

-Most river-guides have committed to employment for the summer at [REDACTED] not long after the end of the previous one. [REDACTED] has told me he fulfils his obligation to advertise vacancies within NZ, but most of his river-guides are internationals (*especially in recent years*). His reputation as an employer precedes him in the NZ Outdoor Adventure Industry and is gathering international notoriety with each season. [REDACTED] has extremely high river-guide turnover and few return river-guides.

-To ensure successful recruitment, [REDACTED] 'promises' a regular supply of work (*all employees are Casual*). These promises are verbal, only. Never in writing. Until 2015/16 Season, no Employment Contracts were ever offered. All [REDACTED] river-guides think they are promised more tours than they actually get but find they haven't a legal leg to stand on.

-Senior river-guides must hold at least Comprehensive First Aid and also at least River Rescue 3. Assistant river-guides can be anyone who wants a free tour, but they will be listed as river-guides on trip-reports and counted as a river-guide with regard to safety-ratios (*Work and Safety Audit*). For this reason, a river-guide who considers themselves an Employee of [REDACTED] will lose work to people gaining work-experience, having a holiday experience or who simply want a discounted adventure.

-River-guides are paid a daily-rate. This rate depends on industry experience but can be negotiated to a small degree. Time-sheets are not provided (*besides, river-guides are never off-duty while on tour*). Remuneration comes nowhere near Minimum-wage, even without considering over-night duties.

**NOTE 1:** Holiday-pay is paid if the river-guide is aware that they are entitled to it and choose to ask, then beg, then fight for it. Holiday-pay will be included retrospectively, if an Employee does ask for it, unless the Employee asserts their rights in a legal manner. It's unclear how often [REDACTED] has gotten away with this or how much Holiday-pay has not been paid throughout the seasons.

**NOTE 2:** PAYE (*and student loan repayments*) is taken from all employees' pay and some of it is paid to the IRD. Some Employees have found that none of their PAYE has been received by the IRD or that they are not even registered with the IRD as an Employee of [REDACTED].

**NOTE 3:** There is no set day for payment as tours are irregularly spaced and some river-guides find that long periods after tours go by (*sometimes several tours are completed*) without payment before being forced to request that [REDACTED] brings pay up to date. The Employee may not receive the entire amount outstanding at that time.

**NOTE 4:** Wage Information is refused upon request but e-mailed tax invoice statements are provided.

**NOTE 5:** The wage-rate for some Employees may not be known to them. Many will begin working before ██████████ has decided on a rate. This becomes especially complicated if an Employee is performing multiple duties that have different wage schedules eg, driving duties, cleaning accommodation units, orientating Freedom customers or packing tours. Employees of ██████████ have found it impossible to reconcile the amount of work they have done with the amount of pay they have received.

**NOTE 6:** River-guides who are new to ██████████ (*regardless of previous experience or qualifications*) are required to do 1, 2 or 3 tours (*training trips*) without pay. These tours can be from 1 to 5 days. This is not mentioned in the System of Operations document nor is there a set number, some river-guides do 1 tour without pay, some do 3. 2015/2016 Season, the number of 'training tours' has jumped to 6.

**NOTE 7:** Food consumed while on tour is not considered remuneration. If a tour is not supplied with enough to eat, river-guides go without.

-Raft-qualified river-guides will soak up the lion's share of available tours because they are harder to replace if they leave. Lately, however ██████████ has less guests booking for raft tours (*Mohaka*) and finds it easier to outsource or use raft-guides who now work elsewhere, that he has previously employed (*so they at least know the menu*).

-Some river-guides will receive Trip-lists (*the favourites only*) but there is no schedule set in stone. This is for a number of reasons: bookings can come out of nowhere meaning a tour suddenly appears or an existing one gets too large for the river-guide/guest ratios, river-guides will be more likely to remain available if they aren't aware of exactly how little work there is for them, without a written Trip-list river-guides are more easily misled or simply lied to and a written schedule of work may be considered a 'promise' (*especially when Employees try to go through Employment Mediation*). All this is in part a symptom of a booking system in which the customers have the most control of.

-New river-guides are not officially 'trained' by ██████████ or any other staff members. New river-guides are expected to learn the complicated operation of running a multi-day guided river tour by observing and doing. Some experienced returning river-guides generously train their new colleagues. Some do not. There is no extra remuneration for doing this. With less and less returning staff-members, it is increasingly up to river-guides to train themselves. This hands-off training style does not diminish how upset ██████████ becomes when details of tours aren't done in the ways he prefers. Part of the problem could lie in the fact that the more competent colleagues an experienced river-guide has, the more competition for tours they will have. For some of the more conscientious river-guides who are aware that they are not a 'favourite' but believe in the need for excellent river-guides for the customers' sake, it is an uncomfortable feeling indeed to know that you are carefully training your own replacements.

██████████ has used the book Nixon's Guide Sheets: Freedom Canoe the Whanganui River to train some of his river-guides.

-It is better to be a female river-guide than a male river-guide at ██████████ in-regards to who receives the most work.

-Some river-guides will be required to perform extra duties (*on days between tours*). These can include freedom customer orientation, driving, packing tours, cleaning of gear and loading canoes onto trailers. With the exception of driving, these extra duties will not be remunerated for. Performing these duties will not make an Employee a 'favourite', in fact it appears to achieve the opposite result.

-Some river-guides are assigned tours in which the guests themselves pay the river-guide directly, in cash (*presumably to get a discounted tour*). This is a problem for 2 reasons: it becomes the river-guide's responsibility to pay tax and ACC and it also means that the river-guide is essentially working 'off the reservation'. As Employees of ██████████, river-guides operate under ██████████ Systems of Operation (*as audited by the authorities*). Individual river-guides won't have the required documentation to operate as a Contractor (*providing the service of management of an adventure activity*) as required by law. This puts them at risk of prosecution should anything go wrong, even if aspects of the tour were out of the river-guide's control, eg: safety ratios, etc.

-Communication directly from ██████████ will be primarily through txts or phone calls. Most other communication (*the lions-share*) from him will come through other staff members, especially if he wants an Employee to change a work-habit. It is not his style to give information directly to the person involved. This takes some getting used to.

## **DRIVERS**

-Drivers must hold the relevant qualifications for whichever vehicle they may be required to drive or whether that vehicle contains paying passengers, however some rare (*and presumably unforeseen*) circumstances have required drivers to operate outside of the law in this area.

-Drivers are termed in the Systems of Operation document as 'Driver/guides' for Safety Audit purposes, as they will be delivering safety-briefs and other canoeing skills information to Freedom guests. However, none of the drivers will have any canoeing, river or instructing experience. They are required to deliver information that is written on a list. Some have read Nixon's Guide Sheets: Freedom Canoe the Whanganui River. River-guides who happen to be qualified with the relevant driving certificates need to be careful that they don't become more useful to ██████████ as a driver, rather than river-guide. In past seasons, some river-guides who have held the relevant licences have with-held this information from ██████████ for fear of losing tours.

-Drivers are expected to 'check in' with [REDACTED] by phone while driving at key points on journeys or to simply answer his calls and reply to his txts. Hands-free phone kits are not provided.

-The speed-limit for driving with trailers is considered not to apply to [REDACTED] as drivers are paid by the hour. Travel-times that are longer than [REDACTED] own will be harshly scrutinized.

-Drivers' duties include the loading/unloading of canoes and gear but after a short time of employment, other duties will include Freedom customer orientation and some cleaning and packing of gear.

[REDACTED] will communicate primarily with txts or phone calls.

### ***BASE MANAGERS (not managers in the traditional sense)***

-These Employees are hired with 'promises' of lots of canoe tours and a relaxed life-style. The reality is quite different. They are too useful at base to be allowed on multi-day tours and they are on call 24hrs and without a standardized work schedule. Sometimes river-guides have been hired in this role. They commit to orientating Freedom customers, cleaning accommodation units, packing tours and river-guiding. However, all of these Employees have been disappointed to find that 'promises' of tours do not eventuate. When confronted about this, [REDACTED] will simply lie that he never promised anything. After-all, nothing is in writing.

-These Employees could become the hub that the business revolves around but are given only small amounts of information by [REDACTED] (*bookings, Freedom guests, Guided guests, which guides are assigned to what tour, etc*) at a time. Despite this limitation, they will find themselves facing [REDACTED] wrath if there are any mix-ups.

-Duties include cleaning of accommodation units, guided and freedom guest orientation, packing tours, un-packing tours (*including the cleaning of freedom gear*).

-Remuneration is usually a weekly-set-rate-plus-accommodation-arrangement. This means that the vagaries of an 'on-call' schedule are ironed out and Minimum Wage is a non-issue, ignored. Food is not included. If the standard of Minimum Wage was applied, it would not be reached. [REDACTED] would consider any amount of inactivity as time 'off the clock' but these Employees have to be continuously available to [REDACTED] and customers, including 'walk-ins'.

██████████

██████████ has owned and operated ██████████ for around thirty years. Prior to buying the previous owner out, he guided for the company for about 4 seasons. He continues to guide at the beginning and ends of seasons sometimes, if other river-guides are not available (*especially 1dayers*).

-He holds Canoe qualifications and may still hold Raft qualifications (*unsure*), bus licence, Swift-water River Rescue qualifications and Comprehensive First Aid.

██████████ spends most of his time away from ██████████ premises (*his children live in ██████████, and he lives in ██████████*). ██████████ is run through telephone calls, the writing of notes and txt messaging, primarily.

-He is not very active in the community (*Ohakune, population less than 1,000*) and despite ██████████ ██████████ being based here for decades many locals have no idea who he is.

██████████ makes sure that nobody has all the necessary information to run the company without him. Base-managers have some, river-guides have some and drivers have some. Employees are expected to combine the information that they have in order for everyone to be at the right place at the right time.

██████████ can seem remarkably charismatic one minute, then completely socially inept the next. Which version is presented has to do with whether things are going well or whether things are going badly.

-His 'go-to' strategy for situations of conflict is avoidance. He will make a complainant wait (*even in the same room*) until the complainant runs out of time and leaves before presenting their issue. This strategy he has used with surprising success with Employees wishing to be paid (*or myriad of other issues*), customers wishing his attention, Employment Relations Authority wishing his commitment (*or otherwise*) to Mediation or the IRD wishing corrections of Tax Returns.

██████████ has a ruthless way with other businesses. His main rival once initiated the idea of sharing the pool of available river-guides. This would mean that river-guides had a more reliable income stream and both companies would enjoy the services of quality river-guides. ██████████ reneged on the arrangement after the beginning of that season, resulting in his rival company not having enough river-guides.

A few years later he put ██████████ on the market. The same rival company offered to buy it and the sale came close to being a done deal. ██████████ stepped away from the sale after the

other company had already sold much of their property, forcing them to operate at a far reduced capacity. They still haven't recovered.

In my own case, [REDACTED] has reneged on three separate agreements with regards to my guidebook. He denies any such agreements were ever made.

-While ignoring Employment Law is standard practice for [REDACTED], he will happily employ it to his advantage, eg: using his ploy of 'delay' to allow legal time limits to pass during the Employment Grievance Process, thus weakening cases against him.

-A seasoned veteran as a Respondent in the Employment Grievance Process, [REDACTED] shows a confidence that borders on smugness or arrogance during these processes. I am aware of 5 cases brought against him in the last 2 years but know of none that have been successful in the time since I first became involved in [REDACTED] in 2003. Helpfully for [REDACTED] the Outdoor Industry has a highly transient labour force. Many Employees with legitimate grievances will simply move on. All seasons see river-guides leaving [REDACTED] earlier than they originally planned. This has become such a predictable outcome that a second recruitment drive is usually underway by the new year, just 2 months after most river-guides have arrived.

-Return river-guides for [REDACTED] are a double-edged sword. While they have the advantage of needing no training in [REDACTED] Systems of Operation and can be used to train new recruits, their level of confidence makes [REDACTED] wary. He is desperately paranoid that his employees are trying to 'take over his business'. As Employees of Canoe Safaris gain in confidence, they will find ways to deliver an improved experience for the customer within the restrictions of time, environment and resources available. In almost all cases, this behaviour is viewed as a threat by [REDACTED] but for river-guides, performing at less than one's best in pursuit of the best customer experiences as an employee can be a difficult line to walk.

**NOTE:** This dilemma can eventually lead to a culture of 'what happens on the river stays on the river'. Unfortunately, for some less scrupulous river-guides, this attitude has also led to incidents relating to safety that occur on the water that would normally be entered into the Trip Report being left out.

[REDACTED] encourages a toxic, emotionally unsafe work environment. All guides find themselves in competition for tours thanks to the booking system, but some guides are recruited by [REDACTED] to feed him information on other employees. The rewards for this are more tours, which means that very quickly untruths are made up by river-guides working to cement their own position. This activity on [REDACTED] part serves 3 purposes: to ensure that river-guides are in constant fear for their job and will not perform their duties with too much confidence or show too much initiative; to reign in return river-guides with regards to the (*perceived*) risk of them 'taking over the company' and to ensure that there is no united group of river-guides pooling their experience and using teamwork against their Employer through the Employment Grievance Process.

**NOTE 1:** One tactic [REDACTED] uses to achieve friction between river-guides who are assigned to work on the same tour is to confuse who has which role. All tours are assigned a 'trip-lead', yet [REDACTED] will ensure more than one river-guide feel that it is they that hold the position. It can be a hard thing indeed, as a 38yr old river-guide with 20yrs of experience in the adventure industry, including many seasons at [REDACTED] to find that a 19yr old beginner is actively undermining your rapport with guests, being a generally combative team member and at the end of the tour will complain to [REDACTED] about what a nightmare their teammate was. This means that effective working relationships can never develop and friendships between river-guides are never strong enough to cause [REDACTED] discomfort.

**NOTE 2:** [REDACTED] has discovered that by hiring couples, then groups forming against him for employment grievance reasons are less likely to occur. Singles tend to want to socialise with others whereupon grievances may be aired, and common experience may bond associates. Couples are more likely to enjoy their time with each-other only.

**NOTE 3:** River-guides who are happy to climb over other employees to achieve success at [REDACTED] do well. River-guides who prefer not to engage in unethical behaviour will be passed over for work. The result of this in my case is that [REDACTED] has been quoted as saying 'I'll only give him work if I have to'.

[REDACTED] considers the property of Employees to be his own. Most river-guides are expected to provide their own rescue equipment for use on tours, including first aid kits. Personal sleeping gear is expected to be offered to guests whose [REDACTED] sleeping equipment has failed. Emergency clothing is expected to be provided to guests who have become wet/cold while on tour. If an Employee bikes to work, they can expect to find their bike ([REDACTED] *would have exercised his dog with it*) with the seat adjusted upon their return from the river and often no access to the right tool to re-adjust it. Equipment such as kayaks will be used without permission while the owner is on a tour. Even accommodation, if a river-guide has a spare room in the house they are renting, [REDACTED] will 'invite' new recruits to stay there for free.

**NOTE:** Employees themselves are also considered property. Despite the 'Intermittent' nature of Employment at [REDACTED], an Employee cannot find work elsewhere to fill in periods of no work. This would result in termination (*Un-justified Dismissal/ Constructive Dismissal*). However, [REDACTED] may arrange for some favourite Employees to work short stints elsewhere himself, in the hope that the Employee does not leave altogether in order to find a more reliable income.

[REDACTED] takes advantage of the fact that everyone loves their job. I would go as far to say that for some of his employees (*and I include myself here*) it becomes like some parts of battered-spouse syndrome. We blame ourselves for his mistreatment and can't bring ourselves to leave because we second guess our own feelings or believe things must improve. This is exacerbated by feelings of isolation within the organization and nobody to safely discuss concerns with. I did 9 seasons for him!

- [REDACTED] will never commit to anything with any certainty, verbally or in writing. In saying this, many are led to believe they do have his commitment, but all will find sooner or later that they were mistaken in this belief.

## **GRANT BEAVEN**

I was born in 1976 and began working in the Outdoor Adventure Industry in 1995 where my main focus before becoming a river-guide was in Adventure Therapy. I also have experience in the Hospitality Industry and the Ski Industry. Since leaving school in 1994 I have had close to 80 separate Employers. Only 1 has not broken Employment Law (*though laws have been added since which would've put that 1 on the wrong side of it*).

I have published 4 instructional canoe manuals/guide-books and am currently publishing my first fiction book. I have a strong work ethic and dedicate a great deal of energy towards the goals of my Employers. All of my energy currently, however, is directed towards extracting myself from the workforce. My employment history has taught me that I do not have the same value as other New Zealanders. My hope is to some-day join society as a full and equal member.

I am an experienced, safe and thorough river-guide whose work is respected throughout the adventure community. Customers of mine enjoy an easy, considered rapport, relaxed instruction and efficient, safe, enjoyable tours. I do not deserve to have been treated in the way [REDACTED] has treated me and look forward to the day that illegal activities perpetrated by Employers against their Employees become *actually* illegal.

This letter was written over the course a couple of weeks, while I tried to decide what to do.

30/1/2015

Dear [REDACTED],

I have had phone conversations with the Employment Relations Authority and an Employment Lawyer and on their advice, I am writing this letter. I'm sorry that this communication will be in written form, but in the past I have found effective communication with you about certain issues difficult to the point of impossibility. Please consider this letter the beginning of a Personal Grievance process.

It has recently come to my attention that a work associate of mine was told by you (*allegedly*) that you assign me work only when you have to. If this is true (*and the noticeably lesser amount of tours I receive compared to your other river-guides would seem to bear this out*), it is very upsetting confirmation of what I have long suspected. If I am assigned tours only as a last resort, this does not at all reflect the spirit of the agreement I entered into upon beginning my employment with [REDACTED] this season and indeed every other season that I have been employed by you since summer 2003/2004.

Furthermore, to hire workers to perform the duties of other workers already employed could be interpreted as Constructive Dismissal, or at the very least Disadvantage in the Workplace. With the fluid nature of the guided river tour industry, this may be open to interpretation, but with a look at trip-lists (*or the lack there-of*), I think confusions of this kind will disappear.

This is a list of my grievances:

- I have repeatedly requested wage information. These requests have been ignored through the seasons except twice. One season, my wage information was written on a napkin, the other time, it was a mostly illegible photocopy of a handwritten note. This season I have received only e-mailed tax receipts. Tax receipts do not give wage information.
- My wages are seldom paid in a timely manner and I generally will only receive payment for work done upon request.
- I have never seen a contract until this season, which I have signed (*while under considerable time pressure from you*), yet I've not received a copy.
- I do not receive trip lists (*as your other guides do*), which makes my employment position feel extremely insecure.
- Since becoming registered on Kiwisaver, to my knowledge, no payments have been made from my own earnings or contributions made by [REDACTED]. [REDACTED] was made aware of my registration prior to the 2013/2014 season.
- Guides (*both experienced and brand new*) have been hired throughout this season and given tours to guide that I have been available for.
- I receive less work than I was led to expect and less than I believe I deserve as a senior guide.

This is a list of the reasons why I feel disadvantaged in the workplace:

- I do not receive trip lists while your other guides do.
- I do not receive an accommodation supplement while other guides do.
- I receive less work than your other guides do.
- Another river guide has been told by you (*allegedly*) that you will only give me work if you have to.

These are the things that I would like done differently in regards to my employment at [REDACTED]:

- I would like a copy of an employment contract.
- I would like my pay to be placed into my account within five working days of completing each individual tour.
- I would like to receive wage information in the form of completed pay-slips.
- I would like [REDACTED] to honour both its and my obligations to Kiwisaver.
- As I have not agreed to my holiday-pay being included in my daily pay-rate (as this would effectively amount to a pay-cut from this season to the last), I expect the full amount accrued throughout this season to be placed into my account at the end of the 2014/15 season, within one week of my final tour.
- As your most experienced employee, I would like to be assigned no less tours than any of your other guides, senior or otherwise.
- I would like to receive trip-lists.
- I would like you to discuss any concerns that you may have with my style of guiding (*if or when concerns present themselves*) and how it relates to [REDACTED] systems of operation with myself alone. These concerns should be presented to me verbally, and in private, within five working days of the moment your concern arises.
- I would like each tour that requires more than one guide to be assigned a Trip-lead. On paper (*trip-forms*), this is already the case, however it is not clearly expressed to all guides prior to tours, leading to confusion, bruised egos and an emotionally unsafe workplace. Due to my experience, I will accept only Trip-lead unless another guide clearly has more experience than me. None of the current seasons guides could reasonably claim this.

I would like to see the changes in regards to my employment (*as outlined above*) made by 1/3/2015. If I am not satisfied that these reasonable requests are being met by [REDACTED] by this date, I will take the next step in this Personal Grievance Process.

At this moment, I have no idea whether I am still your employee (*30/1/2015*). There has been no communication from you since I finished my last tour (*25/1/2015*) and I have no trip list. Have I been dismissed?

(*31/1/2015*) After five days, I finally have a txt. My next tour is not until nineteen days after my last one. I think we can be confident that I am the only one of your guides that has a nineteen-day gap between tours in the middle of the season. I have received less and less work per month as this season has progressed (*Nov 17 days, Dec 15 days, Jan 9 days*), which makes no sense as the season has become busier.

The Lawyer I have spoken to and the Employment Relations Authority have warned me that in my case, undertaking this process may have more cons than pros, and I suspect that they are right. The responsibility to prove disadvantage in the workplace is mine. You could simply say that I am a casual employee or intermittent employee and there is not an agreed upon amount of work for each guide. But I feel the time has come to stand up for myself, even if I'm ultimately no better off. I've been told by some of your current guides that they are here to save money. This for me has never been an opportunity at [REDACTED] and to hear them say it makes me realise just how disadvantaged I am. I can barely survive on the income I earn from [REDACTED] and saving money is just a dream.

For years, I thought that saying 'yes' to your every request would put me at the top of your 'favourites' list but it appears to have done the opposite (*there's no need to take care of someone who will always be there for you*). I responded to your texts to go into base to orientate Freedom-hires when you were out of town on innumerable occasions for no more pay than 'should be a beer in the fridge, you can watch a movie while you wait for them.' Up until this season, I worked for up to an entire afternoon packing for tours the day before departure (as did everyone). This was never compensated for. During my tours, I go above and beyond the level of service and dedication to duty that you require. I run great tours that receive consistently high praise from your guests. These guests repeat this same praise to you, while you listen with a surprised look on your face or reply with a derisive comment.

I have tried to make myself more employable (*dropping scruffy white-water kayaking clothing of other guides in favour of collared button-up shirts and dress-shorts, losing my beard, shaving during tours*) and put constant thought into ways in which I could improve on my guiding style and the ways I work with other guides in an effort to gain your respect. I have even bought a cooker, gas bottle, chilly-bin and other equipment so that when freedom groups want a guide without the catering, I won't have to use your equipment. I've used my own ropes for years, saving you replacement costs. However, it feels as though all of my efforts have been in vain.

I don't understand why less experienced guides are assigned tours before me. I feel that I run tours more towards the values of [REDACTED] than many of your guides, both current and historical. I know this is true, because we have discussed details of systems of operation in depth many times over coffee throughout the years.

On two separate occasions this season, I have brought my concerns to you that with the continued and relentless hiring of new guides as the season progressed, this would leave me without enough work. On both occasions, you assured me that this was a very busy season and I should not worry. Since before Christmas, I realised that the same old patterns of you passing me over in favour of new guides had become my reality once again. And I have been worrying. I've been so worried that I'm not sleeping (*it is 2:06am at this moment*) and am beginning to suffer from stress related health issues. You are my Employer. [REDACTED] is my primary source of income and I have a right to expect some degree of financial security provided while I am your employee. I have a right to expect no less work than your other guides. It is unfair to hire me, making me unavailable to any other employment, and then not provide me with enough work.

I feel absolutely stunned that you can treat me the way as described above while I'm your employee, yet during the off season you will txt me on a daily basis or even visit me at work to invite me for coffee. I am laughing-stock amongst your current guides as they see the way you treat me as plain as day. They don't understand why I put up with it, especially in light of my length of service to [REDACTED]. But over the seasons, I've allowed myself to be reassured,

convinced and tricked by you that I'm not and haven't been treated any differently to anyone else, despite my feelings to the contrary. As a thirty-eight year old adult, I am thoroughly embarrassed by this.

The Employment Relations Authority wanted to know if there had been a specific incident that occurred that led to treatment making me feel disadvantaged in the workplace and I could think of many. But you have once threatened me with dismissal (*in front of customers I had just completed a five-day tour with*) for slicing tomatoes too thickly, so the question would be 'where to begin?' I have also quit in disgust of your treatment towards me on five separate occasions and each time, you continued to txt me with more work, sometimes relentlessly, so I find it difficult to believe that some specific transgression on my part has led to this treatment.

My involvement with [REDACTED] over the years, the constant insecurity both financially and in regards to my employment situation has eroded my self-confidence and had a negative effect on my feelings of self worth. I hope that this Personal Grievance Letter is the first step in improving my employment situation with [REDACTED] and puts and end to these feelings of employment insecurity and disadvantage in the workplace.

On a side note, yet perhaps relevant here as it is still a personal grievance and goes some way to illustrate aspects of my treatment at [REDACTED]. Every agreement regarding Nixon's Guide Sheets (*my guidebook*) that we have made, [REDACTED] has reneged on. This includes one agreement that put me in extreme disadvantage in the workplace. These agreements were as follows:

- Every Freedom Hire group would receive a copy of Nixon's Guide Sheets 2012/2013 edition for the duration of their tour. No [REDACTED] groups received a copy.
- I would be employed (*on a voluntary basis*) to orientate Freedom Hire guests in the hope of then making sales of Nixon's Guide Sheets 2013/2014 edition. I committed to guiding one or two [REDACTED] river tours per month of the season to supplement income from sales. After being invited to orientate the first guests since making this agreement, I left feeling that in no uncertain terms, the agreement was now null and void. There were no further notifications of Freedom Hire guests showing up. This left me seriously disadvantaged in the workplace and with very little income.
- [REDACTED] agreed to add a link provided by Nixon's Guide Sheets 2014/2015 edition from it's own website to the Nixon's Guide Sheets website. This has not occurred.

I find it hard to understand why you have reneged on these agreements as I feel that my guidebook could add value to the tours of your customers, without any output of your own, especially as I know you have used my book to help train at least one of your new guides (*2013/14 season, who was also hired to work while I was available*). Is it habit? Is it to keep me reliant on the scraps of work you send my way? Is it because you see anyone showing innovation with regards to the Whanganui River canoe industry as a threat? Is it so that information is kept out of the hands of your potential customers so that you can tailor what you let them know?

As I mentioned above, this may not be relevant to a personal grievance letter. It simply helps illustrate that my trust that you will follow through with what you say has been eroded throughout the time I've been involved with [REDACTED].

I hope that this Personal Grievance Letter is taken seriously and I look forward to the chance to work with you through the issues mentioned within, towards a financially and emotionally safe employment situation.

Kindest regards,

Grant Beaven

Hey [REDACTED],

It's Grant here. How've you been?

I am hoping that you might like to become a Tour Broker for me. I'd cut you in for 15%. I've been revisiting my old plans to start my own river company. Before I make any commitments, I'm seeing who would be willing (*at least in principle*) to strategically align with me so that I'd have the best chance of getting it off the ground and keeping it there. I already have a verbal agreement with a transport company. I already have a business plan that's about 95% complete. I'm pretty-confident, that once I got customers to the river, I'd be able to run a successful operation. But the biggest area in which I lack (*skills, resources, time*) is in marketing to the masses and securing customer patronage.

That's where I hope you'll come in. As I won't have a website for the company for my first season or maybe even longer, your role as Tour Broker would cover some of my administration stuff. Booking guests onto available tours, arranging accommodation, booking hut-passes maybe, liaising where required (*we'd need to come to some arrangements here, so we're both on the right page*), etc. For this, I'll pay you 15% of what each guest pays for their tour.

My tours will be 4 days long and I'm looking at charging between \$900 per person and \$1,100 per person. Most-likely \$1,100. I'll have only 2 canoes for guests and I'm not yet considering expanding the operation beyond this. My tours will never over-lap, all will fall on weekends and be set in stone (*a normal season will have either 17 tours or 21 tours*) – this is a fundamental part of the business-model and will provide my most obvious point of difference – I aim to provide an exclusivity for the guests they can't get with other operators. The benefits of this model for you (*if you would like to be my Broker*), are predictability and simplification of the booking process. This means that your time and effort would be maximised towards your own profitability (*in terms of cash vs output ratio*).

Another point of difference (*at least in terms of operations*) is that I intend to bring a new standard of ethics and values to the sector. I'll be paying all my taxes and operating within the relevant restrictions and legislation. This means that you'll be protected from any harm by association. It also means that my guests will receive the best level of service I'm able to deliver – more protection for you. Finally, I won't neglect to pay [REDACTED] in a timely manner or commit any of the other sorts of mischief we've both been victims of, over the years.

I don't see this as me employing you or you employing me, the two businesses would merely be aligned. But, I do admit that without a conduit through which I receive customers, my business could not exist. I hope you would view this opportunity as a 'growth option' for your own business and not as me trying to pull you off your own course or cause distraction/disruption.

Anyway, that's about it, for now. Let me know what you think when you get a mo. We could have a chat. At the very least, we could have a catch-up. My numbers are [REDACTED] or [REDACTED]. I hope your summer is lining up well and I'll look forward to hearing from you.

Kindest regards,

Grant – Head-honcho of Nixon's River Launches (*if I get rolling*)

(email to WINZ)

Hi [REDACTED],

Thanks for seeing me yesterday (*Thurs 29/3/2018*). I hope I was able to be helpful. I'm a hard case to explain, especially as there are new things which I'm still in the process of coming to terms with, myself, regarding ASD. Thanks for your patience.

I realize it's time for change. I've tried to be who Employers want me to be and seek the goals Employers ask me to seek for them and their customers. I leave nothing on the field trying to work this out. But, I'm yet to find where I fit in the workforce. Options available to me have been limited. A disadvantage of any kind will limit choices. The solution for a normal unemployed person (*and what the 'system' is built around*) is to get another job and I've committed myself to this whole-heartedly, as I have to each of my Employers. And while I may have temporarily been a solution for those Employers, my own situation is inevitably worsened. The longer I pinball from one Employer to the next, the less confident and more confused I become. I've felt my value has been eroded and harmed – both in how I'm perceived and how I perceive myself. Doing the same thing over and over, expecting a different result is not smart. But, this is the trap I'm in.

In between periods of employment, I've cast about for escape. Designing my own businesses, teaching myself to write, et cetera. Increasingly, I view this as my only path. The rules, limitations and positive advantages of my own personality and skill-set (*of which I'm actively trying to learn and engage*) suit activities which are self-directed. If there is a way to convert any of this into rent money, then I think I'll finally be content. My contributions to society won't be stolen for someone's private benefit or extorted from me anymore.

Anyway, maybe all this is besides the point. I've signed a commitment to work towards the goals for me of The Ministry. The following are my CV's and a questionnaire I wrote in hopes of finding the right Employer. I've gone ahead here, and committed to a diagnosis of ASD, as to me it's the only thing that makes sense. I'm yet to be diagnosed officially (*or to have it ruled out*) but have been assured by an expert in the field that I exhibit much that would fit an ASD diagnosis.

Thanks again.

Kindest regards,

Grant Beaven

(email to Workbridge)

Hi [REDACTED],

Thanks for your call. Mine is an odd case. I've recently learned I have Autism Spectrum Disorder (*yet to be officially diagnosed*) which has come as a whole new thing to figure out, but which through further understanding, I believe could be the key to finally navigating a path with success. The following is everything I sent to [REDACTED] (*Case Manager*). It was her suggestion that contact be made with you, as she indicated you may have a broader view (*as compared with the limitations of procedure of WINZ*) and might know of some avenues towards an eventual positive outcome.

I've come to believe that my future income will come of an activity which is self-directed. I once came very close to owning my own ski-hire shop. I've written the guide-book you mentioned (*self-published*). I've written several business plans for a river-guiding company, the latest version of which has all its operational paperwork and is ready to apply for 'Concession' to operate within a National Park and for start-up finance. But, if I was made to choose between any of these and being a Playwright, I would be a Playwright. I began writing radio-plays a number of years ago while in between periods of employment. I have self-published a book of three plays and am close to Self-publishing a book with another two.

The following is an essay I wrote in the hope of finding a new way to be employed and my separate CV's; Adventure Industry, Ski Industry and Hospitality Industry. I hope you find this helpful in developing a picture of my case. I look forward to meeting you on Tuesday 10<sup>th</sup> April, 11:00am. Thanks very much.

Kindest regards,

Grant Beaven

(email to Workbridge)

Hi [REDACTED],

Thanks for your invitation to drop you a line before our next catch-up. Here's a new thread of thought I've been pulling on:

I've always been a sort-of introspective person but these past few months I've been peering introspectively full-bore. The ASD thing has been hugely illuminating and helped me gain some perspective on issues which are normally too close to my face to see.

After our last chat, I ran into my brother and he bought me lunch. I can rely on him for brutally honest opinions about anything and he felt I was heading in the right direction with my latest opportunity regarding the guide-book (*getting [REDACTED] involved*) and I was buzzing. But, he and I had the same training, share similar backgrounds and hold to near identical philosophies in outdoor adventure management. He also has a high opinion of my abilities in this area. So, while he's been far less optimistic about the success of the book than I have over the years, our chat may've been a little echo-chamber-y.

The next day, I was excited. I ran into a friend of mine out for a walk, but THIS conversation was a slap back down to earth. I blurted out my hopes for the book and the ensuing talk left me feeling rather bruised. Later in the day, I wrote 6 pages in a hypothetical effort to get MY points across and to acknowledge and own up to some of the more uncomfortable points SHE made. This led me to recent thoughts which had been until now too insubstantial to grasp properly. They are as follows:

Cool-kids vs un-cool-kids. Here's my theory: In any social group, we're either one or the other. This changes as we move from group to group of which we're members, of course. We're each positioned upon a spectrum of regard and respect within this group or that. Within these different outfits, we're either a cool-kid or an un-cool-kid - we're valued more within the group or valued less within the group. If you're lucky enough to have high value, the best thing to do to keep it is to tow the party line. This is true if you want to raise your level of value, too. So far, so easy.

But here's another truth about cool-kids vs un-cool-kids; this is where it becomes pertinent to me and my situation. Coolness is the currency of our times. From a cool-kid, a bright idea is inspiring. Hard work, honesty, innovation, bravery and persistence are all qualities of the highest order. Not so for the un-cool-kid. For him or her, these exact same attributes aren't qualities at all, but liabilities; annoying, pathetic, weird, frustrating and boring. I'm the second one.

It doesn't matter how good the ideas of the un-cool-kid are, they will be ignored. If the idea solves one, some or even all the group's problems, the un-cool-kid will be vilified for pointing these problems out. If they go further – if they try to valiantly pursue the idea, they'll be booted from the group. Again, this is me. As someone who thinks in pictures, who relies on intuitive decision-making based on empathetic values, I used to think some of my best qualities were that I could identify areas for improvement, then I could design the very best of plans to make the improvements a possibility and was often brave enough and noble enough (*or arrogant enough*) and clever enough to then put my plan into action. Many people never get past stage 1. So, good for me, right? Well, no. I'm not cool enough, remember? I've been an un-cool-kid who hasn't known his place. I've allowed myself to believe that my work is so good and aligns so closely with the goals of the various groups concerned that they'd ignore my low status. But, I was wrong. And, sometimes I made it even worse. I believed so hard in my ideas I allowed my own standards of empathetic behaviour to slip. I picked up nicknames like 'Little General'. I'd wonder out loud why people would continue in practices or procedures which in my view are inefficient, below optimum standard or unsafe, in spite of my presenting improved systems. This is how to lose friends and reduce your chances of influencing people.

It's all rooted in my personality. My values are immovable. I believe in them, plan with them in mind and act according to them. All I want is to be helpful and that's the truth. I mean, that's the whole point, isn't it? Leave the place better than you found it? I want people to like me. I've been convinced that to win this reward, all I'd have to be is helpful. But it's not as simple as that when you aren't cool. People don't want help from an un-cool person. Maybe they feel it'll reduce them in some way, to accept my help. Some people aren't unhappy with the status-quo. But often, they ARE unhappy and still my help is unwelcome. So, what's the result? Contempt. Contempt is the most corrosive attitude that can be directed at someone. I'm fed contempt like mouthfuls of battery acid and it's all my own mis-guided helpfulness that's to blame.

It's a humiliating, demeaning, de-valuing reality. Added to this is my ineligibility for the protection of employment law, the indefinable weirdness of ASD, my unattractiveness, low height and predispositions to confusion and anxiety. All of it sets me apart. So, that's what I want, now. I want my apart-ness made official. I want to be less helpful – or, I want my pursuits to help me as much as they might help anyone else. I'm tired of endlessly pouring myself out and having little left for me. I'm sick of my efforts ignored, stolen or diminished. I feel worthless and it's not right.

So, that's about it. Another piece of the puzzle sussed. Where to stick it is the next question. Anyway, thanks again for being available.

Kindest regards,

Grant Beaven

(email to Workbridge)

Hi [REDACTED],

I hope your time off was good. I've spent much of my time putting together a business case for [REDACTED] [REDACTED] re: my guide-book. I'm finding it tough to hit a tone of presentation which doesn't make me sound like an elitist know-it-all, but I hope to have something I can present for your inspection on Tuesday and look forward to hearing your feedback.

My accommodation situation is at something of a crossroads, presently. As with most problems, this one could be fixed if I had a greater income. All my separate options (*as discussed today with my Landlord*) require it. A drastic change in this area is called for and the pressure is on. Starting a river company or selling guide-books or radio-plays will need to happen rather rapidly. If I lose this house (*basic though it is*) I lose my toe-hold on remaining in this town. I think I may need to set my dream of sustainable, legal, reliable, and non-exploitative income aside and return to the workforce. Perhaps at some point in the future I'll be in a position again to make another try at rescuing myself. As for right now, I think I've run out of time.

Anyway, at least I'll have my business case for the guide-book to show you on Tues (*11.00am*). Have a good weekend.

Kindest regards,

Grant Beaven

*(email to Workbridge)*

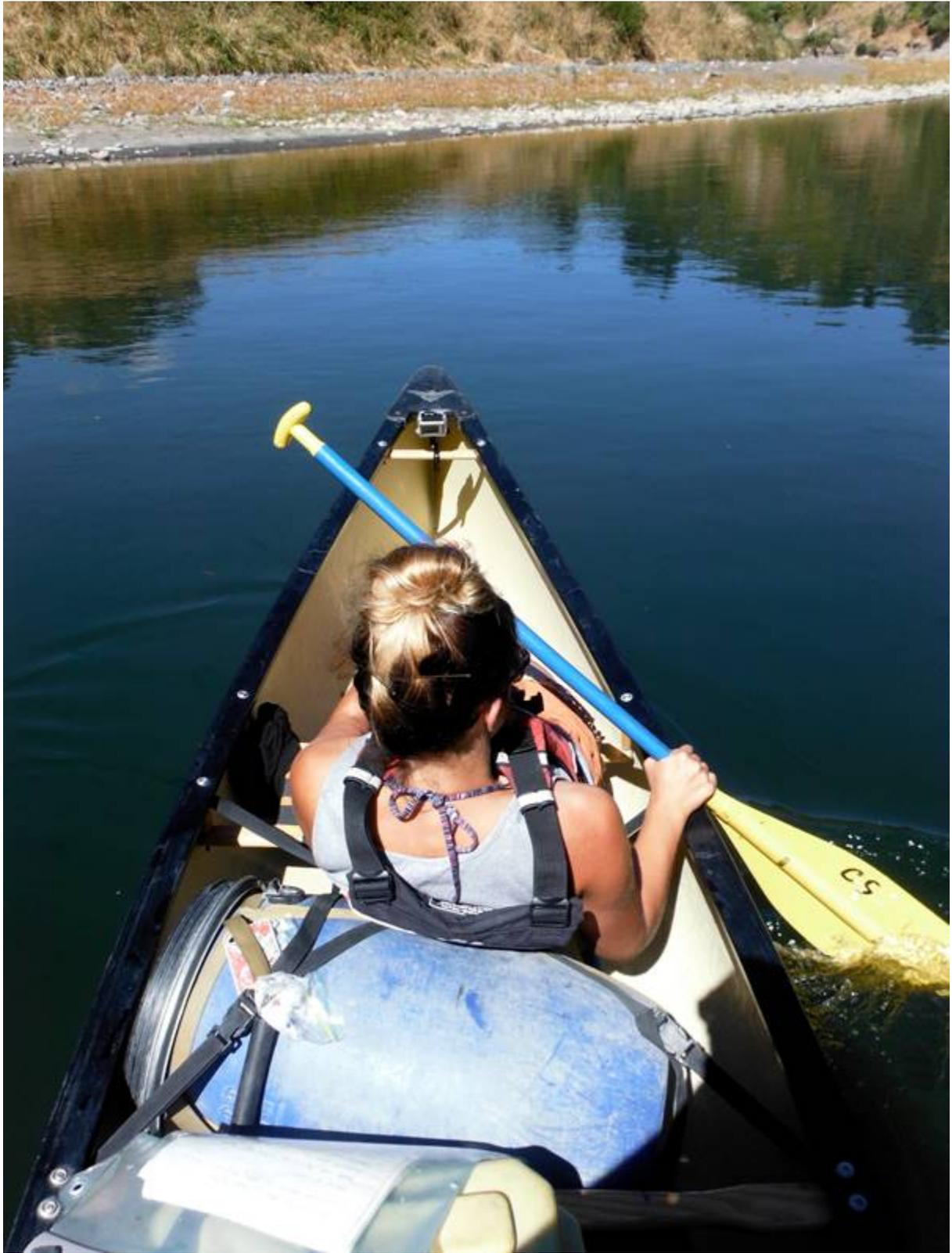
Hi [REDACTED],

Here's my business case for Nixon's Guide Sheets, which I've been working on recently. I hope to present it to [REDACTED]. They are one of the gate-keepers to businesses holding concessions to operate on the Whanganui River and my last hope of seeing the guide-book in the hands of its target audience, earning an income for me and improving life on the river. I've tried hard to limit my usual derisive tone and bluntness in pointing-out the failings of the river companies. I admit to finding this very difficult. It's impossible to highlight a need for a problem-solving item without showing what the problems are. It's especially hard to achieve this without coming across as a bullying know-it-all. I hope I've been able to walk this line adroitly enough. Perhaps you can help me with my style of delivery in these and other respects with your feedback (if you're willing to provide it).

Sorry to send this just before knocking-off time. I'll looking forward to seeing you tomorrow (11:00am WINZ office).

Kindest regards,

Grant Beaven



NIXON'S GUIDE SHEETS, FREEDOMCANOE THE WHANGANUI RIVER: BUSINESS CASE

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## EXECUTIVE SUMMARY

To be SUSTAINABLE has become the ultimate of aspirations. It could change the world, they say. But, sustainability merely means not letting things get worse. It means keeping things the same as they are right now. I believe your goals (if I may be so bold as to suggest) might be closer to REGENERATION. Making it better. The current standard business model of the existing river companies has become corporate in nature. It's like a mining operation - extracting, extracting, extracting. This isn't their fault – good people run these companies. But there are other ways. I believe Nixon's Guide Sheets is a key to the regeneration of commercial operations on the Whanganui River in cultural ethics, environmental ethics and the ways employees, associates and customers are valued.

Nixon's Guide Sheets, Freedom Canoe the Whanganui River represents an opportunity to ensure all visitors who choose to do this adventure get the very best value from the experience and have all the information they need to run their own tour safely and with care towards themselves, others and the National Park.

If one sees an opportunity for improvement, it's better to do something rather than nothing, right? This guide-book has the potential to positively affect the culture of the way the Whanganui River is commercially run. In the long-term, it would help everyone who considers themselves a stakeholder in the way commercial operations do business - but there is immediate benefit to be gained for Freedom-canoeists on the Whanganui River who only discover the gaping holes in information provided to them by the river companies and other sources once their river tour is underway. It's simply impossible to impart it all except through this guide-book. Nixon's Guide Sheets provides the reassurance and safety of having the advice of a professional river-guide with them, while maintaining the un-fettered freedom of being un-guided.

What the following document will try to achieve is to express a need hitherto unaddressed and propose an opportunity for your organization to align with or to own Nixon's Guide Sheets, Freedom Canoe the Whanganui River.

## A DESCRIPTION OF NIXON'S GUIDE SHEETS

Nixon's Guide Sheets is both a guide-book and an instructional manual written for novice adventurers who choose to enjoy an un-guided multi-day canoe adventure on the Whanganui River. These customers are known as Freedom-canoeists. Since the early 1980s a niche adventure tourism industry has been built around this activity and has been growing strongly. Most river companies who operate on the Whanganui River offer customers guided tours but the bread and butter for many are Freedom-hires. 99% percent of Freedom-canoeists will have zero canoeing experience, very limited multi-day adventure management experience and no experience with moving water.

As it's perfectly legal to roll up to the river with your own boats and other equipment, it's also perfectly legal to hire all of this to those who've not got their own. And this is great - long may it continue. Inexperience and lack of skill are not a barrier for those who are keen to enjoy the treasures the Whanganui River has to offer in terms of low adventure-level canoe touring. But this doesn't mean the activity is without risk. The two main considerations in this area are 1) Any activity involving water (especially the swift sort) involves risk of injury or death and 2) This activity is isolated both geographically AND in terms of easy communication to the outside world. This means that emergency help can be a long way away.

Freedom Canoeists must plan their tours, organise the right amount of food, learn how to use the specialist equipment unique to the activity, teach themselves how to read swift water, teach themselves how to safely manoeuvre their canoe, how to manage their own emergencies and self-rescues in the event of mishaps, how to manage their time, and how to behave in a manner which is responsible for themselves and respectful of the National Park and other visitors. All of it a tall order for any novice, no matter their confidence level. For most Freedom customers, the activity is difficult to imagine in advance and information provided by the canoe companies and other outlets, by necessity, is quite basic, leaving all to quickly discover that there are some cavernous information gaps of knowledge and techniques that they need to figure out for themselves.

For some customers, this is what adventures are all about. Others though, are left feeling surprised, disappointed, ripped-off, at risk of harm or truly scared.

Here is where Nixon's Guide Sheets comes in. It's written to help with tour planning and preparation, equipment, environment and skills explanations and instruction, and river and safety management training and the text is presented in a calm, easy-to-understand instructional voice for any who want to avoid trouble, rescue themselves from peril or to simply teach themselves to be as good at the activity as possible for pure enjoyment's sake.

There's huge benefit to putting the guide-book to use prior to the tour but it's also useful once the tour is underway as a helpful reference resource to consult as situations present themselves. It's designed to be popped into a water-proof map case and brought along for the trip.

I'm very proud of it.

## WHO AM I?

My name is Grant Beaven. I was a river-guide on the Whanganui River and the Rangitikei River for 11 seasons working for all the main river companies (primarily ██████████). I studied at Sir Edmond Hillary's Outdoor Pursuits Centre Tongariro where I majored in white-water kayaking. I have a professional background in Adventure Therapy, Adventure Centre Management, Adventure Camp Programme Coordination, Outdoor Instructing and Instructor Training and Trekking Guiding as well. I'm qualified at Swift-water Rescue level 3 – Swift-water Rescue Technician. I'm trained to believe that if an activity is not as safe as it can be made – it's unsafe. I'm a picture-thinker with a calm style of delivery when I work, and my decisions are based on an awareness of details, empathetic ethics and seeking the best value outcomes for guests, clients and employers in all my separate pursuits.

I discover areas where operations can be improved, design systems to deliver the improvements and am motivated and clever enough to implement and develop my theories in real world settings for better outcomes, overall.

I'm a student of Permaculture and believe we shouldn't view ourselves as separate of our environment and when considering questions of the ways we relate to our world - environmental ethics, cultural ethics, interpersonal ethics – instead of only devising ways to do less harm, we should devise and commit to ways of doing good.

My connection to the Whanganui River (besides coming from Whanganui and guiding on it for years) goes way back to 1890 when my Great, Great Uncle James – Jimmy the Waterman – Cochrane Nixon operated his river launch company through until his great nemesis Alexander Hatrick elbowed his own company into domination of the river freight and passenger transport scene. Jimmy was an Irish immigrant who began his operation in Whanganui hiring rowboats to people who wanted to cross the river. Eventually, he owned a fleet of passenger boats; the 'May' (named for his daughter) the 'Alert' and the 'Queen' and serviced the farms and settlements as far upriver as Pipiriki.

This is where Nixon's Guide Sheets gets its name.

## THE HISTORY OF NIXON'S GUIDE SHEETS

-The 1<sup>st</sup> Edition was written in 2012 with the intention of including it as operational paperwork for a Freedom-hire component of a river company (which I never began). It occurred to me that if I was able to publish it as a guide-book, I could potentially earn start-up finance for the river company, as I believed even then that there was important information not reaching customers. I established agreements with all the river companies (at the time) that they would furnish each separate Freedom-hire booking with a copy AY MY COST. My opinion, is that this could only have added value to their customers' experience in both safety and enjoyment. I then proceeded to invite advertisers to place ads within the book's pages with the thrust of my sales pitch being my arrangements with the river companies. I sold six ads (prior to printing). Unfortunately, all the river companies reneged on their agreements with me (I picked up fresh, un-used copies at season's-end). This meant that to continue with this business model with my new knowledge of the unhelpfulness of the river companies would amount to fraud. I was forced to leave this business model behind.

-The 2<sup>nd</sup> Edition was designed to be sold on its own merits directly to Freedom-hire customers using the river companies as intermediaries (after making new arrangements). This was the first edition to have photographs and I included new information which was not in the 1<sup>st</sup> Edition. The layout and design work was performed by a Graphic-designer. I deliberately left some information out, such as maps and campsite info as I was certain that at least one river company owner would breach copywrite (as was his standard practice with other books) by photocopying the book. This guide-book was priced at \$50.00 each but sales were low.

-The 3<sup>rd</sup> Edition was an improvement on the 2<sup>nd</sup> based upon feedback received from customers of the book. The most obvious improvement being an inclusion of maps. Again, it was sold directly to Freedom-hire customers through the river companies, however, it was by now becoming obvious that the river companies were a barrier to the guide-book reaching its target audience. But, this edition was the first to make a measurable mark on the canoe tour industry for the Whanganui River as its release coincided with the Government's new auditing programme for adventure tourism companies. With by this time few experienced river-guides working for river companies whose owners (except for one) had even less practical experience, it became a training resource for all the main companies and a template for the operational paperwork of most of them. It was explained to me by some of the river company owners that the reason the book was not reaching my targeted audience was because they themselves preferred to control the information supplied to customers. For the first time, I attempted to go around the river companies to reach my target audience – bookstores, libraries, a dedicated website and PDF sales. This book was priced at \$40.00 (PDFs at \$10.00) but sales were even lower than the 2<sup>nd</sup> Edition.

-The 4<sup>th</sup> Edition was an attempt to get the guide-book closest to where I wanted both in terms of the information it provided, wider customer suitability (schools specifically catered for with pages left blank for students to fill with shopping lists, menu-plans and personal journals, et cetera) and stylistically. I put a great deal of effort towards engaging entities which might help me – Department of Conservation, NZ Police, NZ Maritime Safety Authority, Ministry of Tourism. None of these entities are in a position to improve the safety of Freedom-canoists by so much as recommending Nixon's Guide Sheets. This guidebook is priced at \$20.00 but sales are low.

## THE AIMS OF NIXON'S GUIDE SHEETS

-To help encourage and enable a permanent culture of ethically committed and quality focused commercial canoe tour operations on the Whanganui River.

-To ensure the safety of visitors who choose to do a multi-day canoe adventure on the Whanganui River is at the highest standard possible.

-To provide a multi-day river adventure template which sets a standard in safety, efficiency, respect and enjoyment.

-To provide Freedom-canoeists with detailed information covering every aspect of this adventure to allow for safe, responsible and respectful conduct.

-To ensure and maintain the activity of a multi-day canoe adventure on the Whanganui River is regarded by the public and potential customers in a positive light.

## THE OBJECTIVES OF NIXON'S GUIDE SHEETS

-Present a detailed and complete information packet for Freedom-canoeists which leaves no relevant information out.

-Deliver the relevant information in the sequence that this activity presents itself. Beginning with pre-tour planning, ending with 'at the take-out' with all other subjects between.

-Present the information in as easy to understand manner as possible (considering all customers are novices).

-Present all information in a truthful way, not understating or overstating risks or challenges inherent in the activity.

-Be careful to not overload the reader with irrelevant or superfluous information.

-Present information which is accurate, factual and technically correct.

-Present information provided by an experienced, qualified river-guide (including a few special secrets unique to this activity).

-Consider every question a freedom-canoeist might have (by applying my own thought process as a river-guide for this activity) and provide truthful, informative answers.

-Present a product worthy of its cost to customers both instructionally and aesthetically.

## NIXON'S GUIDE SHEETS TABLE OF CONTENTS

I'm including this to show the objectives of the guide-book at work. Also, it will help illustrate how diverse and detailed an effective information packet needs to be. As you will see, it's unreasonable to expect that river companies would be able to deliver as comprehensive an information packet as this one during their limited pre-tour contact with customers. However, it's not unreasonable for customers to expect to receive all relevant information relating to the product they are buying.

The following is exactly the way it appears in the guide-book, including chapter explanations to assist readers in quickly navigating it (in the case of high-pressure real-world situations – a customer staring at a tricky swift section of river, for example).

Page 4 INTRODUCTION

Page 5 DISCLAIMER

Page 8 TABLE OF CONTENTS

Page 11 CHAPTER 1: A DAY CANOEING THE WHANGANUI RIVER

Page 38 CHAPTER 2: CAMPSITES

- This chapter gives an explanation of the facilities available.

Page 45 CHAPTER 3: TOUR SCHEDULING

- Tour booking guide.

Page 52 CHAPTER 4: MAPS

Page 58 CHAPTER 5: GEAR LIST

- A catalogue of the gear that is required for the journey. This refers to gear not supplied by the canoe-hire company. It details gear needed 'on the water', at 'campsites' and 'cooking equipment' required.

Page 62 CHAPTER 6: FOOD

- Helpful tips for multi-day food storage and preparation for a canoe adventure. It includes detailed advice to help overcome the challenges this activity presents, including advice on alcohol and 3 day menu suggestion.

Page 70 CHAPTER 7: YOUR MENU AND SHOPPING-LIST

Page 72 CHAPTER 8: HYGIENE

- How to maintain hygiene and health while in the wilderness.

Page 75 CHAPTER 9: TECHNICAL EQUIPMENT

- This includes an explanation of the equipment that canoe-hire companies provide to customers, what the gear is for and how to use it safely and effectively.

Page 92 CHAPTER 10: ON THE WATER

- This chapter outlines your responsibilities while canoeing on the river. It includes what should be worn and how to behave around other river traffic.

Page 95 CHAPTER 11: TIME MANAGEMENT

- This responsibility is explained and some tips given on how to remain aware of where you are on the river in relation to how much time you have.

Page 96 CHAPTER 12: UNDERSTANDING THE SWIFT-WATER GRADING SYSTEM

- A technical chapter with detailed explanations of each grade of swift-water.

Page 98 CHAPTER 13: GETTING IN AND OUT OF YOUR CANOE

- One of the fundamental skills required on the river is explained in detail for all the various river circumstances.

Page 101 CHAPTER 14: HAZARDS ON THE RIVER

- How to recognise the various hazards present, why it is important to avoid them, how to avoid them and what to do if they have not been avoided.

Page 104 CHAPTER 15: PADDLE STROKES

- Explains the techniques of the paddle strokes necessary to safely and enjoyably canoe the Whanganui River.

Page 108 CHAPTER 16: SWIFT-WATER CANOEING TIPS

- This chapter delivers a 'tool-kit' of canoe techniques for application when in swiftly-moving water.

Page 112 CHAPTER 17: READING SWIFT-WATER

- This explains how to recognise the hydraulics that canoeists will encounter and how to navigate through them.

Page 120 CHAPTER 18: WIND

- This covers how wind will affect your canoe and its operation.

Page 122 CHAPTER 19: FLOODING

- How to recognise flooding is occurring is covered in this chapter, how to make good decisions and to remain safe during times of flood.

Page 124 CHAPTER 20: SELF RESCUE

- This explains techniques and offers advice on how to manage self-rescue situations.

Page 128 CHAPTER 21: GROUP RESCUE

- This explains techniques and offers advice on how to manage rescue situations if you are part of a group.

Page 132 CHAPTER 22: EMERGENCY MANAGEMENT

- Describes what this is and what to do.

Page 135 CHAPTER 23: AT THE CAMPSITES

- This chapter offers guidelines to follow and tips to ensure every camper enjoys their stay.

Page 139 CHAPTER 24: RUBBISH

- A reminder of your responsibilities while in the National Park.

Page 140 CHAPTER 25: PRIVATE PROPERTY

- A reminder that not all areas within the National Park are free for customers to access.

Page 151 CHAPTER 26: THE TAKE-OUT

- This chapter gives ways to ensure tidiness and efficiency when un-packing your canoes and loading vehicles at the end of the journey.

Page 154 CHAPTER 27: PERSONAL JOURNAL

## WHO DOES NIXON'S GUIDE SHEETS BENEFIT?

### -FREEDOM-CANOEISTS

The guide-book has an answer to any question freedom-canoeists might ask both before their canoe tour and during it.

It fills the void in terms of info the river companies can't provide, haven't the time to provide or choose not to provide.

Individual tours would be safer, more efficient and more relaxed.

With more pre-tour planning information in their hands, customers would be less likely to be railroaded into booking tour schedules which are sub-optimal (campsites with ridiculous distances between them, getting tacked onto the tours of others, dramatically uneven daily rhythms, et cetera), instead, tours will best suit the customers rather than be expedient cost-cutting exercises by the companies.

### -THE RIVER COMPANIES

Nixon's Guide Sheets is already benefitting the river companies. It's used as a training resource for river-guides and other staff, a template for operations and to flesh out operational paperwork for auditing purposes.

If it was also in the hands of their customers, there would be far less customer confusion and trepidation pre-tour and fear and mishaps during tours.

The companies would benefit by having customers who would now be far more informed and able to take better responsibility for themselves.

There would be less incidents occurring during tours resulting in less post-tour discounts and less damage to or loss of equipment like canoes or rescues involving NZ Police.

Operations such as pick-ups would be far smoother as customers would have a better understanding of being on time (transport is one of the biggest expenses of a river company).

With information in the hands of customers, the river companies will suddenly be held to account and compared to one another. Those companies with a wish to offer the best product they can but have found themselves trapped in a race to the bottom to compete for customers will be released to pursue a better quality of product. Their prices could justifiably increase, and they could eventually return to the model of recruiting outdoor industry experienced staff and qualified river-guides instead of relying on WWOOF-ers and other inappropriate team members.

More efficient pre-tour customer relations. The back and forth communications between customers and river companies pre-tour is very time-consuming and labour intensive. Often, information customers receive can be contradictory to earlier contact, incomplete, vague or otherwise confusing. There are always queries on subjects which aren't covered in the companies' info packs and emails but ARE covered in Nixon's Guide Sheets. For those customers who book their tours well in advance, their copies of the guide-book could be sent to them (at a raised cost to cover postage).

The value of the experiences of customers would increase significantly without any effort or expense of the river companies.

████████████████████

In one move, ████████████████████ could increase safety, improve the value of experiences and save lives with this guide-book.

When seeking to audit, manage, improve upon or maintain awareness of the standards of commercial operations, it's important to have a benchmark standard to refer to (one which wasn't written by a river company as the NZ Maritime Safety Authority audit largely was).

#### -THE AUTHORITIES

The Authorities are currently stuck. There is nothing legally wrong with the way the industry operates (except in terms of Employment Law, Tax Law, Immigration Law and the Holidays

Act) because anyone is free to do the activity, yet emergencies are an increasing reality for responders like NZ Police.

More info in the hands of freedom-canoists would reduce mishaps caused through a lack of knowledge and inexperience and therefore poor decision-making.

The Ministry of Business and Innovation, the NZ Police, Health and Safety NZ, and the Inland Revenue Department are increasingly turning their gaze towards operations in the adventure industry as safety concerns, employment conditions and abuses, and tax discrepancies have become endemic. Nixon's Guide Sheets is the least painful and potentially most effective tool to have a positive influence in these areas as its wider use (than exists at present) would PROMOTE voluntary positive change rather than IMPOSE it.

-ME

I will finally be able to earn some income and benefit from the guide-book, myself.

I already enjoy the feeling of having improved operations of most of the companies and would be pleased to know I've further increased the safety and enjoyment of customers.

I want to be a part of a positive revolution towards regenerative, ethical enterprise on the Whanganui River.

## NIXON'S GUIDE SHEETS BUSINESS OPTIONS

### - 1)The Status-quo

We change nothing. The canoe companies will continue to use the guide-book to benefit their image of competence but a gaping information-gap for their customers will remain. This is a path towards negative experiences, accidents, incidents and deaths on the Whanganui River. Ethics and operations of the industry will continue to degrade until it becomes impossible for river companies to find willing staff (they've already largely been abandoned by professionally trained and experienced river-guides). Eventually, without positive change, the industry will falter.

### - 2)Easiest Option Towards Positive Results

██████████ insists that each separate Freedom-hire booking receives a copy of the guide-book (as a condition of canoe-hire operator concession) of which the price is added to the total cost of their hut passes. The book is currently priced at the cost of a single night for one adult at a DOC campsite. I would furnish the river companies with as many copies as they need to meet demand. At the end of the season, income gathered from the purchases of guide-books would be collated by DOC and paid to me. This is a 'hands-off' approach for ██████████ which will still serve the goal of providing customers with a complete information packet and reduce their risk of harm or negative experience (along with improving enjoyment levels).

### - 3)Outright Purchase

██████████ makes an outright purchase of the rights to the guide-book. Negotiation of price could include concessions to sharing of profit percentage if the initial affordability is out of reach. With complete ownership of the guide-book, ██████████ ██████████ could revert to the model of including adverts to earn extra income and include relevant cultural and historical information (which up to now has been deliberately left out in respect of intellectual ownership).

### - 4)A Relationship with ██████████

Improvements to the guide-book that ██████████ would like to see made (cultural and historical information added) but otherwise the arrangement would be the same as option 2. Consideration towards increased printing costs versus the price of the guide-book will need to be made.

### - 5)A Combination of the Above Options

Some arrangement which benefits all parties concerned in terms of personal goals and goals for the enjoyment and safety of customers.

## EXTERNAL THREATS TO SUCCESS – A DISCUSSION

-THE RIVER COMPANIES MAY WISH TO CONTINUE TO RESTRICT THE GUIDE-BOOK'S AVAILABILITY.

The river companies have until now been the biggest barrier to Nixon's Guide Sheets reaching its target audience.

The river companies understand the book presents a template on how to run a canoe-hire company (especially the ones who actually-do use it this way – certainly in their auditing paperwork).

This may be cause for resentment, as no one wants to be told how to run their business, but I believe resistance is more about perceived risk to their businesses. Customers' expectations for the product they are buying mightn't match the reality of what the river company delivers. Some companies do cut corners as standard operating procedure.

At present, the companies enjoy a position of ownership and control of information.

Most customers incorrectly assume all staff and owners of river companies are accomplished and skilled canoeists and adventurers - a misperception the companies benefit from and perpetuate.

Even the most strictly values-led company might drop their own high standards if they get stretched in extenuating circumstances – this is an unpredictable and challenging industry (at least in terms of the prevailing business model).

Most customers have no prior experience of this activity, therefore nothing to compare the levels of professionalism of the river companies to. Also, this will be most customers' one and only tour on the Whanganui River – how would they know if their river company is cutting corners or operating below standard? Well, they might if they have a copy of Nixon's Guide Sheets.

For companies who also offer guided tours, control of information is preferred so they can more freely direct customers one way or the other (guided or freedom) depending on what suits the company at that time.

Also, as few river-guides or river company owners are professionally trained, qualified and experienced these days, their deficiencies in the field may be more noticeable to customers who have a copy of Nixon's Guide Sheets.

-CUSTOMERS MAY BAULK AT THE EXTRA COST THAT WOULD BE INCLUDED WITH THEIR HUT-PASSES.

The cost versus benefit ratio should convince even the most miserly customer of the value added to their adventure.

There is no other way they could receive this information (proven by the fact that except with this guide-book, the information is not already reaching customers) because its impossible to deliver it in any other form due to time constraints, limited staff experience-levels and the fact this much info at once wouldn't easily be absorbed even if time and experience allowed.

The cost is the same as a single adult staying one night at a DOC campsite. \$20.00 whether the booking is for 2pax or 30pax (customers could add purchases of extra copies if they wanted).

Even if customers reluctantly find themselves with their copy of the guide-book, they'd not let their ownership of it go to waste. In this way it would benefit even the most unenthusiastic customer.

-A CUSTOMER MAY ENTER INTO LITIGATION CLAIMING ADVICE IN THE GUIDE-BOOK LED THEM INTO TROUBLE.

First-of-all, Nixon's Guide Sheets has been written for the express purpose of achieving the opposite result (of customers getting into trouble) by providing customers with accurate and helpful info by a qualified, experienced river-guide.

But, there's often customers who will try it on (litigation) – it's the world we live in. Some customers aren't happy unless they're unhappy. Many are actively seeking discounts or simply enjoy being agitators. These are some official complaints I've heard: 'You didn't mention the rock we crashed our canoe into.' 'My boat wouldn't go in a straight line.' 'I had no idea it was going to be like that.'

Surely, it's better to do something rather than nothing in filling the existing information gap.

When incidents occur, it's best to be able to confidently and truthfully report that everything possible was done to avoid negative outcomes. This is the thrust of any investigator inquiries after incidents.

The river companies have protected against the outcome of being held accountable for customer mishaps by wrapping the adventure audit scheme about themselves while making very little true improvements to their operations. They've legally legitimised the ways they were already doing things by literally writing their own audit programme and having it signed-off by the NZ Maritime Safety Authority. This leaves only [REDACTED] exposed as a target (I think).

The guide-book already has a disclaimer, but there may be room to make this more robust;

- 'This document has been written with the intention of being an instructional reference only. The reading of it will not make you an expert canoeist or swift-water rescue technician.

Outdoor adventures – especially those involving water, moving or otherwise – present risk. The Author of Nixon's Guide Sheets, Freedom Canoe the Whanganui River does not accept any responsibility for loss or damage to personal or hire-equipment, personal injury, physical or otherwise, or death.

The language used has been carefully chosen to most effectively instruct entry-level/beginner canoeists. Much of the technical terminology has been simplified and in some cases completely altered to become more descriptive and ultimately more easily understood by the targeted reader.

The following information and instructions should be considered 'guidelines'. The Author would like to make it clear that this document simply outlines 'a way' to operate your own Whanganui River canoe journey.'

In saying all of this, it could be that there is no risk (in this regard) anyway. Anyone can do the activity without restriction. Do life-guards get sued if people drown at a protected beach? Do bike-hire shops get sued if customers injure themselves biking?

The canoe-hire industry exists in a kind-of risk management/health and safety grey area. There are contradictions and inconsistencies meaning there is currently a case of having your cake and eating it, too, if you run a river company. River companies who hire to freedom-canoeists must be Health and Safety qualified but don't need any skill or experience in the

activity - nor do their staff. They benefit from the legitimacy of Health and Safety sign-offs (and customers and the authorities are reassured) but don't need to live up to their paperwork. Because it's legal to hire equipment to novices, a Health and Safety qualification seems superfluous. In any business where technical equipment is hired to customers, only instructions for the use of the equipment is required. Not the expertise to apply said equipment to the activity. Meaning, if I hire a set of skis to someone; I explain how to operate them, but I don't teach the customer how to ski. But, here's where it gets confusing in the case of the canoe industry; the equipment's operation is explained, AND staff make an attempt at teaching the customer how to canoe. This is a problem if the person providing the instruction is not an expert. Instruction can be vague, very poorly delivered, provide only the barest minimum information and in many cases be patently false and likely to put customers at risk of harm.

Ordinarily, to be operating within the Law, we either teach customers NOTHING beyond how equipment functions, or we teach them EVERYTHING involved towards the safe and successful completion of the activity. Hovering somewhere in between is dangerous - staff members can convince themselves and their customers that they are experts (because they hold a qualification or an experienced-sounding job-title) which in turn will lead customers to think they've received all relevant info for the activity and that it's come from an expert point of view.

I believe this is what makes Nixon's Guide Sheets essential. It puts the entirety of the information pertinent to the activity into the hands of the customers written from the point of view of a professionally trained and experienced river-guide. If we can't have trained and experienced staff, then we should train the customers. We should do our best to keep people as safe as we can if its within our power to do so. Its what the public and paying customers assume is already the case – it's what they expect and its morally the right thing to do.

(email to Workbridge)

Hi [REDACTED],

Thanks for the confidence boost, yesterday. My reserves have been pretty-low, lately. I tidied up my business case, then from 2:00pm I called [REDACTED] every 15 mins, until someone answered at 4:45pm. The boss was out but [REDACTED] told me that they had spoken about the guide-book recently (*the copy I sent to them*) and were keen to discuss it further. I emailed my business case and the next step will be a meeting face-to-face. Hopefully, the business case does a lot of the tricky work of explaining the culture of commercial river operations and how the guide-book could benefit all the stake-holders – especially [REDACTED], and all I have to do is make friends with them help them imagine those benefits more clearly. I'm thinking I'll leave them to read through the business case today and call them tomorrow. I'll have to figure-out how to get down to Whanganui. I can feel myself getting excited but I'm trying not to count my chickens.

Also, this morning I called the Department of Conservation (*Whanganui*) to get official numbers of freedom-canoe hires. They don't separate 'freedoms' from 'guided', unfortunately, but I did get the numbers of total bookings from the season of 2011-2012 through to 2016-2017. The numbers are lot lower than I thought which affects the guide-book's potential earnings.

Anyway, that's about it. Oh, are we meeting again next Tuesday?

Kindest regards,

Grant Beaven

*(email to Accountant)*

Hi [REDACTED],

I hope you receive this in time *(before you file)*. I am committed to doing all that I can to meet my tax obligations and that would be my preference here, too.

[REDACTED] does not have a presence on the Internet. The business is operated in an analogue way, without even the use of eftpos. But my Employer has all of the details necessary, regarding my information, to file a correct form and assured me that my PAYE would be filed as per his obligations.

I am prepared to suffer the inconvenience of not having this process run smoothly. I have found myself in this exact situation with more than 90% of my Employers *(80 separate businesses)*. My experiences with the IRD have generally been positive and if THEY are happy to ignore the discrepancy, then I will resign myself to the irregularity of the situation.

If this is not simply a mistake on my Employer's part and his intent is to de-fraud the IRD, that is disappointing enough but in doing so, he will have taken funds from me that would have gone towards paying off my Student Loan and also avoided paying funds meant to contribute to my Kiwisaver Account *(my Kiwisaver Account was opened without my permission due to this exact circumstance)*.

Under his employment, I conducted myself with integrity and professionalism. I should not have to suffer disadvantage.

I would prefer, please, if you would include the figures for my earnings at [REDACTED] in my completed information. I do hope that this causes you no inconvenience. Thank you very much.

Kindest regards,

Grant Beaven

Hi Grant

Thanks for that, have not filed yet, no problem.

Your honesty and integrity are to be admired.

Unfortunately these Employer types are too prevalent and as we both know the honest suffer.

This because the fraudsters ski on a down hill and everyone else is on a level playing field !!

.

Many ' Employees ' are scared to say anything as they need the work/money. Even if it means they get less than the legal wage. This is why many " Employers" prefer to have overseas casuals.

As you owe tax rather than expecting a refund there is no urgency to file. Your return is not due until 7 July 2017.

Even then IRD will not send reminder until after 31 July 2017. May I suggest in the meantime you still have a chat

as per previous with [REDACTED], or should it be " Piste Off ".

Suggest to them that " your accountant " needs the shortfall paid to balance your tax. KS, SL etc as you rightfully mentioned.

Grant, chew it over and let me know how you get on, best of luck

Sincerely

[REDACTED]

Hi [REDACTED],

I appreciate your patience. I'm sorry that my particular circumstances are not more straightforward.

I have been able to make progress, however. I've made contact with my [REDACTED] Employer [REDACTED] [REDACTED]). He informed me that he is yet to provide any details to his Accountant regarding any income, expenses or Employee PAYE for his ski-hire shop. His other forms of income include a plastering business and extensive Stock Market activity (*although in this, he is careful to limit his taxable footprint – is what he tells me*). He is currently geographically separated from his Ski-shop bookwork (*written form only*) while plastering in Auckland. Even if he returns to run the Ski-shop when the snow arrives, he may not get around to filing his Tax Return in an expedient fashion. Defining characteristics of [REDACTED] are distractibility, lack of focus and limited prioritizing skills. I even had to request my pay when it was past due.

Further to this, [REDACTED] informed me that his Accountant is both over-busy and slow in his work.

So, for the above reasons and in order that I might speed things up for my own peace of mind (*and to limit your frustration*), I have also made contact (*phone*) with the IRD to get advice on my situation. They are happy for you to proceed with the filing of my Tax Return. The knowing of both my Gross and Net Income with [REDACTED] is all that they require at this stage. The lack of supporting paperwork on my part, regarding pay-slips or bank receipts due to [REDACTED] business management style is a bridge that may or may not need to be crossed further down the line but does not need to be a consideration at this point. Once my Tax Return is filed, any issues become the IRD's responsibility to manage. They will make contact with [REDACTED], if they feel the need.

So, again, thank you very much for your patience and please proceed with the filing of my Tax Return, including the details provided, regarding my [REDACTED] income.

Thank you.

Kindest regards,

Grant Beaven

**From:** [REDACTED]  
**Sent:** Monday, 12 June 2017 11:34 AM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Re: Income Tax 2017

Hi Grant

Will file as suggested thanks Grant

Thanks for your very good Employer description and business analysis. I am pleased that you have been in touch with IRD

to cover yourself.

Confidentially my analysis is somewhat different as I suspect that he may not be declaring ANY of his business' income.

Perhaps he does not have an accountant at all, but uses this common excuse ? If its not the accountant, its the weather,

the economy, the "govament" etc.

Sincerely though Grant, if you feel [REDACTED] needs accounting, Employer and IRD compliance help, and would appreciate it, you are

welcome to suggest he email me. Best he does this before IRD come looking for him, as presumably he has other Employees

in the same position. IRD rightfully take a dim view of PAYE, KS, Student Loan not paid as of course it is the Employee's

money.

Thanks again, [REDACTED]

**From:** [REDACTED]  
**Sent:** Wednesday, 14 June 2017 1:15 PM  
**To:** Grant Beaven [REDACTED]  
**Subject:** [REDACTED]

Hi Grant

Above at [REDACTED] Ohakune was declared bankrupt on 6 March 2014. Is it the same man ?

If it is, it may be that he is still disqualified from running a business

Would [REDACTED] be a profitable business for you to run ?

Regards, [REDACTED]

Hi [REDACTED],

I'm not sure if this is the same business. Address numbers in Ohakune aren't always matched with corresponding numbers at the Council office (*my home address is a case in point*). [REDACTED], when googled appears to show the [REDACTED]. The [REDACTED] building is owned by the Council but they do lease spaces within to business operators. At least two café businesses have failed there in the last five years.

I know my old Employer by his nicknames [REDACTED], [REDACTED] or [REDACTED], short for [REDACTED]. I can't find the address for [REDACTED] with any certainty, at all. It wouldn't surprise me in the least, if he was bankrupt, though. This would explain much of way he operates, although to my knowledge, he has always operated in a similar manner (*since 1991*), according to friends who have also been Employees.

The business itself is the most primitive (*of seven*) ski-hire shops I've worked for. I've worked for the most advanced in the country also ([REDACTED]) and everything in between. I feel qualified to say that the initial outlay to bring [REDACTED] to a standard anywhere near competitive with other operators in Ohakune would not be affordable. Recouping these costs in a market as saturated as it is with other options ([REDACTED] *especially is cornering the ski-hire market with excellent gear and efficient, if unfriendly service, including the only pre-booking facility in the North Island*).

The only competitive advantage that [REDACTED] has is that [REDACTED] owns the land and building (*3 separate titles*), meaning he is the only company who can compete with [REDACTED] low pricing schedule due to his uniquely low overheads. Another advantage is a rudimentary apartment attached, reducing his accommodation costs. However, parts of the building appear to require major structural upgrades or at the very least, it would require re-piling.

In saying this, in my spare-time, I re-wrote his business model for him and drew up a re-modelling of his shop (*within structural support restrictions*) and listed all of the upgrades in machinery (*dryers, tuning machines*) and rental equipment he would need to commit to, to go from being a crap ski-shop to a great (*if low-capacity*) ski-shop. All upgrades considered were cost-effective and of long-term benefit. The business of running a ski-shop isn't rocket science. My instinct is to simplify operations, procedures and product to make it both easy to run and easy to be a customer.

The main external threats to taking this business on are bad snow seasons (*even a good one is only 3 months duration*), a bad reputation to overcome and other off-mountain rental shops continuing to improve ([REDACTED] *would be especially dangerous*).

I'm certainly in no financial position to consider it. Anyway, nice to chat. I need to get back to writing.

Kindest regards,

Grant

From: [REDACTED]  
Sent: Wednesday, 14 June 2017 5:12 PM  
To: Grant Beaven [REDACTED]  
Subject: Re: [REDACTED]

Hi Grant

An address I found elsewhere was [REDACTED]

Thank you for the detailed information. You obviously have it well researched which is great.

2017 Income Tax to pay. When IRD show it on your login it will be \$1,849.10 but this does not show credit for the PAYE [REDACTED] has not accounted to IRD for. As it appears the total deductions were \$1,225.50

the PAYE should be approx \$800 and the rest presumably SL and KS and ACC Levy

As 2017 Terminal Tax is not due until 7 Feb 2018 just wait and see what evolves.

Best regards to Mum, Dad and yourself

[REDACTED]

TAX ERROR, 2016 - 2017

Grant Beaven

Tax number: [REDACTED]

Tax Code: MSL

Kiwisaver: Yes

20/3/2018

Dear Inland Revenue Department,

With your help, I have discovered some mistakes with the information I filed for my Tax Year ending March 2017. This discovery was made during recent phone-calls to IRD (18 and 19/3/2018) and I have been asked to furnish you with the following information. I'm sorry for my error and I hope you find my work here helpful.



START DATE: 12/7/2016.

END DATE: 11/9/2016.

The following is based upon my own calculations using the hours I recorded in my diary at the end of each shift. They are not based upon Wage Information provided by my Employer. I did not request Wage Information from my Employer and it was not provided voluntarily.

TOTAL HOURS:

213.25 hrs.

Note: This amount differs from my previous calculation filed. I apologise for my mistake. I suppose that because my mistake is higher than I've since calculated, a likely conclusion would be that I deliberately inflated the number. I can only assure you that this was not the case, it was simply an error. The mistake was made during the transferral of figures from my diary to the information presented to my Accountant. Presumably, my time-sheets (if [REDACTED] has kept them for his records) will corroborate my new calculation.

213.25 hrs @ \$17.00 per hr = \$3,625.25 Gross

The Net amount I received was \$2,625.00. As this money was received in cash and I did not bank the full amounts of the individual payments, I have no record of verification.

HOURS/PAY:

Tuesday 12/7 – 8.5 hrs

Wednesday 13/7 – 7.5 hrs

Thursday 14/7 – 5 hrs

Friday 15/7 – 6 hrs

Saturday 16/7 – 8 hrs

Sunday 17/7 – 4.75 hrs

-TOTAL WEEK ENDING 17/7 – 39.75 hrs @ \$17.00 per hr = \$675.75

Monday 18/7 – 9.75 hrs

Tuesday 19/7 – 8.25 hrs

Wednesday 20/7 – 0 hrs

Thursday 21/7 – 8.5 hrs

-PAID 21/7 - \$600.00

Friday 22/7 – 8 hrs

Saturday 23/7 – 0 hrs

Sunday 24/7 – 0 hrs

-TOTAL WEEK ENDING 24/7 – 34.5 hrs @\$17.00 per hr = \$586.50

Monday 25/7 – 0 hrs

Tuesday 26/7 – 0 hrs

Wednesday 27/7 – 0 hrs

Thursday 28/7 – 0 hrs

Friday 29/7 – 0 hrs

Saturday 30/7 – 8.75 hrs

Sunday 31/7 – 0 hrs

-TOTAL WEEK ENDING 31/7 – 8.75 hrs @ \$17.00 per hr = \$148.75

Monday 1/8 – 0 hrs

Tuesday 2/8 – 0 hrs

Wednesday 3/8 – 4.5 hrs

Thursday 4/8 – 0 hrs

Friday 5/8 – 0 hrs

Saturday 6/8 – 0 hrs

Sunday 7/8 – 0 hrs

-TOTAL WEEK ENDING 7/8 – 4.5 hrs @ \$17.00 per hr = \$76.50

Monday 8/8 – 7.25 hrs

Tuesday 9/8 – 5.5 hrs

Wednesday 10/8 – 0 hrs

Thursday 11/8 – 6.5 hrs

Friday 12/8 – 3.25 hrs

Saturday 13/8 – 7.25 hrs

Sunday 14/8 – 8.75 hrs

-TOTAL WEEK ENDING 14/8 – 38.5 hrs @\$17.00 per hr = \$654.50

Monday 15/8 – 4.25 hrs

-PAID 15/8 - \$735.00

Tuesday 16/8 – 3.5 hrs

Wednesday 17/8 – 0 hrs

Thursday 18/8 – 2 hrs

Friday 19/8 – 9.25 hrs

Saturday 20/8 – 8.5 hrs

Sunday 21/8 – 6 hrs

-TOTAL WEEK ENDING 21/8 – 33.5 hrs @\$17.00 per hr = \$569.50

Monday 22/8 – 4.5 hrs

-PAID 22/8 - \$500.00

Tuesday 23/8 – 0 hrs

Wednesday 24/8 – 0 hrs

Thursday 25/8 – 6.75 hrs

Friday 26/8 – 0 hrs

Saturday 27/8 – 0 hrs

Sunday 28/8 – 8.5 hrs

-TOTAL WEEK ENDING 28/8 – 19.75 hrs @ \$17.00 per hr = \$335.75

Monday 29/8 – 7 hrs

-PAID 29/8 - \$290.00

Tuesday 30/8 – 2 hrs

Wednesday 31/8 – 2.5 hrs

Thursday 1/9 – 0 hrs

Friday 2/9 – 0 hrs

Saturday 3/9 – 0 hrs

Sunday 4/9 – 8 hrs

-TOTAL WEEK ENDING 4/9 – 19.5 hrs @ \$17.00 per hr = \$331.50

Monday 5/9 – 0 hrs

Tuesday 6/9 – 0 hrs

Wednesday 7/9 – 0 hrs

Thursday 8/9 – 0 hrs

Friday 9/9 – 0 hrs

-PAID 9/9 - \$300.00

Saturday 10/9 – 3.5 hrs

Sunday 11/9 – 11 hrs

-TOTAL WEEK ENDING 11/9 – 14.5 hrs @ \$17.00 per hr = \$246.50

-PAID 27/9 - \$200.00

(email to WINZ)

Hi [REDACTED],

Thanks for your email. It did clear up a couple of points.

I'm afraid I've misunderstood the purpose of presenting a bank statement during the interview process. I thought it served merely as supplementary proof of identification. The bank statement presented in this case was from almost a full month before my initial (*phone*) contact and about 2 months before my interview (*not including the dvd presentation*). The bank statement wasn't representative of my available funds at the point of the interview. However, the money set aside for Tax would have disqualified me for Temporary Additional Support and may continue to do so until I receive notice from IRD as to my Tax owing for the 2018 year (*unless I simply hide it*).

I do sympathise with you and your colleagues. As someone who prefers clear structure and standardized operational procedures, I know I'd not be effective at all in a job as mysterious and changeable as yours and I appreciate your patience in what must be a stressful and at times thankless role.

I'm available for an appointment with you at any open time-slot you have from Monday next week, onwards, apart from 11:00am Tuesdays as this is when I meet with [REDACTED] from Workbridge. I have been wondering recently whether I may be on the wrong benefit, entirely, given the challenges and abuse evident in my work history which I now believe is a product/result of my (*as yet not officially diagnosed*) Autism Spectrum Disorder. I'll look forward to talking about this and any other relevant topics. I'll arrange to bring bank statements, also.

My only wish is to contribute and exist within society without being treated poorly or unfairly or taken advantage of. I know my own limitations and status makes this wish an obnoxious one but I'm pinned between my own values and the realities of the workforce.

Thanks again.

Kindest regards,

Grant Beaven

(email to WINZ)

Hi [REDACTED],

In case I'm eligible for Temporary Additional Support, I filled in the form. But, my hand was too cold to hold a pen properly, so I'd like to send the answer to Question 20 by email. Thanks. I'll see you at 11:00 today (*our appointment*).

Kindest regards,

Grant Beaven

#### STEPS I'VE TAKEN TO GET OTHER HELP, REDUCE COSTS OR INCREASE INCOME

##### TO GET OTHER HELP

I'm not sure I understand this. I think it means 'did I view seeking WINZ assistance a last resort?' I did, in fact. But then I stepped forward into the trap and we all begin pretending. I pretend I'm not enslaving myself, I'm just asking for assistance. WINZ pretends it isn't a slave trader, it's a social safety-net, and Employers pretend they aren't shopping for slaves, they're benevolent rescuers of beneficiaries. Perhaps there should be a danger-warning on your great glass facades.

No. I haven't found 'other help'. What's other help? Lotto? Rich family? The Salvation Army? Is other help 103 separate periods of employment? Will number 104 be the first non-exploitative and legal one? It's possible, though the odds aren't good.

##### TO REDUCE COSTS

-I've stopped using my car. It broke down, anyway, and I can't afford to fix it. Nor would I be able to trust it, even if I could fix it. I'm going to sell it, but I'll miss it. I love my car.

-I continue to live in a sub-code house. My landlord is weighing the choice of allowing me to continue to pay rent or whether he pays to have it demolished. This uncertainty adds to the discomfort of an un-insulated, un-heated home but insecurity comes with the territory, I guess. I pay \$8,000 per year.

-My newest trick to reduce energy costs is to leave my heater off (*I've been using just the front of my house as a studio apartment*). I record all morning temperatures and to date, my coldest is 6 degrees. I'm not dead yet, so it can't be that bad.

-Energy is front of mind when I'm home. I have a huge list of energy reducing tricks I employ. Things like living in the dark, boiling just enough water for coffee, switching cooking-elements off in the last stages of cooking something, short showers, timing energy-use to when it's least expensive, not cooking my toasted cheese sandwiches, et cetera.

-I've set my menu. Expensive items like vegetables and meat are out. Every day is Breakfast: 250mls of milk, 3 x eggs scrambled. 1 x instant coffee. Lunch: 3 x toasted cheese sandwiches, 1 x apple. Another instant coffee. Dinner: 3 x toasted cheese sandwiches. 1.5l of water through the day (*from the tap*). All ingredients are bought while on special or perpetually discounted. I've discovered the

exact amount of energy I can expend (*exercise*) through the day to ensure the discomfort of hunger is manageable.

-I've arranged my bank accounts to provide the clearest and simplest financial management of bills. Every expense is recorded in my diary. I've made games of all my expenses to help reach or stick to savings targets. There is a skill in being this poor and I do get a kick from still being able to pay my bills. From my 'Grant' account I trickle my pay into others to distribute towards bills. It's like 'trickle-down-effect, except it's not a lie. From my 'rent' account, I pay \$153.84 per week. I put \$25.00 per week in my 'power' account to pay \$73.75 for line rental and around \$40.00 for power-use per month. I put \$25.00 per week in my 'phone/internet' account to pay \$101.90 per month. I put \$25.00 per week in my 'insurance' account to pay \$114.75 per month. I've just paid my Tax bill, so I'm no longer saving for that, but I do have a Student Loan bill and an ACC bill yet to pay. The accounts for 2 published books receive income when I sell copies and are never drawn from until there is enough cash for the next print run. I top up any account that needs it to cover bills if there are insufficient funds.

-I'm unable to travel to my doctor for my free flu-shot, so there's a reduced travel cost there, I guess. But, I've lessened the potential for catching the flu by removing myself from opportunities to meet with people – these are also opportunities to spend money.

-Reducing costs is about altering your view of luxury. Luxury is a patch of sunshine on the floor, feeding the birds one of my bread-crusts; two instant-coffees and an apple, writing a play, or running into a friend while passing in the street.

#### INCREASE INCOME

-I have the solution to the danger that customers who canoe the Whanganui River are put into. I spent a great deal of time and effort presenting this to the people who run the river - without success.

-I designed a river company. I have 88 pages of business plan and operational paperwork. I don't want to run a company for many different reasons and I don't want to be in debt even if I could get the start-up finance, but I'd prefer it to being on the dole.

-I've had over 100 separate employment stints. I have imagined myself working at many of them for the rest of my life, but an end has always snuck up on me, often in the most brutal way.

-I've worked out (*with help from* ■■■ *from Workbridge*) and planned a potential path to write my way out of this trouble and into to society. Unfortunately, it depends wholly on WINZ suddenly changing their plans for me.

-I've been putting a great deal of effort into finding out what's wrong with me. Why am I ineligible for Employment Law? Why can't I hold onto jobs? Even jobs I really love and have gotten really-good at. For a while, I thought perhaps I had multiple personalities and some of them were secretly sabotaging me, somehow. That's how confused I've become. But, now I've discovered I have Autism Spectrum Disorder and the truth is I simply can't protect myself from being bullied or taken advantage of. However, there are attributes to ASD (*in my case*) that, though they frustrate or tempt Employers into bad behaviour - causing bullying and Disadvantage - they can be understood and turned to my advantage.

*(written for WINZ)*

## **TOWARDS THE FULFILMENT OF MY WINZ OBLIGATIONS AND BECOMING A REAL NEW ZEALANDER**

*NOTE: The employers listed below are the ones which there is evidence I actually worked there (witnesses, et cetera). There are many other employers not included here for which I've no proof I was employed. I was a return employee at many of the business listed - one employer I worked well over 10 periods of employment for. I've also forgotten some, and I've left some out due to shame.*

*Also, my hands are shaking in frustration as write this. I am angry at your contempt of me at the Ministry of Social Development - your punitive attitude. I don't know why you ask these questions of me, because I don't believe you hear a word I say. It's affected my thought process and my writing here.*

I would like to offer my thanks to WINZ and the New Zealand public for my weekly allowance. Please know that I do not waste any of it on extravagances. Luxury items are restricted to 2 instant coffees per day and a desert at dinner. I am determined to warrant your faith in me that I view my situation as temporary and pursue means to stand on my own feet with unfailing dedication and determination.

Nobody likes a cynic and I am aware that I am increasingly becoming one. Generally, I would consider myself a positive person yet the subject of Employment and my experiences in the workforce have left me with much to complain about. I want to lessen my focus on negativity in this area as for 1, people find my experiences hard to believe and 2, they would prefer not to hear it. My intention (*after this document*) is to try to set a new standard of acceptance of my Employers' misbehaviour as I can't change them, I can only change myself.

With your permission, I would like to work towards escaping my reliance of the Benefit.

### **MOTIVATION**

I wish to one day have value. As a Beneficiary my status is below 'thief'. The process of seeking a benefit and protecting its continued assistance is degrading and humiliating.

### **EMPLOYMENT**

I believe that I am a good Employee. I make every effort to quickly learn my role at any new job while consciously striving to serve the goals of my Employers. I am an honest person who seeks to improve on or add to my tool-kit of skills for the benefit of my Employers and their customers. My work-ethic is something I take great pride in.

## **PERSONAL AREAS OF CONSIDERATION THAT HARM MY EMPLOYMENT SUCCESS *(and solutions where applicable):***

**-Height:** I am a short person. I believe that short people are considered less capable in the workplace than those of a more regular height.

To lessen this perception I try to maintain an appearance of physical fitness, interact with confidence, consider my posture and try to dress in a manner that does not accentuate my shortness.

**-Honesty:** At first glance one would expect this to be a positive attribute towards successful Employment, yet in my case it has not been so. I never use deception when I am at work, which means that I accept responsibility when things that I am involved with don't go to plan. But over time these instances will accumulate in the eyes of my Employer, meaning that I will eventually be viewed as a liability when compared to my colleagues who are better at keeping their heads down. Sometimes this will even lead to the blame for things that I wasn't responsible for being assigned to me.

I am unsure how to tackle this issue without compromising my values yet I do still try to come up with solutions.

**-Perfection:** Another attribute that would appear to be positive yet isn't necessarily so. The pursuit of perfection can be seen as the enemy of efficiency. I find it difficult to match my Employer's expectations to quality with their expectations of efficiency, especially as these tend to be fluid, one becoming more important than the other depending on the situation.

Also, I have often made the mistake of learning how to do my job then performing beyond my Employer's expectations. In my experience, showing initiative should be done with extreme care or without the Employer's knowledge. An Employee must never deliver a better service to the Employer's customers than the Employer can or than the Employer is willing to deliver. This is especially difficult in the Outdoor Adventure Industry as Employees will often find that they are more skilled and experienced than their Employers. It is very hard to give less than your best to customers as an Employee with a strong work ethic, however the effort to pull back must be made to avoid an image of elitism or worse, the Employer perceiving that the Employee wishes to take over their business.

The complexities of these issues are often beyond my skill to identify where they are occurring in a timely manner. By remaining conscious of their potential, I hope to improve my awareness of issues and response times to their arising.

**-Non-misogynistic:** Many all-male work teams develop a culture of misogyny. I simply don't fit in to these.

Being seen as a team player is important in the workplace but in these cases I have no solution as I have no wish to become a more misogynistic person.

**-Goal-setting:** As I perform best within a structured environment I feel under constant stress in the dynamic environments of most of the workplaces that I have experience in as they operate in a continuous state of in-completeness. Un-finished or interrupted tasks (*especially if they are untidy and their in-completeness will effect the operation of other tasks or the ease with which my colleagues operate*) fill me with anxiety. Since identifying this as major cause of anxiety, I have tried to be more accepting of the inevitability of its reality.

**-Dyslexia:** I am a 'picture-thinker'. Other people are 'language-thinkers'. Picture-thinking is 3 dimensional, Language-thinking is linear. I became Dyslexic trying to fit in throughout my early years at school as at the time education was very 'language' oriented.

Aspects of many workplaces are designed to operate in a linear fashion causing me to appear a slow learner. I struggle to interpret instructions that are delivered in a linear way. I have problems with numbers, complicated systems (*like computers*) and time-lines. It took me until my early 30's to realise why some of these situations cause me so much anxiety. As I come to understand my disadvantages (*and advantages*) more clearly, I can work to overcome them. I also try to more effectively retain new information or re-interpret/translate information into forms that I understand. Understanding the 'big picture' helps but this is seldom the way that most jobs work. I can also avoid situations or job roles that cause me frustration and anxiety or that I am not effective in (*although gaining understanding from Employers is impossible*).

At my last meeting at WINZ I briefly touched on the subject of my experiences as an Employee. I was left with the feeling that in doing so I made a mistake, as existing Employers are the only solution WINZ sees for Beneficiaries and my bringing up negative experiences makes me seem less committed to my obligations.

At the risk of undermining my commitment, I would like to present instances of Law-breaking throughout my work history here:

## IS IT ILLEGAL TO BREAK THE LAW?

I often feel as if I am doing nothing but complaining with regards to talking about my Employers. I don't like this. For experiments sake I list here the instances in which to my understanding Employment Law has been breached or ignored to my disadvantage. For some I will offer clarification. I've never done this before and I hope here to learn whether my experiences are abnormal or whether I am simply being a sook.

Note: the following is based on my understanding of Employment Law. Legal definitions are not a strong-point of mine.

## -Slavery

Adventure Centre (*Whanganui*)

Clarification: I understand the inflammatory nature of the word 'slavery' and would choose a different one if I could think of it. Also, I would like to say I have not been sold, raped or pimped by ██████████ Adventure Centre.

I was hired after three interviews for an Outdoor Instructor position. I was driven to the isolated Adventure Centre by the Executive Director of the Whanganui ██████████ whereupon I was told that my job description had changed and would now primarily include caretaking and kitchen duties and little Outdoor Instructing. I was required to begin work at 6:00am and perform my duties without breaks until 8:00pm or later, depending on the programs of the Centre's clients. I worked 7 days a week. I was paid \$40.00 per week. I was expected to vacate my room when asked (*and move into a 2 person tent*). When programs were in I had three meals per day. When they weren't in I survived on cereal. I had no means of leaving the centre and was held there for almost 1 year.

██████████ Tongariro (*National Park*)

Hired as a trekking-guide and senior river-guide. I eventually became my employer's personal chef and found myself stuck at his family's holiday home. I painted the home while I was there. My employer left. I was paid in food. I had no means of leaving.

██████████ Ltd

At times, I was pimped to organizations, groups and businesses as an instructor, a driver, a river-guide and trekking-guide by this employer. The work arrangements were so confusing I'm pretty-certain I worked for free. My labour must've been paid for, but I wasn't.

## **-Blackmail**

██████████ Restaurant (*Whanganui branch*)

Clarification: Again, I can't think of more appropriate, less inflammatory word here. 'Kidnapping' perhaps (*as my hours were held hostage*)? I believe that blackmail was used to encourage my cooperation to make myself available for weekends. As I had a second job on weekends and sporting commitments, my contract had been written with the amendment that I was available only during the week. After eleven months of service (*that had received great feedback*) my hours were reduced from 46 per week to 13. In a meeting arranged by me with the Store Manager, I was told that my hours would increase again only if I made myself available for weekend work.

## **-Unjustified/Constructive Dismissal**

██████████ Adventure Centre (*Whanganui* ██████████)

██████████ Ltd

██████████ Restaurant

██████████ Contracting

██████████ (*Ohakune*)

██████████ Tours

Market Garden (*in Whanganui, I forget the name of the farm*)

██████████ (*Whanganui*)

██████████ Sign-writing and Screen-printing

### **-Not Providing an Employment Contract**

██████████ Sign-writing and Screen-printing

██████████ Adventure Centre

██████████ Ski and Board

Tongariro ██████████ Ltd

██████████ Tours

██████████ Ltd

██████████ Ski and Board Rentals

██████████ Ltd

██████████ Restaurant

██████████ Contracting

██████████ (*Ohakune*)

██████████ (*Ohakune*)

██████████ Ski and Board

### **-Breach of a Verbal Contract**

██████████ Ltd

██████████ Ltd

██████████ Tours

████████ Adventure Centre (Whanganui ██████████)

**-Tax Fraud (including incorrect filing of returns, taking PAYE, student loan repayments and kiwisaver without the intention of paying it to IRD and paying Employees in cash only)**

████████████████████ Restaurant Ltd

████████████████████ Ski and Board

████████████████████ Ltd

████████████████████ Contracting

████████████████████ Restaurant

████████████████████ Ltd

Tongariro ██████████ Ltd

████████████████████

██████ Tours

██████████ (Ohakune)

████████ Adventure Centre (Whanganui ██████████)

██████ Ski and Board has recently attempted to hire me on short-term contract basis more than once, however made it clear that they wished to pay some or all of my pay under the table. I turned down each of those job offers.

████████████████████ also offered me under the table work. Accepting this job could have put me at risk of prosecution if any safety incident occurred as I would have been operating without the correct paperwork. I turned down this job.

**-Not Providing an Employee with Work**

████████████████████ Contracting

██████████ (Ohakune)

████████████████████ Ltd

██████ Tours Ltd

**-Not Providing an Employee with Wage Information Upon Request**

████████████████████ Restaurant

██████████ Ltd

### **-Through Deliberate Action or Inaction, Causing an Employee to be Disadvantaged in the Workplace**

██████████ (Whanganui)

██████████ Ltd

██████████ (Ohakune)

██████████ Ski and Board

██████████ Restaurant

██████████ Adventure Centre (Whanganui ██████████)

██████████ Tours

██████████

### **-Not Providing a Safe Work Environment**

██████████ Ltd – Emotional. Also involved in vehicle crashes (*passenger*). Drivers of vehicles using cell-phones while driving

██████████ Ski and Board – Emotional/bullying. Inadequate ventilation of workshop

██████████ (Ohakune) – Poisoned/drugged. Unsafe storage of flammables

██████████ – Driving paying passengers without relevant licence

██████████ (Whanganui) – Emotional

██████████ (Ohakune) – Delivery-runs with a drug-affected driver. Worked with a drug-affected forklift driver. Inadequate forklift training (*20 seconds*)

### **-Breach of the Accident Compensation Act**

██████████ Ski and Board Rentals

Clarification: Knowingly not paying an Accepted ACC Claim for an Injury Sustained at Work

### **-Paying an Employee Below Minimum Wage**

██████████ Adventure Centre (Whanganui ██████████)

[REDACTED] Ltd

[REDACTED] Ltd

[REDACTED] Ltd

[REDACTED]

### **-Not Providing Time-sheets to Employees Who Are Paid a Daily Rate**

[REDACTED] Ltd

[REDACTED]

[REDACTED]

[REDACTED] Ltd

### **-Providing an Employee with work but Considering the Employee a Contractor**

Clarification: 1. The description of the Employee and their role in the company could not legally be defined as Contractor however the Employee is expected to pay their own PAYE and ACC levies. 2. The Employee is paid 'under the table'. 3. The Employee is assigned work by their Employer yet is paid directly by the customer meaning that technically they could be working outside of the Systems of Operation ratified by Health and Safety and legally responsible for any mishaps.

[REDACTED] Ltd - 3

[REDACTED] Restaurant -1

[REDACTED] -2

[REDACTED] - 1 and 2

[REDACTED] - 1 and 2

### **-Benefit Fraud**

[REDACTED] Sign-writing and Screen-printing

Clarification: I was at the time on the Unemployment Benefit and was employed (*my benefit remained unchanged and I was not paid by the Employer*) for a short period at the end of which, if I had performed satisfactorily I would be hired as an Employee proper. But there was never a job available. On the day that my trial period came to an end I met the person who I had obviously temporarily replaced. She had been off site while up-skilling. On a side-note, she was surprised

and disappointed to find that my duties had included all of the very things she had been away training for.

■ Ski and Board Rentals

Clarification: In this case Benefit Fraud was encouraged but never committed. At the time of my recruitment my Employer encouraged me to continue receiving my full benefit while employed by him during a period of light work, prior to the start of the seasonal work proper. I did not do it but he thought that I was an idiot to not commit fraud while I had the opportunity.

### **-Breach of the Holidays Act**

■ Adventure Centre (*Whanganui* ■)

■ Ski and Board

■ Ltd

■ Ltd

■ Ltd

■ Ski and Board Rentals

■ Restaurant

### **-Bullying perpetrated by an Employer**

■ Restaurant (*Whanganui*)

■ Adventure Centre (*Whanganui* ■)

■ Ltd

■ Ski and Board

■ (*Ohakune*)

■ Ltd

■ Restaurant (*Ohakune*)

■ Rentals

### **-To summarise my thoughts of lists above:**

Is there something wrong with me? In search of an answer to this question I have recently put some investigation into whether I may be some distance along the Autism spectrum as my Employment history would suggest that I've been the victim of something far more than simple bad luck. A diagnosis of this sort would go some way to explaining why I am Disadvantaged by my Employers in such a repetitive and consistent manner while I remain largely oblivious to mistreatment until it has become entrenched into the culture of the way I am treated.

The above list of Law-breaking may make one wonder why I have not simply initiated Employment Grievances to address the above issues but there are many reasons. The feeling of biting the hands that feed me is one but another important reason is that its clear to me that this type of Law-breaking is not limited to isolated cases in isolated fields of work. So an Employee needs to ask themselves: 'will initiating the Employment Grievance Process make me unemployable?' Employers who knowingly engage in breaches of the Law will avoid hiring a person they know has initiated an Employment Grievance in the past – especially those whose very business models are built on the breaking of Laws.

This was my main concern when I did in fact reluctantly choose to initiate a Grievance against [REDACTED] Ltd after years of enduring Law-breaking, Disadvantage, betrayal and humiliation. I studied the relevant points of law, sought advice from Employment Relations and other authorities and built a well-documented and unassailable (*I thought*) case against my Employer. Sadly, I was to discover that in regards to Employment Law it seems that the emperor has no clothes. I was left feeling more victimised than ever and my faith in Employment and protection through Employment Law has been eroded to nothing.

I will make an effort to view this document as my last attempt to have my voice heard on the negative aspects of my work history. I'm sick of hearing it myself so it's little wonder nobody else wants to.

## **ACTIVITIES PERSUED TOWARDS GAINING EMPLOYMENT (*at an existing enterprise*)**

These are activities pursued towards the fulfilment of my job-seeking obligations.

- Herald (online) daily
- Ruapehu Bulletin weekly
- Job Sites such as 'Seek' almost daily and following up on prospects
- Other internet job-searching and following up on prospects
- Considered and investigated leaving Ruapehu District
- Considered and investigated leaving New Zealand
- Gaining computer skills (*slowly*)
- I do fitness training for an hour every day and also walk for an hour every day

- I network amongst friends, family and acquaintances and follow up on prospects
- Kept my CV updated and passed it to local businesses
- Trialled at local businesses

## **ACTIVITIES PURSUED TOWARDS PROVIDING MYSELF WITH EMPLOYMENT**

### **-I have held 4 painting exhibitions**

The amount of time versus profits gained in the pursuit of making and selling artwork on a regular basis became unsustainable. Also, the enjoyment factor disappeared as my skill level apparently reached a plateau.

### **-I have designed 5 River-companies (*with complete and detailed business plans*) and continue to revise these**

Here is a list of reasons why I am currently not a River-company owner:

- I was unable to secure a guarantor for a loan (*start-up costs – I managed to bring these as low as \$9,000*)
- Compliance costs for safety audits have increased and continue to increase.
- For the businesses that included staff, the models might not sustain the incomes of those staff-members
- My fitness is declining in a noticeable way (*the job is very demanding, physically*)
- It would be extremely difficult to compete with the existing River-companies (*despite building in points of difference and competitive advantages*) because they don't pay minimum wage, tax or holiday pay and staff their companies with free or cheap labour (*woffers, work experience*)
- I am concerned that I have already had dangerous amounts of exposure to the sun.
- The political situation of the River (*Whanganui*) could in the future make it untenable for commercial operations
- I would find the paperwork side of business ownership a particular struggle as a dyslexic person
- I am no longer convinced that I enjoy this type of work

### **-I have investigated operating my own coffee company; coffee roasting, café, coffee-trailer**

I could not get accurate/complete financial records for the café I was interested in and I found that roasting coffee or operating a coffee-trailer opportunities were beyond my start-up finances

## **-I almost became a Ski-shop owner**

My business plan was in place and the seller of the shop would finance me into it (*meaning I required no start-up capital*) but they found a buyer in a position to pay the total amount up front and went in that direction instead

## **-I have written and published 4 instructional manuals/guidebooks for sale to those who are planning a canoe tour on the Whanganui River, 'Nixon's Guide Sheets'**

The evolution of this is as follows:

Originally the guidebook was simply an add-value teaching tool for prospective customers of my River Company (*which never got going*) but it became too comprehensive to use it in this way.

I began to see it as a way to potentially finance the set-up cost of my River Company.

**-The first book** was 54 pages long and had no photographs. I furnished all the River Companies with free copies that would be provided to their customers free of charge (*add value for no extra \$*). I invited advertisers to list their businesses within the books pages, promising them that as per the agreements with the River Companies all guests canoeing the river would receive a copy of the guidebook. This was the where income would be generated. At the end of the season I discovered that the River Companies had used the books only as a reference resource for Audits, referenced them in their Systems of Operation and used them to train their staff - no customers received any copies. The 'selling ad-space' idea was dead.

**-The 2nd and 3rd editions** were for sale directly to customers and were evolutions of the ideas for improvement that came from feedback, including adding photos and some extra detail in the text. I was careful to leave out tour scheduling advice and maps as I knew that at least one of the companies would think nothing of breaching copy-write and simply photocopy whole sections that his customers would find useful.

**-The 4th edition** has everything that I want contained within its 165 pages (*including the chapters that were previously deliberately left out*) and receives great feedback from buyers.

Here is a list of reasons why the guidebook is yet to be successful:

-The River Companies actively quash it (*in regards to allowing their customers to know about it or read it*). This is because they are not comfortable with a form of information that their potential customers may obtain which is not under their control

-The customer base is incredibly wide-ranging and there are no cost-effective marketing strategies (*that I have found*) that I am able to afford

Here are ways I am seeking to get it to market:

-I have set up a dedicated website where customers can purchase both hardcopies and PDFs of the guidebook

-The guidebook is listed with 2 book supply companies

-I have approached (*in person, online, telephone*) bookstores and Information Centres and I remain in contact with those who made purchases

-I have been in contact with the Maritime Safety Authority

-I have been in close contact with the Department of Conservation (*almost securing an advertising coup*)

-I have been in contact with the Regional Commander of the NZ Police

**-Below are my earnings from sales of Nixon's Guide Sheets for the summer of 2015/2016**

Invoice Date:	To Whom:	Quantity:	Price:	Total:	Date Paid:
11/11/15	Yeti Tours	2	40	80	11/11/15
17/11/15	Great NZ Gifts	2	20	40	17/11/15
17/11/15	Paper Plus Trafalgar Sq	5	20	100	31/12/15
17/11/15	Paige's Book Gallery	5	20	100	31/12/15
18/11/15	Isite Ohakune	4	20	80	23/11/15
21/11/15	<a href="#">Adrift Outdoors</a>	2	40	80	23/11/15
31/12/15	PDF	1	10	10	31/12/15
2/01/16	PDF	1	10	10	2/01/16
5/01/16	Wheelers	4	20	80	24/02/16
3/02/16	All Books	3	20	60	21/3/16
11/02/16	Isite Ohakune	2	20	40	21/3/16
19/02/16	Wheelers	2	20	40	21/3/16

-Printing costs per book was \$13.92

-Wholesale price is \$20.00 (*actual earnings after printing cost is \$6.08*)

-Retail price is \$40.00 (*actual earnings after printing cost is \$26.08*)

Until recently I was unaware that one of my obligations as a Beneficiary was to declare ALL income. I believed that I was required to declare my income only if it was higher than the \$80.00 per week threshold. I apologise for my misunderstanding.

**-I have written and published a book of three radio plays, 'The New Zealand Event'. I hope that this marks the start of a long and successful career as a Play-write. To maximise its earning potential I have made it as readable as possible so that book sales can compliment radio play sales.**

Here are ways I am seeking to get it to market:

-I am seeking a Literary Agent (*query letters*)

-I am seeking sales (*making contact with book sellers - emails and query letters*)

-I am listed with 2 book supply companies

-I am a fully paid up member of SpecFic NZ (*a long-standing literary club for readers and writers of Science Fiction*)

-I am studying the ways in which the publishing and radio drama industries operate

-I am developing a helpful network of people in the literary field

-I am shopping my work around to both Theatre and Radio

-Printing cost per book is \$9.70

-Wholesale price is \$15.00 (*actual earnings after printing cost is \$5.30*)

-Retail price is \$25.00 (*actual earnings after printing cost is \$15.30*)

To date I have sold 2 copies (*at retail price*)

**-I continue to write**

-I do not miss a single day to progress towards a sustainable income as a Play-write.

## **A DAY IN THE LIFE OF THIS BENEFICIARY**

-Up at a reasonable hour at the sounding of my alarm. The time depends on how late I worked or studied the evening before but never later than 8:00am

-Ablutions

-Training. 1 hour of exercise including stretches, skipping and free-weights

-Breakfast – milkshake w/half a glass of milk, 2 eggs, 3 scoops of protein powder, 2 tsp of drinking chocolate, 1 banana. This is my most expensive meal of the day (*also the most nutritious*)

-Check emails (*book sales, networking with friends, family and acquaintances or replies from prospective Employers*)

-Read the NZ Herald online (*Employment possibilities, story possibilities, the feeling of inclusion in society*)

-Check job sites online. Follow up leads

-Discover outlets for my writing online. Follow up leads. Gather advice about writing, writing skills and publishing by surfing relevant sites

-Writing/editing

-Drive to town. Grocery shopping is done with a shopping list and only items required that day are purchased. All items are on sale or home brand. Pay any bills that have come in the mail, all bills are paid without delay – 1<sup>st</sup> power bill for the month KCE, 2<sup>nd</sup> power bill Lines Company, phone (*landline*) and internet, rent (*weekly, wed or thur*), insurance (*contents and car, direct debit*). As I cannot afford to go to any cafes, all face to face networking must occur either in the bank, at the post office or in the supermarket or somewhere in between these. \$20.00 of petrol will take me 91km, just over 3 weeks. 1 packet of 5 garbage bags = 8.5 months. Mobile phone is \$20.00 per month. All coins are collected (*never spent*) and turned back into paper money once the amount reaches \$30.00 or more. This is considered 'extra' cash and used for less regular items like phone top-ups and petrol. A finite amount of cash is drawn out each week for spending

-Lunch. Cheese toasted sandwiches. \$1.00 bread = 2 lunches

-Walk. 1hr through the forest (*to be out of the sun and rain*). Much of my thought is actively directed towards writing. Plot solutions, tricky sections of dialogue and other technical issues are sorted out while walking so it definitely doesn't feel like unproductive time spent

-Writing. If I'm stuck on a particular passage then I'll edit existing passages or begin a new passage in which the writing is able to flow more freely. There is always some way to be productive. If I am unable to make any way forward then I will study the writing of others (*I own a library of over 400 books, and counting*). I try to finish up at around 5:00pm

-Shower. I do this at this time for both time management and to reduce the number of times I need to wash bed-sheets (*saves money*)

-Study

-At 6:00 I watch the news and prep my dinner. 1 bowl of rice w/soy sauce, half can of fruit salad w/home-made custard. Total cost is less than \$2.00

-After watching TV (*amount varies depending on what's on*), I will either continue studying or continue writing

-Sometimes, after going to bed I will get up again in the night to do more writing if a solution to a problem I've been pondering pops up

## **JOB-SEEKING SUCCESS:**

Sat 2/4/2016, I have secured a contract (*verbally*) to resume my position for the winter ski-season 2016 at [REDACTED]. This will be my 7<sup>th</sup> season for this Employer. This ski-season is set to begin July 2<sup>nd</sup> 2016. Usually work will begin on the same day. If I receive a Contract, it will be Fixed Term with the clause that the term of Employment may end at any moment for any reason. I will be considered On Call yet receive no extra payment for this. I will have zero hours promised yet must make myself available at all times. I will have no schedule with regards to start times, breaks or finish times. I will not receive any compensation regarding loss of hours for an injury sustained at work. I will have no assigned days off. I will be paid an hourly rate that is above industry standard as the Employer is aware that he bullies his staff.

If I believed in Employment Law, some of this might seem to Disadvantage me. But I am determined to accept the things I can't change and make the best of this Employment opportunity.

## TOWARDS A SUSTAINABLE INCOME WHICH WILL PROVIDE FINANCIAL SECURITY AND A SENSE OF PERSONAL VALUE

When it becomes clear that there are no Employment opportunities within one's skill-set on which to rely to provide a stable, long-term income, one must change direction, add to their skills in new areas and apply those new skills with careful planning, dedication and vigour towards a positive outcome.

It is obvious to me now that after years of short-term Employment stints (*which I feel do more harm than good*) the time has come to focus on a new path. Writer. I have come to believe that it's the only path that is open to me now.

The future of the Workforce in general terms for me fills me with fear. Doors that once were wide open are becoming closed. Employers within the Outdoor Adventure Industry are increasingly turning to low-paid or free international labour. Their business models are built around scattered periods of customer patronage and they provide Employees with no job security at all. The Ski Industry also relies on scattered periods of customer patronage, which can depend upon inherently unreliable factors such as weather (*how long will we even continue to get snow? Ruapehu ski seasons when I began were well over 20 weeks, now they are only 13*). Also, this industry is becoming increasingly automated. Ski workshops, which provided me with many hours of work in the past, are now filled with Robots (*the ski-tuning machines are actually termed 'Robots' within the industry*) that have made Ski Technicians like myself obsolete.

I believe that my physical health (*back and joints*) is in a decline and is already having an effect on my ability to perform tasks in a variety of work environments.

I need to recognize where a sustainable future for my skills lie. I believe the Arts (*writing*) will be one of the last professions to be automated.

Days off and weekends are for the rich. I work towards a reliable income every day of the year. Even on Christmas Day I snuck away from family activities to write and study.

I think I understand now where I have been going wrong throughout my Employment history. I believed too hard in Employment Law. I did and my Employers didn't. Now that I know Employment Law isn't real and I am finally beginning to come to terms with the fact, I think that I'll be far happier. It's silly to wish that the world is a different place than it is and continuing to do so can only lead to further frustration. My intention is to accept my role in my next workplace with grace. I am tired of feeling unhappy. I'll work as hard as I can until I'm discarded. Then I'll get another job and work as hard as I can until I'm discarded. And so-on until I've escaped the workforce into my writing.

I am aware of my obligations with regards to actively seeking fulltime Employment. I am utterly committed to rescuing myself from this lifestyle as what you have read here should illustrate. I feel that I have a lot to offer NZ and am desperate to be allowed to contribute towards society in general and also towards my own sense of self-worth.

I hope that my goal for myself of going off benefit into a sustainable and fulfilling form of income is the same as your goal for me. Looking at my Employment past and the history of my involvement with WINZ, it would be possible to draw a different conclusion. Have I been sentenced to a life of Serfdom? I feel like a rag doll. I don't mean to cause offence here at all but I feel as though things have gone horribly wrong and I am frustrated.

Dear [REDACTED],

My name is Grant Beaven, aged 41, and I'm a little confused. I'm hoping you may be able to help me gain a diagnosis for Autism Spectrum Disorder (*or rule it out*). I've been having difficulty finding a pathway to achieve this, so far. If you aren't in a position to help, perhaps you may be able to recommend someone you think might be. I'd appreciate any help you're able to provide.

To give you a clear idea of where I'm at (*in this process*) and what I've been struggling with, I'll paste an email I sent to my Doctor in Whanganui (*I'm based in Ohakune*) to this email. I have feeling that some of what follows includes references to yourself. It should give you a fairly complete picture of my current situation and I hope it's not too confusing, as there is more than one communication here.

Thanks so much for your time.

Kindest regards,

Grant Beaven

Hi Dr [REDACTED],

I have considered your suggestion (*we last spoke 22/11/2017*) that I may be on the Autism Spectrum. I remember feeling frustrated during my appointment that I was unable to concisely express what I've been going through. Recently, I've begun to make an effort to investigate whether or not you might be right. For this, I wrote a detailed little essay which is far more thorough and coherent than I was able to be in your presence. I made contact with Autism NZ (*Whanganui branch*) to see if any of my points flagged as something they would expect to see. [REDACTED] – Outreach Coordinator, said: 'For me personally you describe so many things that resonate with a person on the spectrum. The way you describe how you feel and operate would definitely be consistent with someone who should perhaps see someone who is experienced in ASD.'

As you said, the pathway to gaining an adult diagnosis (*or ruling it out*) is far from straightforward. According to what I've read online and including [REDACTED] information, I could go 'privately' through Massey University at a cost of \$3,000 or by gaining a referral to an ASD experienced doctor, from my GP. My finances are extremely limited just now, which rules out option a. And you provided me with the name of a retired Psychologist or Psychiatrist in Taranaki (*I've not tried to find them*) but admitted to being unsure of who else may be able to help. I would very much like to pursue this, however, and would prefer to follow normal diagnostic procedure of a referral from you as opposed to my own private investigations. I hope that you may have access to a list of appropriately qualified doctors from which to provide a referral.

Obviously, I'll furnish you with the same information as I did Autism NZ. This way, you might better be able to decide if you are even comfortable providing a referral (*if it's in your power to do so*). What follows here is my little essay, after-which, I've added a response to what [REDACTED] said. I'll not include her correspondence here, as I've not asked her permission.

Thank you very much.

Kindest regards,

Grant Beaven

Hi [REDACTED],

Hopefully, you'll find attached to this my 'SOP-daily's' and my Group Focus document.

The SOP-daily's are written with the expectation that a RAMS form will be attached to each one (our current activity RAMS's need no adaptation or improvement, I didn't think). Here's the way I see them working - Instructors will know their day-plan, read the appropriate SOP-daily for their first activity then run their activity. Before the next activity (*if it's a different one*) they'll state-change/re-focus by reading the SOP-daily for the new activity. Boom.

The Group Focus thing is a ready-to-use document (*to send to potential customers in the early stages of contact*) that we can easily add to as the ideas and opportunities come. As we've discussed, some programmes will require more training for Instructors or even out-sourcing for specific skills (*like butchery or Yoga*).

I've found time among gaps in my duties to begin writing an Instructor Training Manual with special focus on presentation skills that I won't stick in here with the other two things (*cos I've only just started*).

I'm pretty proud of the work I've stuck into this stuff and part of the reason I'm sending it to you is that I have a feeling some of my efforts are being claimed by others (*my progress reports I provide with my invoices I thought might mitigate this*). After-all, I'm the new guy, right? I've been told that since my arrival, I haven't been meeting expectations. This has left me feeling a little confused and less secure in my role here than could be hoped.

I'm super-excited to properly get going in the near future (*in this role*), hopefully and can tell you I am thoroughly loving my work.

Anyway, I look forward to getting your feedback on my SOP-daily's and Programme Focus sheets. Maybe there are some bits I've missed that you'd like to see in there. Merry Christmas and all that, I wish you a great new year, too.

Kindest regards,

Grant Beaven

*This was never presented to [REDACTED]. It was a way of arranging things in mind. Things became far worse for me after this.*

QUESTIONS FOR [REDACTED]

2/4/2017

Has [REDACTED] been asked to present herself as an obstacle to my gaining an email account or any go-forward regarding completing any tasks requiring internet communication? If not, why did she react so angrily when I told her I'd taken steps to solve the problems?

Is [REDACTED] my Boss?

Is [REDACTED] my Boss?

What is [REDACTED] background and level of experience? Has [REDACTED] found a soft Employer in [REDACTED]? Why do I not trust him, in the least?

Is [REDACTED] my Boss?

Why has [REDACTED] been put in charge of collating the SOP's?

Why has [REDACTED] been made our new Marketing Manager? How much experience has she had in the field of Marketing prior to her working at [REDACTED]?

Why is [REDACTED] being put into roles which she is yet to train in, let alone gain experience in (*full-group presentations, early customer contact, adventure therapy sessions, etc*)?

Has the assignment of [REDACTED] new responsibilities convinced her that she has reached the pinnacle of instructing-prowess? If not, why is she so un-teachable? Why do I need to design my programmes around [REDACTED] personal preferences and limited skill-set, energy/commitment levels, regarding activities and programme focus?

Why has none of my work streamlining/simplifying the programme booking process not been initiated?

How much cleaning of the facility is an acceptable use of my time (*considering I am a Contractor, paid by the hour*).

Have I been hood-winked into having all the responsibility for the failure of our programmes but little of the control required to ensure success?

At what point will it be acceptable to work around [REDACTED], in order to achieve progress (*similar to the way we were forced to work around [REDACTED]*)?

Why do I face so much opposition to trying to improve or move away from 'the way we've always done it'?

Is the [REDACTED] addicted to 'crisis' and has it the will to ever function as a successful or even a normal business (*regardless of its not-for-profit status*)?

On the spectrum of cruising as per normal operations and a shocking wake-up call, where does an incident of self-harming (*of a programme Participant*) sit?

Have you ever sat in on a school's orientation presentation when we mention the stranger-danger of the camper-vans and back-packers? If the Board Members who initiated this programme (*against my advice and protest at the time*) have all gone by now, can we realise it's a dumb idea, close it down and refocus our energy and finances onto programmes of more obvious benefit and obligation to our own memorandum?

INVOICE

DATE: 4/12/2016

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DISCRIPTION: Programme Coordinator/Senior Instructor

50.5hrs @ \$22.00phr = \$1,111.00

BANK ACCOUNT: [REDACTED]

Thank you

- Mon 21/11/2016 8:00am – 7:30pm = 11.5hrs
- Mon 28/11/2016 8:00am – 4:15pm = 8.25hrs
- Tues 29/11/2016 8:00am – 6:00pm = 10hrs
- Wed 30/11/2016 8:00am – 7:15pm = 11.25hrs
- Thurs 1/12/2016 8:00am – 5:30pm = 9.5hrs

WORK:

- Developed solid working relationship w/[REDACTED] (*communication, values, direction, expectations, etc*).
- Established rapport w/staff (*particularly after 'intervention' from [REDACTED]*).
- Kitchen duties, general cleaning, ablution block cleaning.
- First look at SOP's.
- Instructing and liaising w/guests.
- Initiated Hazard Board project (*in progress*).
- Initiated Programme Board (*in progress*).
- Worked on activity delivery styles (*soft-skills*) with Instructors to accurately and efficiently apply their skills when working with groups (*work in progress but encouraged by buy-in so far*).
- Instructed activities and provided support at other activities.
- Worked on improving time management culture with Instructors.
- Signed-off on Indoor Climbing activity.
- Designed and wrote a Programme Focus schedule for use in the early contact of groups, define programmes and their goals, provide buy-in and job satisfaction of Instructors, point of difference with competition, etc.
- Designed a round-robin style Adventure Based Learning programme for use on short notice to fill programme gaps. Worked well in practice, too.

- Entirely re-built the End of Programme Debrief with Instructors and staff to make it more efficient (*time*), structured (*with compartmentalised points of order*) and recordable due to its new structure, we can record a document ready for filing as we talk.
- Wrote a programme schedule for Collegiate Girl's School.

If you would like to me to include any other details on these progress/work reports, please let me know so I can cover everything that you would like to see and make paperwork in my case at your end as easy as possible.

Thanks so much for the opportunity to work at [REDACTED], again.

Oh, have you remembered to include in my contract the Overnight Field-pay clause: 25% of a normal working day to be on duty at [REDACTED] overnight? Re: our phone conversation agreement.

Cheers,

Grant

INVOICE

DATE: 9/12/2016

TO: [REDACTED] (*Whanganui*)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor.

34.25hrs @ \$22.00phr = \$753.50

BANK ACCOUNT: [REDACTED]

Thank you

- Tues 6/12/2016 10:00am – 6:15pm = 8.25hrs
- Wed 7/12/2016 8:00am – 7:00pm = 11hrs
- Thurs 8/12/2016 8:00am – 6:30pm = 10.5hrs
- Fri 9/12/2016 10:00am – 2:30pm = 4.5hrs

WORK:

- High-ropes rescue training (*needs more work*).
- Re-designed programme board (*for staff*).
- Moved staff gathering area from office to kitchen-nook.
- Archery sign-off.
- Kitchen duties.
- Liased w/guests (*their supervisors*).
- Established a culture of 'last 15mins of activity' over radios to ensure programme runs on time (*kitchen found this helpful, also*).
- Wrote up SOP (*daily edition for Instructors to quickly read prior activities*) for Kayaking activity.
- Continued tweaking Instructor's individual delivery styles.

INVOICE

DATE: 16/12/2016

TO: [REDACTED] (*Whanganui*)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor

40.75hrs @ \$22.00phr = \$896.50

BANK ACCOUNT: [REDACTED]

Thank you

- Mon 12/12/2016 10:00am – 5:15pm = 7.25hrs
- Tues 13/12/2016 8:00am – 5:30pm = 9.5hrs
- Wed 14/12/2016 8:00am – 5:00pm = 9hrs
- Thurs 15/12/2016 8:00am – 5:00pm = 9hrs
- Fri 16/12/2016 8:00am – 2:00pm = 6hrs

WORK:

- Kitchen duties.
- Cleaning duties.
- Liased w/guests.
- Instructing duties.
- Continued coaching Instructors.
- Attended meetings.
- High-ropes sign-off.
- Refined and typed 3 SOPs – Kayaking, Indoor Climbing, Archery.
- Wrote incident report for Upokongaro School kayaking activity.
- Got contact details of 5 Instructors who could provide contract work.
- Began clearing wetlands lake of weeds so it can be used for kayaking.
- Began work on lifejacket improvement pricing.

INVOICE

DATE: 9/1/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor

43.5hrs @ \$22.00phr = \$957.00

BANK ACCOUNT: [REDACTED]

Thank you

- Mon 19/12/2016 8:00am – 5:00pm = 9hrs
- Tues 20/12/2016 8:00am – 5:00pm = 9hrs
- Wed 21/12/2016 8:00am – 4:30pm = 8.5hrs
- Thurs 22/12/2016 8:00am – 5.30pm = 9.5hrs
- Fri 23/12/2016 8:00am – 3:30pm = 7.5hrs

WORK:

- Continues writing up SOPs (*completed*).
- Went over stuff for Gear Room audit (*famil*).
- Abseil activity sign-off.
- Continued writing up Programme Focus sheets (*completed*).
- Signed-off [REDACTED] on Indoor Climbing activity (*including a page of feedback*).
- Great first chat w/[REDACTED].
- Wrote Camp Hazard Checklist w/[REDACTED].
- Signed-off [REDACTED] on Archery (*including a page of feedback*).
- Investigated lifejacket issue. Concluded.

INVOICE

DATE: 9/1/2017

TO: [REDACTED] (*Whanganui*)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor

27hrs @ \$22.00phr = \$594.00

BANK ACCOUNT: [REDACTED]

Thank you

- Thurs 5/1/2017 8:00am – 6:00pm = 10hrs
- Fri 6/1/2017 8:00am – 6:15pm = 10.25hrs
- Sun 8/1/2017 11:15am – 6:00pm = 6.75hrs

WORK:

- Hazard audit (*info transferred to forms*) and walkabout.
- Weeding the wetland lake (*activities now go!*).
- Writing Presentation Training document – close to complete.
- TXT contact w/ [REDACTED] re: Loyalty Programme (*followed up w/phone contact*).
- Began writing up Camp [REDACTED] Holiday Camp Template document.
- Attended [REDACTED] Holiday Camp Orientation (*Sun, most of which was not run by [REDACTED]*).

INVOICE

DATE: 13/1/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor

49hrs @\$22:00phr = \$1,078.00

BANK ACCOUNT: [REDACTED]

Thank you

- Mon 9/1/2017 8:00am – 6:00pm = 10hrs
- Tues 10/1/2017 8:00am – 7:00pm = 11hrs
- Wed 11/1/2017 8:00am – 4:30pm = 8.5hrs
- Thurs 12/1/2017 8:00am – 6:00pm = 10hrs
- Fri 13/1/2017 8:00am – 5:30pm = 9.5hrs

WORK:

- Delivered SOP-Daily's to [REDACTED].
- Wrote Holiday Camp Template (*in progress*).
- Kitchen duties.
- Instructing duties.
- Lifeguarding.
- Presentation Training document (*in progress*).
- Wrote feedback for [REDACTED] while observing her Kayaking activity.
- Delivered personal stress awareness and management tools to certain campers.
- General social work with certain campers (*wild-cards*).
- Meeting w/[REDACTED] and [REDACTED].
- Informal meeting w/porches.
- Number of post-[REDACTED] meetings w/[REDACTED].
- Meeting w/[REDACTED].
- Organised Whanganui river-tour ([REDACTED] and [REDACTED]) + 2 pax.
- First read through previous Court Assisted programme.

INVOICE

DATE: 24/1/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor

14.5hrs @ \$22.00phr = \$319.00

BANK ACCOUNT: [REDACTED]

Thank you

- Sat 14/1/2017 12:30pm – 1:30am = 11hrs
- Sun 15/1/2017 5:30am – 10:45pm = 17.25hrs
- Mon 16/1/2017 6:00am – 11:00pm = 17hrs
- Tues 17/1/2017 6:00am – 10:45pm = 16.75hrs
- Wed 18/1/2017 6:00am – 6:00pm = 12hrs
- Fri 20/1/2017 8:15am – 6:30pm = 10.5hrs
- Sat 21/1/2017 9:00am – 12:00 = 3hrs
- Sun 22/1/2017 3:00pm – 4:00pm 1hr

Whanganui River-tour work Sat 14 – Wed 18:

- Planning, Menu + shopping, Packing.
- Tour management, Guiding – including all catering duties.
- Demonstrating/coaching [REDACTED] – intentions towards programme development.
- Un-packing.

Ordinarily, I would be re-numerated for hours worked plus a 25% bonus (*field-pay*) of an ordinary 10hr shift. However, this tour was booked before my employment and re-numeration for including [REDACTED] has not been discussed despite the intention of expanding [REDACTED] Programme capabilities into the potentially profitable opportunities in Adventure-guiding.

Post-Holiday Programme work/write-ups – Fri 20, Sat 21, Sun 22.

Total hrs: 88hrs + 7.5 (*field-pay*) = 95.5hrs

Total hrs minus River-tour = 14.5hrs

INVOICE

DATE: 30/1/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven [REDACTED] Ohakune 4625

DESCRIPTION: Programme Coordinator/Senior Instructor

36.25hrs @\$22.00phr + \$797.50

BANK ACCOUNT: [REDACTED]

Thank you

- Tues 24/1/2017 8:00am – 6:00pm = 10hrs
- Wed 25/1/2017 8:00am – 5:00pm = 9hrs
- Thurs 26/1/2017 8:00am – 5:00pm = 9hrs
- Fri 27/1/2017 8:15am – 4:30pm = 8.25hrs

WORK:

- Continued Presentation Training document.
- Programme meeting w/Raetihi School staff member.
- Wrote draft programme for Raetihi School.
- 3hr meeting w/[REDACTED] and [REDACTED].
- Continued Holiday Programme Template.
- Collegiate Girl's School phone w/[REDACTED] and school staff member.
- Wrote programme for Collegiate Girl's School – sent.
- Contact w/[REDACTED] re: Court Assisted programme
- Wrote programme for Court Assisted programme after receiving Aims – sent it within my own deadline.
- Sat in on Skills-active meeting.
- Meeting w/[REDACTED].

INVOICE

DATE: 3/2/2017.

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

50.75hrs @ \$22.00phr = \$1,116.50

BANK ACCOUNT: [REDACTED]

Thank you.

- Mon 30/1/2017 8:00am – 5:15pm = 9.25hrs.
- Tues 31/1/2017 8:00am – 6:45pm = 10.75hrs.
- Wed 1/2/2017 8:00am – 8:30am 9:00am – 5:30pm = 9hrs.
- Thurs 2/2/2017 8:00am – 9:00pm = 13hrs.
- Fri 3/2/2017 8:00am – 5:00pm = 9hrs.

WORK:

- Wrote complete programme for Collegiate Girl's School.
- Continued Holiday Camp Template.
- Staff meetings.
- Re-wrote complete programme for Collegiate Girl's School.
- Meeting w/[REDACTED].
- Wrote complete programme for Raetihi School.
- Meeting w/[REDACTED] re: Holiday Programmes.
- Liased w/[REDACTED] re: school programmes.
- Email and phone contact w/Collegiate Girl's school.
- First look at Latitude applicants.
- Wrote Camp Booking Template – close to complete.
- Letter to [REDACTED] and [REDACTED] – unsent.
- Raetihi phone contact – liased w/[REDACTED].
- Re-re wrote Collegiate Girl's School programme.
- Cooked for Collegiate Girl's School – dinner (*solo, 101 plates*).
- Kitchen duties.
- First look at other bookings – Parklands School, etc.

INVOICE

DATE: 12/2/2017.

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

39hrs @ \$22.00phr = \$858.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Tues 7/2/2017 8:00am – 6:30pm = 10.5hrs.
- Wed 8/2/2017 8:00am – 6:75pm = 10.75hrs.
- Thurs 9/2/2017 8:00am – 6:15pm = 10.25hrs.
- Fri 10/2/2017 8:00am – 3:30pm = 7.5hrs.

WORK:

- Cleaning duties.
- Liasing w/Raetihi staff.
- Liasing w/[REDACTED].
- [REDACTED] meeting.
- Wrote programme for Parklands School (*complete*).
- Running Raetihi School programme.
- Kayaking activity x 6.
- Wrote emails (*invite to Skype interview*) to 4 x Lattitude applicants.
- Adjustments to Parklands School programme.
- Phone mission for one more Parklands Instructor (*success*).

INVOICE

DATE: 19/2/2017.

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

58hrs @ \$22.00phr = \$1,276.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Mon 13/2/2017 8:00am – 6:30pm = 10.5hrs.
- Tues 14/2/2017 8:00am – 7:30pm = 11.5hrs.
- Wed 15/2/2017 8:00am – 8:00pmpm = 12hrs.
- Thurs 16/2/2017 8:00am – 6:30pm = 10.5hrs.
- Fri 17/2/2017 8:00am – 3:45pm = 7.75hrs.
- Sat 18/2/2017 10:15am – 4:00pm = 5.75hrs.

WORK:

- Cleaning duties.
- Instructor recruitment (*phone*).
- Use of Programme Boards (*great success*).
- Signed-off as Archery Instructor-trainer by [REDACTED].
- Trained and signed-off [REDACTED] on Archery.
- Liaised w/Parklands School staff (*including a brief about Challenge by Choice and 'encouragement'*).
- Ran Programme, including trouble-shooting and adaptations while programme was underway.
- Liaised w/[REDACTED].
- Solved a staffing issue by changing/adapting the Programme to allow a staff member to commit to a job interview despite said staff member using bullying, manipulation and attempted blackmail in an effort to get their way.
- Instructed 4 x Kayaking activities, 2 x High Ropes activities and 2 x Indoor Climbing activities.
- Cooking duties.
- Confirmed Skype interviews for 2 Lattitude applicants.
- Traditional Friday frenzy recruiting staff for 'old' programmes.
- Wrote Wiopehu School programme (based upon previous, signed-off version), including a full alternative programme (*based upon living in the real world*).

INVOICE

DATE: 27/2/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

53hrs @ \$22.00phr = \$1,166.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Mon 20/2/2017 8:00am – 9:00pm = 13hrs.
- Tues 21/2/2017 8:00am – 7:00pm = 11hrs.
- Wed 22/2/2017 8:00am – 7:00pm = 11hrs.
- Thurs 23/2/2017 7:45am – 7:15pm = 11.5hrs.
- Fri 24/2/2017 8:00am – 2:30pm = 6.5hrs.

WORK

- Waiiopehu School Camp Orientation.
- Re-re wrote the Waiiopehu programme.
- Info boards.
- Packed tents (*previous programme*).
- Cleaning duties.
- Kitchen duties.
- Cooking.
- Coordinated Waiiopehu programme.
- Instructed High Ropes x 6.
- Instructed Kayaking x 6.
- Wrote programme for Hawera school.
- Rubbish to the dump x 2.
- Coordinated Hawera School programme.
- Programme adaptations while underway (both Waiiopehu and Hawera).
- Slip 'n' Slide set-up and pack-down.
- Holiday Camp Template work.
- [REDACTED] visit (*Adventure-guiding discussed*).

INVOICE

DATE: 6/3/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

52hrs @ \$22.00phr = \$1,144.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 27/2/2017 8:00am – 5:15pm = 9.25hrs.
- Tuesday 28/2/2017 8:00am – 6:00pm = 10hrs.
- Wednesday 1/3/2017 8:00am – 6:00pm = 10hrs.
- Thursday 2/3/2017 8:00am – 6:45pm = 10.75hrs.
- Friday 3/3/2017 8:00am – 7:00pm = 11hrs.
- Saturday 4/3/2017 10:30am -11:30am = 1hr.

WORK:

- Wrote Collegiate School Weekend (*suggested*) programme.
- Began writing Castlecliff School programme.
- 3 x Skype interviews w/Lattitude applicants (*went well*).
- Wrote Raetihi School programme after liaising w/school contact.
- Renovated office w/[REDACTED].
- Drove to [REDACTED] ([REDACTED]), Computer place (*for email address, little progress made*), Trafalgar square ([REDACTED]), Pack n Save ([REDACTED]).
- Re-wrote Raetihi School programme.
- Set up a file system (*for me*) in the new and improved office.
- Wrote [REDACTED] Youth Camp programme.
- High Ropes rescue training w/[REDACTED].
- [REDACTED] phone conversation re: qualifications and requirements.
- Re-re-wrote Raetihi School programme.
- Wrote Castlecliff School programme.
- Wrote Churton School programme.
- Rubbish to the tip.
- Cleaning/kitchen duties.
- Promotional discussion w/Double Drop music productions (*genuine interest*).

INVOICE

DATE: 13/3/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

50hrs @ \$22.00phr = \$1,100.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 7/3/2017 8:00am – 7:45pm = 11.75hrs.
- Tuesday 8/3/2017 8:00am – 7:00pm = 11hrs.
- Wednesday 9/3/2017 8:00am – 5:00pm = 9hrs.
- Thursday 10/3/2017 8:00am – 3:30pm = 7.5hrs.
- Friday 11/3/2017 8:00am – 6.45pm = 10.75hrs.

WORK:

- Daily Info boards.
- Raetihi School programme touch-ups.
- 6 x Kayaking activity.
- Coordinated Raetihi School Programme.
- Continued Holiday Programme Template.
- Cleaning/tidying Camp.
- Shifted rotten hay-bale.
- Wrote Fielding Intermediate School programme.
- Wrote Whanganui Flight School programme for [REDACTED].
- Wrote [REDACTED] Youth Programme.
- [REDACTED] meeting (*discussed winter ideas*).
- Began writing [REDACTED] Winter Host Programme (*business plan*) for [REDACTED].
- Churton School 'walk-around'.

INVOICE

DATE: 20/3/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

53hrs @ \$22.00phr = \$1,166.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 13/3/2017 8:00am – 6:15pm = 10.25hrs.
- Tuesday 14/3/2017 8:00am – 7:30pm = 11.5hrs.
- Wednesday 15/3/2017 8:00am – 7:00pm = 11hrs.
- Thursday 16/3/2017 8:00am – 4:45pm = 8.75hrs + 6:00pm – 9:00pm = 3hrs.
- Friday 17/3/2017 8:00am – 3:30pm = 7.5hrs.
- Saturday 18/3/2017 10:00am – 11:00am = 1hr.

WORK:

- Put together ABL book.
- Tried to work with new email (*no success*).
- Holiday Camp Template.
- April Holiday Camp programme.
- [REDACTED] Youth programme orientation.
- Programme/schedule board.
- ABL Session.
- Low Ropes session (*great Participant buy-in for ABL and Low Ropes*).
- Kitchen work.
- Cleaning.
- Running programme.
- 2 x Kayaking activity.
- 1 x Archery activity.
- Last minute programme adaptation for [REDACTED].
- Squared away all climbing harnesses for [REDACTED] and [REDACTED].
- Squared away all High Ropes gear in Gear Room for [REDACTED].
- Tidied Gear Room.
- Re-tied all ropes.
- Cleaning duties w/participants.
- Final programme de-brief.
- Removed sheep from wetlands lake.
- Staff issue investigation.

- Email to [REDACTED] re: [REDACTED] Youth Programme incidents.
- Meeting w/[REDACTED] re: CSC programme (*positive*).
- Booked [REDACTED] for April Holiday Camp.
- Cabin checks.
- Sheep round-up.
- Campervan.
- Meeting follow-up email to [REDACTED].

INVOICE

DATE: 27/3/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

60hrs @ \$22.00phr = \$1,320.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 20/3/2017 8:00am – 3:30pm + 7:30pm – 9:15pm = 9.25hrs.
- Tuesday 21/3/2017 8:00am – 6:30pm = 10.5hrs.
- Wednesday 22/3/2017 8:00am – 8:30pm = 12.5hrs.
- Thursday 23/3/2017 9:15am – 9:15pm = 12hrs.
- Friday 24/3/2017 8:00am – 6:45pm = 10.75hrs.
- Saturday 25/3/2017 2:00pm – 4:15pm = 2.25hrs.
- Sunday 26/3/2017 3:00pm – 5:45pm = 2.75hrs.

WORK:

- Cleaning.
- Herding sheep.
- Winter Host Business Plan.
- Camp orientation for Castlecliff School (*shared*).
- Wrote Westmere School programme.
- Booked 2 x Leaders for April Holiday Camp.
- Liaised w/St Matthews School re: Adventure Challenge programme October-ish.
- Schedule/info-board.
- 4 x Indoor Climbing activity.
- Running programme.
- Kitchen work.
- Meeting w/[REDACTED].
- Meeting w/[REDACTED] and [REDACTED].
- Camp Orientation for Churton school (*solo*).
- 3 x Kayaking activity.
- Set up Self-led activities and trained school staff.
- Holiday Programme Template.
- Begun Contact List (*Leaders*).
- Booked van for April Holiday Camp (*Leaders pick-up*).
- Set-up and pack-down of Slip n slide.
- Ran full-group swimming activity, including training school staff.
- 2 x High Ropes activity.

- Ran Water-fight activity.
- Packed Kayaks away (for [REDACTED]).
- Camper-van orientation.
- April Camp Holiday programme.
- [REDACTED] Hike scout (for April Holiday Camp).
- Sorted Gear Room.
- Cleaned classroom.
- Wrote Raetihi School programme.
- Organized Computer Tech.
- Got [REDACTED] to add safety device to High Ropes course.
- Worked with Computer Tech.
- April Holiday Camp staff sourcing.

INVOICE

DATE: 3/4/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

58.5hrs @ \$22.00phr = \$1287.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 27/3/2017 8:15am – 11:45am + 1:00pm – 1:30pm + 8:00pm 9:00pm = 5hrs.
- Tuesday 28/3/2017 8:00am – 6:30pm + 8:00pm – 8:30pm = 11hrs.
- Wednesday 29/3/2017 8:00am – 7:30pm = 11.5hrs.
- Thursday 30/3/2017 8:00am – 7:15pm = 11.25hrs.
- Friday 31/3/2017 8:00am – 5:45pm = 9.75hrs.
- Sunday 2/4/2017 9:00am – 7:00pm = 10hrs.

WORK:

- Autumn (April) Holiday Camp programme.
- Talked further w/Computer Consultant.
- Staff meeting.
- Meeting w/[REDACTED] (High School Teacher) re: Autumn Holiday Camp Leaders muster.
- Emails.
- Checked abseil tower for rope wear (*plastic wear-guard needs removing*).
- Cleaning.
- Risk Management study (*activity plan for Leaders Training*).
- Autumn Holiday Camp Leaders Training programme.
- Helped [REDACTED] shift house.
- Running programme (*Fielding Intermediate School*).
- Schedule/Activity boards.
- 2 x Kayaking Activity.
- Organised and ran Water-fight Activity.
- Liaised w/[REDACTED].
- 4 x Archery Activity.
- Baby Abseil site-check.
- Presentation Training Manual.
- Cooking/Kitchen work.
- Packed away activity gear (*dried*).
- Chat w/[REDACTED] re: CSC programme.
- OutdoorsMark survey.
- Winter Host Programme Business Plan.

- Autumn Holiday Camp muster.
- Items to discuss for eventual meeting w/ [REDACTED].

INVIOCE

DATE: 10/4/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

57.75hrs @ \$22.00phr = \$1,270.50

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 3/4/2017 8:00am – 5:30pm + 6:30pm – 7:30pm = 10.5hrs.
- Tuesday 4/4/2017 8:00am – 12:00 + 2:00pm – 6:00pm = 8hrs.
- Wednesday 5/4/2017 8:00am – 1:45pm + 2:30pm -5:30pm + 7:45pm – 9:45pm = 10.75hrs.
- Thursday 6/4/2017 8:00am – 6:00pm = 10hrs.
- Friday 7/4/2017 8:00am – 3:30pm + 4:00pm -8:00pm = 11.5hrs.
- Sunday 9/4/2017 9:00am – 11:00am + 12:30pm – 5:30pm = 7hrs.

WORK:

- Cleared tree from driveway.
- Got email password from [REDACTED].
- Staff meeting.
- Liaised w/[REDACTED].
- Autumn Holiday Camp Leaders Muster, incl. working from home in evenings.
- Autumn Holiday Camp programme.
- Camp Raukawa Holiday Camp Template.
- Autumn Camp Leaders info.
- Winter Host Programme.
- Work email finally sorted w/Computer Consultant.
- Email to [REDACTED] re: Holiday Camp participant.
- Meeting in Whanganui w/[REDACTED], [REDACTED], [REDACTED] – incl. 4hrs travel, 320kms (SH4 closed).
- Schmoozed w/[REDACTED].
- Emailed to [REDACTED] Camp Raukawa Holiday Camp Template, Presentation Training, Email Invite (autumn Holiday Camp Muster) and 2017 Autumn Holiday Camp Leaders Training and Holiday Camp programme.
- Printed up (above) documents.
- Email to [REDACTED] re: Fri meeting
- Email to [REDACTED] re: Confidentiality query.

Much of this work was completed from home due to the storm (Cyclone Debbie remnants + localised Low) and the closure of SH4.

INVOICE

DATE: 17/4/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

51hrs @ \$22.00phr = \$1,122.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 10/4/2017 8:00am – 6:00pm = 10hrs.
- Tuesday 11/4/2017 8:00am – 3:30pm = 7.5hrs.
- Wednesday 12/4/2017 8:00am – 5:45pm + 7:00pm – 8:00pm = 10.75hrs.
- Thursday 13/4/2017 8:00am – 5:00pm = 9hrs.
- Friday 14/4/2017 8:00am – 6:30pm = 10.5hrs.
- Sunday 15/4/2017 9:00am – 12:15pm = 3.25hrs.

WORK:

- Wrote Holiday Camp Leaders Gear List.
- Helped [REDACTED] w/Systems re: Training, mostly.
- Booked [REDACTED] for walk-about famil (*emails*).
- Email Contact w/Holiday Camp Leaders (*continued Camp Muster*).
- Liaised w/[REDACTED].
- Liaised w/[REDACTED].
- Booking confirmation re: [REDACTED] (*Top-lead/Bus driver for Holiday Camp*).
- Cleaning.
- Phone conversation w/[REDACTED].
- Checked waterfall walk for Internationals ([REDACTED]).
- Helped [REDACTED] fix the dryer.
- Brought the last of the bunting down (*weekend celebrations*).
- Ran Archery activity.
- Ran guided walk to the Falls.
- Set up slip 'n' slide activity.
- Emails re: Leaders packs (*Holiday Camp*).
- Updated Leader Muster file.
- Recruited [REDACTED] to put together Leader Packs in town.
- Cleaning cabins.
- Wrote Camper Pick-up Document (*for addition to Holiday Camp Template*).
- Continued Winter Host programme.
- Emails to [REDACTED] re: Hours restriction.
- Email to [REDACTED] re: Camper Pick-up Guidelines (*as per special request*).

- Continued Holiday Camp programme work.
- Wrote Risk Management Training document.
- Sent Risk Management Training document to [REDACTED] (*email*).

INVOICE:

DATE: 24/4/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

78hrs @ \$22.00phr = \$1716.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 17/4/2017 8:00am – 3:00pm + 4:00pm 5:15pm = 8.25hrs.
- Tuesday 18/4/2017 10:30am – 7:00pm = 8.5hrs.
- Wednesday 19/4/2017 8:00am – 6:15pm = 10.25hrs.
- Thursday 20/4/2017 8:00am – 5:15pm = 9.25hrs.
- Friday 21/4/2017 8:00am – 9:45pm = 13.75hrs.
- Saturday 22/4/2017 8:00am – 9:15pm 13.25hrs.
- Sunday 23/4/2017 8:00am – 10:45pm = 14.75hrs.

WORK:

- Booked Rafting NZ for 'reward activity re: C.S.C Camp.
- Holiday Camp Leaders Muster (*emails, phone-calls*).
- Holiday Camp Programme.
- Emails to [REDACTED] re: C.S.C Camp.
- Emails to [REDACTED].
- Leaders Training Weekend menu and shopping-list.
- Archery activity pack-down.
- Slip 'n' Slide activity pack-down.
- Bedding from [REDACTED] group.
- Boats check (*canoes re-flipped, etc*).
- Flying-fox check, removed for maintenance.
- Tidied Climbing-wall.
- Oriented backpackers.
- C.S.C Meeting w/[REDACTED] and other Tutors (*programme, Camp walk-about*).
- Helped Alarms and Safety guys.
- Liaised w/[REDACTED].
- Phone conversation w/[REDACTED].
- Cleaning.
- Liaise w/[REDACTED] re: Holiday Muster and miscellaneous gear pick-up.
- Wrote Leader Run Activity List and explanations (*classroom whiteboard*).
- Phone Meeting w/[REDACTED] re: Backpackers and Campervan acceptance during kids Holiday Programme and special needs Camp participant.

- Email to [REDACTED] re: C.S.C Camp Gear-list.
- [REDACTED] group orientation.
- Began Programme Coordinating [REDACTED] group but was superseded from role by [REDACTED] and [REDACTED] staff.
- 3 x High Ropes activity.
- Packed up Indoor Climbing activity for [REDACTED].
- Packed up Archery activity for [REDACTED].
- Cleared/cleaned dining-hall.
- Re-set picnic tables.
- Packed sport equipment.
- Cleaned all ablution block toilets.
- Swept and mopped ablution block.
- Removed rubbish.
- Cleared Kitchen Dishes (*from previous weekend and week*).
- Cleaned microwave.
- Cleaned Kitchen surfaces.
- Swept Kitchen floor.
- Mopped Kitchen floor.
- Emails.
- Holiday Camp Programme.
- Re-installed Flying-fox after ([REDACTED]) repair.
- Leaders Programme Schedule board.
- Running Leaders Programme.
- Orientation and cabin assignments.
- Challenge by Choice (*in brief*).
- Running Adventure Based Learning Activity.
- Running Low Ropes activity.
- Prepped Lunch, explained dining hall procedure.
- Running Tubing Activity, equipment explanation, guiding/river management.
- Running Risk Analysis and Management Training.
- Cleaning.
- Programme Schedule board.
- Running High Ropes Activity (*Leaders Training*), guidelines, equipment, Camper Perspective, ropework, general hazard awareness, Presentation Training, gear room explanation.
- Prepped Lunch.
- Soft Skills Training: Tips and tricks, Discipline Procedure (*informal, based around rapport development and Camper conflict/issue resolution, etc*).
- Leader-led Activity Planning and pre-activity set-up.
- Cooked Dinner.
- Informal Instruction: Getting Campers to bed, Schedule, Camp Culture, Roles and responsibilities, Special-needs Camper advice and techniques, thanking Leaders, etc.
- Wasp nest.

INVOICE

DATE: 1/5/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

87hrs @ \$22.00phr = \$1914.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 24/4/2017 8:00am – 12:30am = 16.5hrs.
- Tuesday 25/4/2017 8:00am – 12:15am = 16.25hrs.
- Wednesday 26/4/2017 8:00am – 11:00pm = 15hrs.
- Thursday 27/4/2017 8:00am – 12:15am = 16.25hrs.
- Friday 28/4/2017 8:00am – 6:00pm = 10hrs.
- Saturday 29/4/2017 8:00am – 12:30pm = 4.5hrs.
- Sunday 30/4/2017 8:00am – 4:30pmhrs = 8.5hrs.

WORK:

- Schedule Boards.
- Final Camp prep.
- Camper arrival.
- Cabin Assignments (*re-organized to original plan*).
- Camper Contract, discipline process and boundaries.
- Meeting w/Campers whose cabin assignment had been disrupted.
- Dining-hall set up.
- Lunch set-up.
- Adjusted afternoon programme due to late lunch.
- Liaised w/Leaders.
- Liaised w/[REDACTED].
- Liaised w/[REDACTED] re: Ray-Ray hike.
- Joined Ray-Ray hike (*full-group, except [REDACTED]*).
- Behaviour management and serious misconduct prevention (*pinecone throwing into crowd*)
- Helped coordinate emergency wasp evacuation and management.
- Oversaw 'distraction activity' while wasp-sting patients were treated.
- Helped set up dinner.
- Incident report (*wasp emergency*).
- Managed Camper behaviour.
- Adjusted evening programme due to late dinner.
- Participated in Evening Activity.
- Managed Camper behaviour at bedtime.

- Cleaned Kitchen.
- 2 x High Ropes activity sessions.
- Liaised w/ [REDACTED] re: programme schedule.
- Adjusted programme schedule for late morning tea.
- Full-group behaviour re-focus re: Group Contract.
- Delegated/managed [REDACTED] for running of afternoon programme.
- Adjusted afternoon programme for late lunch.
- Chat w/ [REDACTED] and [REDACTED].
- Leader coaching/tweaking.
- Re-organized Leaders' around late meal-culture.
- Worked on individual Camper behaviour management tools and strategies, implementation and Leader communication.
- Camper exclusion process implementation and explanation to guardians re: reasons for exclusion and pick-up (*arranged for Relatives to pick-up*).
- Liaised w/ [REDACTED] re: Camper exclusion.
- Liaised w/Leader Group.
- Search for a Camper's glasses at wasp-site (*unsuccessful*).
- Search for wasp-site (*successful*).
- Designed/Wrote Camper Exclusion Form.
- Delegated set-up for High-angle activity rotations.
- Monitored Activities.
- Moved picnic tables away from Kitchen to Limit distraction of [REDACTED] and rewarding of Camper boundary-pushing.
- Liaised w/Leaders re: Afternoon Activities.
- Liaised w/Leaders re: Evening Activities.
- Ran Colditz Activity (*second half, to ensure it went full length of time-slot*).
- Meeting w/ [REDACTED].
- Behaviour Management.
- Evening Behaviour Management.
- Un-scheduled Leaders meeting re: prevention of re-enforcing/rewarding Camper bad behaviour/boundary-pushing.
- Home-sickness case: Liaised w/parent, recommended Camper be allowed to return home.
- 2 x Highland Games sessions (*set-up/leader orientation*).
- Camper Behaviour Management.
- Camper Exclusion process begun for a Camper (*arranged [REDACTED] for pick-up*).
- Added 2 more Campers for exclusion before Lunch (*same transport*).
- 2 x Bush Craft Activity rotations.
- Liaised w/Leaders re: Bush Craft Activities.
- Set-up for Bush Craft Activities.
- Replaced [REDACTED] at Activity site (*instructing*) after disappearance.
- Organized Camper showers.
- Campfire meal and Behaviour Management.
- Evening Behaviour Management.
- Liaised w/ [REDACTED] re: both Operations Manager and Camper Mentor leaving Camp for Camper Exclusion.
- Meeting w/ [REDACTED] (*official thanks for participating, meeting and exceeding my expectations*).

- Set up Walk to Falls/liaise w/Top-leads (■■■ *opted out*).
- Warned Top-leads that Camper meds had not been administered for this morning.
- Cleaned Dining-hall and Kitchen.
- Prepared Morning tea.
- Set up 'Bush Craft' Activities for final rotations (*liaised w/Leaders*).
- Cooked lunch.
- Began organizing of administering of Camper meds (■■■ *took over*).
- Organized Camper packing.
- Cleaned Kitchen.
- Cleaned Camp grounds.
- Emptied all rubbish bins.
- Liaised w/■■■ re: cleaning duties (*including Ablutions Block*).
- Replaced picnic tables.
- Meeting w/■■■ re: General Camp Feedback.
- Cleaned all cabins used.

INVOICE:

DATE: 8/5/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

45.75hrs @ \$22.00phr = \$1006.50

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 1/5/2017 8:00am – 3:00pm + 5:00pm – 5:30pm = 7.5hrs.
- Tuesday 2/5/2017 8:00am – 6:15pm = 10.25hrs.
- Wednesday 3/5/2017 8:00am – 6:00pm = 10hrs.
- Thursday 4/5/2017 8:00am – 3:00pm = 7hrs.
- Friday 5/5/2017 11:00am – 3:00pm = 4hrs.
- Sunday 6/5/2017 9:00am – 2:00pm + 2:30pm – 4:30pm = 7hrs.

WORK:

- Email to [REDACTED] re: programme outline request for C.S.C
- Wrote St Matthews School programme.
- Wrote Holiday Camp Feedback Form.
- Sent (email) Holiday Camp Feedback Forms to Leaders.
- Cleared small tree from driveway.
- Emailed my Camper Exclusion Decision Forms to [REDACTED].
- Worked with [REDACTED] re: Duke of Ed for some Leaders.
- Cleaned River Cabin toilet.
- Swept cabins in advance of Pathways Camp.
- Email to [REDACTED] re: Homesick Holiday Camp Camper (*who went home*).
- Holiday Camp Feedback Form to [REDACTED] (*email*).
- Re-wrote C.S.C Programme (*Revised Version 1*).
- Chopped wood and prepped fires for Pathways programme.
- Sent Revised C.S.C Programme to [REDACTED], [REDACTED] and [REDACTED] (*email*).
- Called Waiouru Army Base for Guide/Liaison for C.S.C programme visit.
- Booked Army Liaison for C.S.C programme.
- Worked out overpay. Helped [REDACTED] w/High School Internationals.
- C.S.C Programme meeting w/[REDACTED].
- Wrote C.S.C Programme Menu (*emailed to [REDACTED]*).
- Continued writing Winter Host Programme Business Plan.

INVOICE:

DATE: 16/5/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

91.25hrs @ \$22.00phr = \$2007.50

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 8/5/2017 8:00am – 8:15pm = 12.75hrs.
- Tuesday 9/5/2017 8:00am – 8:15pm = 12.25hrs.
- Wednesday 10/5/2017 8:00am – 8:30pm = 12.5hrs.
- Thursday 11/5/2017 8:00am – 8:45pm + 9:30pm – 10:30pm = 13.75hrs.
- Friday 12/5/2017 7:45am – 5:00pm = 9.25hrs.
- Saturday 13/5/2017 8:00am – 12.15am = 16.25hrs.
- Sunday 14/5/2017 8:00am – 10:30pm = 14.5hrs.

WORK:

- Reviewing C.S.C Course Participant paperwork/personal info.
- Info/schedule Boards.
- C.S.C Camp Orientation.
- Prepped/Cooked all lunches.
- Trained Participants in use of the Kitchen.
- Instructed Boundary Hike/Walk to Falls.
- Helped managed fire-alarm response.
- Instructed Personal/Group Contract session.
- Prepped/Cooked all Dinner meals except for 'History Day'.
- Mentoring Course Participants at every opportunity.
- Liaised w/[REDACTED].
- Liaised w/Tutors (*constant Basis*).
- Cleaned Ablution Block all mornings except one.
- Distraction Activity (*basketball*) while waiting for S.U.P.P to show (*1.75hrs late*).
- Set up/Instructed/closed High Ropes Activity.
- Facilitated Evening Group De-brief sessions.
- Emails to Military Liaison.
- Began managing negative effects of Course Participants use of the phone.
- Provided first-aid for [REDACTED] (*Tutor*) glass-cut arm.
- Drove [REDACTED] to Doctor's surgery in Raetihi.
- One-on-one De-brief w/[REDACTED] re: Programme.
- Drove to 'Horse Therapy' Activity in Rangataua.

- Provided support to Horse Instructors.
- Drove Back to [REDACTED].
- Began managing aspects of Programme around [REDACTED] distracting influence.
- Programme re-design due to poor weather.
- De-briefs w/Tutors re [REDACTED] interactions w/Course Participants.
- Programme re-design due to Participant behaviour issues.
- Programme re-design to mitigate and manage [REDACTED] distracting and negative impact on Course/Tutor/Participant goals.
- [REDACTED] visit.
- Helped manage 'life-boat' effect on Participants of [REDACTED] visit.
- Helped manage absconding-from-course incident.
- Felt my position was undermined by [REDACTED] and [REDACTED] re: Activities and actions influencing Programme without my involvement or consent.
- Email to [REDACTED] inviting questions, if any about my Programme (*no response*).
- Made a 'mood-stabilizing' breakthrough for [REDACTED] (*severely challenged Course Participant*).
- Meeting w/[REDACTED] re: request to manage her style of dangerously flirtatious interaction w/Course Participants and to find ways to separate herself from the Programme.
- Meeting w/Course Tutors re: My complete diagnosis of where each Course Participant is currently at and directions we could go or angles of approach for the separate individuals moving forward.
- Drove to Waiouru Memorial War Museum.
- Liaised w/[REDACTED] (*Military Liaison*), [REDACTED] Seminar re: Military Life and pre-sign-up qualifications and requirements, paid for Tour, helped w/Crowd Control during Tour, bought 'traveller snack'.
- Lunch in Ohakune.
- Drove to Historic Sites north of Mountains.
- Facilitated history lessons re: the composition of 'Kamate-kamate Haka' and battle-site at Te Porere Redoubt. Major turning-point in Course Participant buy-in to Programme Goals at this point for some Course Participants.
- Drove to Ohakune.
- Wrote 'Thank You Email' to [REDACTED] (*Military Liaison*) for course contribution.
- Programme re-design around poor weather and flooded river.
- Organised work schedule (*Course Participant service to Camp Raukawa while group and individual Mentoring of Course Participants*).
- Helped manage another absconding-from-Course incident.
- Briefed Course Participants on next day's Activity (*Rafting*).
- Briefed Tutors re: next morning's arrangements/schedule.
- Monitored [REDACTED] interaction w/Course Participants during 'Evening Programme'. Witnessed repeated incidents of inappropriate behaviour of an intimate nature, initiated by [REDACTED], herself.
- One-on-one De-brief w/Josh re: Course progress and his personal experience of it. Provide support and encouragement.
- Email to Rafting New Zealand re: Activity Paper-work.
- Met van (*Participants and Tutors*) and guided them to Rafting put-in.
- Liaised w/Raft-guide. Travelled to another put-in.
- Crowd control, photos.
- Rafting Paperwork completed/delivered to Rafting New Zealand.
- Bought Lunch.

- Ran shuttle to pick up van.
- One-on-one De-brief w/ [REDACTED] re: Programme.
- Helped manage another Course Participant absconding.
- Liaised with run-away Participant.
- Drove back to base.
- Prepped meal.
- Prepped Cooking-fire.
- Cooked meal in fire.
- Group De-brief re: entire Course Programme, Future.

INVOICE:

DATE: 22/5/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

51.25hrs @ \$22.00phr = \$1,127.50

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 15/5/2017 8:00am – 6:00pm = 10hrs.
- Tuesday 16/5/2017 9:00am – 2:45pm = 5.75hrs.
- Wednesday 17/5/2017 8:00am – 2:45pm = 6.75hrs.
- Thursday 18/5/2017 6:00am – 5:00pm = 11hrs.
- Friday 19/5/2017 8:00am – 11:00am + 12:00 – 5:30pm = 8.5hrs.
- Saturday 20/5/2017 8:00am – 10:30am + 1:00pm – 4:45pm = 6.25hrs.
- Sunday 21/5/2017 3:00pm – 6:00pm = 3hrs.

WORK:

- Morning meeting w/Tutors.
- Final De-brief w/Group over breakfast.
- Cleaning w/Group.
- Liaised w/[REDACTED].
- Farewell gifts for Participants (*leftover food*).
- Cleaned Dining-hall.
- Cleaned Kitchen (*full-detail clean*).
- Cleaned Cabins.
- Cleaned Fire-pit (*returned un-used wood to wood-store*).
- Cleaned Family Unit bathroom.
- Cleaned Camp Compound.
- Email to [REDACTED] re: C.S.C Programme and promised Report.
- Writing C.S.C Programme Report.
- Email re: [REDACTED] to [REDACTED].
- Phone-call re: [REDACTED] w/[REDACTED].
- Liaised w/[REDACTED] re: [REDACTED].
- Email re: [REDACTED] to [REDACTED].

INVOICE:

DATE: 31/5/2017

TO: [REDACTED] (Whanganui)

FROM: Grant Beaven. [REDACTED]. Ohakune 4625.

DESCRIPTION: Programme Coordinator/Senior Instructor.

43.5hrs @ \$22.00phr = \$957.00

BANK ACCOUNT: [REDACTED]

Thank you.

- Monday 22/5/2017 3:00pm – 6:00pm = 3hrs.
- Tuesday 23/5/2017 9:15am – 12:00 + 6:00pm – 7:15pm = 5hrs.
- Thursday 25/5/2017 8:00am – 5:30pm = 9.5hrs.
- Friday 26/5/2017 8:00am – 4:15pm = 8.25hrs.
- Saturday 27/5/2017 8:00am – 9:45am + 11:00am – 1:30pm = 4.25hrs.
- Sunday 28/5/2017 9:00am – 4:15pm = 7.25hrs.
- Monday 29/5/2017 9:00am – 1:15pm + 3:00pm – 3:45pm + 6:00pm – 7:15pm = 6.25hrs.

WORK:

- Completed Court Supervised Camp Report.
- Sent (email) C.S.C Report to [REDACTED].
- Sent (email) C.S.C Report to [REDACTED] (failed delivery).
- Sent (email) C.S.C Report to [REDACTED].
- Meeting w/ [REDACTED] and [REDACTED].
- Wrote/collated End of Contract Report.
- Liaised w/ [REDACTED].
- Phone conversation w/ [REDACTED] re: non-renewal of Contract.
- Phone conversation w/ [REDACTED] re: non-renewal of Contract.
- Printed and bound End of Contract Report.
- Meeting w/ [REDACTED] re: non-renewal of my contract.
- Delivered End of Contract Report (including USB).

INVOICE: EXPENSES INCURRED *(since last update)*

7/4/2017 Mileage *(meeting w/ [REDACTED], [REDACTED], [REDACTED] re: [REDACTED] role)* 320kms @ 0.55c per km - \$176.00

18/4/2017 Computer Consultant *(enable [REDACTED] Email account)* - \$200.00

23/4/2017 Leaders Training Weekend Food *(Holiday Camp)* - \$14.40

7/5/2017 Short-bladed knives *(C.S.C Camp)* - \$41.93

10/5/2017 Mileage *(C.S.C Camp 'Horse Day' [REDACTED] to Doctor)* 95kms @ 0.55c per km - \$52.25

12/5/2017 Mileage *(C.S.C Camp 'History Day')* 250kms @ 0.55c per km - \$137.50

12/5/2017 Waiouru National Army Museum admission fees *(C.S.C Camp 'History Day')* - \$28.00

12/5/2017 Waiouru National Army Museum hot food *(C.S.C Camp 'History Day')* - \$22:00

14/5/2017 Mileage *(C.S.C Camp 'Reward Day')* 290kms @ 0.55 per km - \$159.50

14/5/2017 Lunch, Turangi Fish 'n' Chips *(C.S.C 'Reward Day')* \$96.00

23/5/2017 Mileage *(Meeting w/ [REDACTED], [REDACTED] re: [REDACTED])* 180kms @ 0.55 per km - \$99.00

25/5/2017 Flash Drive *(End of Season Report)* \$13:00

29/5/2017 Mileage *(Meeting w/ [REDACTED] re: non-renewal of Contract and End of Contract Report)*  
180kms @ 0.55 per km - \$99.00

TOTAL: \$1,138.58

(email to Workbridge)

Hi [REDACTED],

My landlord has asked me move out so he can move in. I have 42 days from yesterday. If I'm able to leave within 2 weeks, he'll write off the last of my rent arrears – so that's a silver-lining, I guess. I have felt in a precarious situation and that was uncomfortable. Now I've been tipped into the abyss. It's the worst time of year to find somewhere to live (*ski season start*) but I'm wondering whether I could avoid the rental market altogether and try to buy a place with my brother's help (*he's been considering an investment property*). I don't think he'll go for it, though. He'll view this as his best chance of getting me out of this town. He's been trying for years.

Also, the person I'd contacted re: ASD diagnosis called me. While we did have a nice introductory chat, I'm having to put all that on hold for now while I sort out accommodation, how to get to appointments and how to pay for them.

I need a diagnosis and a strategy to get an income to get a house to get a diagnosis and a strategy to get an income to get a house. The egg comes before the chicken.

I'm sorry you were unable to tie a bow on my case and call it done before you finished up at Workbridge. I know how nice it is to leave things all tidied up but I appreciate all your efforts, anyway. Best of luck for you new endeavours.

Kindest regards,

Grant Beaven

Hi Mum,

I feel as if I've done everything I can towards the book's success. Trying to convince [REDACTED] to take it on was my last best hope. One of the things I've learned from this whole experience is that people will see no value in an idea which comes from someone who themselves has no value.

Anyway, the following is the business case I sent to them. I made the assumption (*based on what I've been able to find out*) they'd need to have the industry explained to them. It turns out they're going to need far more than just MY help. In reply to my business case, their General Manager told me they will not be making any decisions on how they will engage with their new role for at least 2 years. First, they need to come to understand what the role is. Maybe they never thought they would get this far. Maybe they wish they hadn't. It's easier to be a successful activist than it is to be a successful manager.

I thought the river being granted personhood would be great. But that was before I discovered they wouldn't be prepared to take on the role they'd fought for.

Maybe I'll get in touch again in 2 years. There may've been another death by then to help people ask whether there's a way the activity can be made safer. Or, maybe they actually do think there's merit in a book like this [REDACTED]. With my dealings with them (*regarding the book*), I was reminded of the [REDACTED]. I was thinking 'Oh no, not again!'

I'm imagining you rolling your eyes at this with your own 'Oh no, not again!'

The point is (*and I think you'll pleased to know*) that the whole idea is dead, for now. My problem is that I keep trying to fix things that other people benefit from leaving broken. Also, people love a helpful person as long they're cool. They're determined, imaginative, focused, full of vim and fight. The same qualities in an un-cool person are simply annoying.

Thanks for all your help over the years. I'm sorry I wasn't able to get it to amount to anything.

Kindest regards,

Grant Beaven

(email to WINZ)

Hi [REDACTED],

I've booked an appointment with you for tomorrow afternoon (1:30pm). If I may, I'd like to discuss Social Housing; whether I'm eligible, what steps I need to take if I am eligible and what opportunities and openings exist, presently. My efforts towards finding my own accommodation are yet to be successful but are ongoing.

I'd also like to discuss whether an opportunity to 'rent-to-own' might exist. I know that at a glance, my low income situation would appear to rule this out, but while it's undeniable that my income is low, I feel it's at least as stable and predictable (*if not more so*) currently, than during all of my periods of employment. Renting has become increasingly insecure and unaffordable for the same reasons that make it pertinent to become a homeowner sooner rather than later.

This is the first time I've made this kind of enquiry. I'm seeking to gain some stability, predictability, routine, structure and comfort from life. Some firm ground to stand on in order to become more productive. I wish to leave behind the stress and discomfort of my circumstances being dependant on the whim and opportunities of others. I want to act, rather than RE-act.

An update on a different subject is that I've managed to make contact with someone who could investigate and provide a diagnosis (*if it's appropriate*) for ASD. Her services are \$120.00 per hour-long session (*in Palmerston North*). The amount of sessions required depends on the difficulty of definitive diagnosis and she is fully booked for almost 3 months. However, she leads a team of people who may be less busy. Her and I spoke (*she phoned after receiving my enquiry*) the day after my landlord informed me my tenancy was at an end and so I let her know that any further investigation into the ASD matter will need to come second to the seeking and arrangement of new accommodation. It's been forced to the back burner, in other words.

Anyway, I hope this finds you well. I'll look forward to seeing you tomorrow. Thanks.

Kindest regards,

Grant Beaven

*(email to landlord)*

Hi [REDACTED],

Thanks for your txt (*Wed 13<sup>th</sup> June*). It's my hope to find a place on or before the 19<sup>th</sup> of June to take advantage of your offer to leave the remaining rent arrears unpaid and also allow for a fast solution to your own circumstances - but despite robust and widely ranging investigation since the 5<sup>th</sup>, I'm yet to find new accommodation. However, these efforts are of course ongoing.

I'll let you know the moment any new accommodation solution is certain (*I've had promising leads fall through*). Thanks again.

Kindest regards,

Grant Beaven

(email to WINZ)

Hi [REDACTED],

I've had a change of circumstances. I'm currently couch-surfing in Whanganui. I'm not paying rent at this stage. I've called the 0800 number this morning to arrange to have the change in my circumstances noted in the system.

I was feeling an increasing discomfort at not being able to find new accommodation and took this opportunity when it presented itself. Most of my belongings are in a storage facility here in Whanganui. My intention is to get myself back to Ohakune (*if I can*) as soon as I'm able.

So, my plan remains the same as last discussed; arrange long-term accommodation, go through the process of ASD diagnosis/help and then seek a reliable income. I'm trying to view this latest development (*coming to Whanganui*) as a hiccup rather than a disaster.

My current address is [REDACTED]. I ended my landline but my mobile remains [REDACTED].

Kindest regards,

Grant Beaven

(email to Workbridge)

Hi [REDACTED],

Thanks for your email, and thanks for the writing job leads. I'm sorry my reply here is a little tardy – I'm trying to limit my impact on my parents as much as I can while I'm here - my internet use included.

I think my housing assessment went well (*Tuesday 26<sup>th</sup>*). [REDACTED] – Assessor was surprised I rated as highly on the 'need' calculator after filling in the requisite boxes with my replies to her questions. I was encouraged to note a marked softening in her attitude, too (*how she related to me during the phone-interview*) after the point of assessment completion. She certainly showed little of the rapport and empathy that you did during our talk. Perhaps I'm supposed to feel discouraged enough to go away. Perhaps she assesses a lot of individuals seeking to cheat the system. Perhaps she's a bully and I'm a sitting-duck. Or, perhaps I'm just being overly sensitive.

Whatever the case, my paperwork is on it's way to me and I can apply for social housing as soon as it arrives which means at least this detail of my situation is moving in a positive direction. At this point, I've limited my application to Ohakune addresses. I can't imagine myself anywhere else and turning down offers that may be for elsewhere will lead to an end to my application process.

Since we talked (*in person*) I've sold my car. It pained me but it was one more issue contributing to my crisis. I plan to use the money raised to continue my ASD investigations. While I'm not paying rent, it could be the best time to do this. Any spare money can be directed towards this one thing.

So, that's pretty-much where I'm at. A continued and wide-ranging house-hunt (*in Ohakune*) including tenting options. And ASD investigations, hopeful of a new way forward. Thanks again for your email.

Kindest regards,

Grant Beaven

*(email re: ASD assessment)*

Hi,

Thank you for sending the self-referral documents. I was unable to fill them in as they were presented, on this computer. However, I've gone ahead and reproduced them manually for this email. I hope this is acceptable. Please find the self-referral form and the Kessler Psychological Distress Scale form included below.

Also included is my previous *(email)* contact with Dr [REDACTED] (31/5/2018). Added to this contact was a phone conversation (5/6/2018). We decided on a deferment of further investigation as, at that time, my living arrangement was uncertain. An ASD assessment was pushed down my list of priorities. My living arrangement has since changed to become even more uncertain but has had the effect of improving my availability for any appointments available. I'd like to be placed on your waiting-list for assessment, please.

Thank you very much.

Kindest regards,

Grant Beaven

SELF REFERRAL FORM re: ASD DIAGNOSTIC ASSESSMENT

-Date: 10/7/2018

-Client name: Grant Beaven

-Date of birth: [REDACTED]/1976

-Age: 41

-Ethnicity: NZ European

-Contact address: [REDACTED]

-Telephone number: [REDACTED]

-Can we leave messages? Yes

-Email address: [REDACTED]

-Referred by: Self

- Reason for referral: To be assessed for Autism Spectrum Disorder
- Do you have a current diagnosis by a health professional? No
- Have you seen a Psychologist previously? No
- Brief outline of current treatment including any ongoing medication: No treatment or medication
- Are there any current safety issues eg. Suicidal – associated with low mood? No
- Contact instructions: I am available for contact at any time by both phone and email
  
- What type of service do you need? Assessment
- Will this be privately funded or funded by an organization? Privately funded
- Please indicate which income bracket you would be in: <\$35,000
- Do you consent to being seen by an Intern? Yes
- Please confirm you are making referral this yourself: I, Grant Beaven, am making this referral myself

#### KESSLER PSYCHOLOGICAL DISTRESS SCALE

Grant Beaven

- In the past 4 weeks, about how often do you feel tired-out for no good reason? Most of the time
- In the past 4 weeks, about how often did you feel nervous? Most of the time
- In the past 4 weeks, about how often did you feel so nervous that nothing could calm you down? Most of the time
- In the past 4 weeks, about how often did you feel hopeless? All of the time
- In the past 4 weeks, about how often did you feel restless or fidgety? Most of the time
- In the past 4 weeks, about how often did you feel so restless you could not sit still? Most of the time
- In the past 4 weeks, about how often did you feel depressed? All of the time
- In the past 4 weeks, about how often did you feel that everything was an effort? Some of the time
- In the past 4 weeks, about how often did you feel so sad that nothing could cheer you up? All of the time
- In the past 4 weeks, about how often did you feel worthless? All of the time

Hello Grant,

Thanks for your email, which I am forwarding to myself at my work address at the Massey Psychology Clinic. I am the main person involved with diagnostic assessments for ASD at Massey, but not the only

person doing these. I would like to run your request by the team, to see if there is any other availability to see you. Personally I have a waitlist for assessments at the moment. We do charge per hour for these as we are privately funded. However \$3000 seems quite a bit more than is usually the case. I would like to talk through your request at some stage: unfortunately I don't work on a Friday and it being the long weekend, I am not back at work till Tuesday afternoon. Hopefully I can find a moment to call you late afternoon, I know I have clients booked in for most of the afternoon.

Kind regards, [REDACTED]

*(email to accountant)*

Hi [REDACTED],

Thanks for your email. And thanks for the offer to help. I would like to accept your help as my own enquiries have been getting nowhere.

Here's a brief history of the case:

-Monday 19/3/2018, I phoned the IRD *(to enquire about matters regarding the 2018 year)* and was informed of the error pertaining to the 2017 year. I misunderstood what the error was at this point but began working on a letter requested by them so that they could make their correction.

-Tuesday 20/3/2018, I phoned the IRD in pursuit of better understanding. With clearer explanation, I was able to understand that I had paid my own PAYE for the period I was employed at [REDACTED] *(as if I was a Contractor, rather than an Employee)*. I realised I had done this by miscommunicating to you what I'd felt was appropriate.

I rewrote my letter for the IRD. At this time, I realised I'd made another *(even more embarrassing)* error; the figures I presented to you were incorrect.

-Wednesday 21/3/2018, I sent the letter.

Please find a copy of the letter I sent to the IRD at the bottom of this email.

-Friday 27/4/2018, I phoned the IRD for an update and was told my case had been forgotten or missed. I was told to expect notification of a resolution by the following Friday. I did not receive a call.

-Monday 7/5/2018, I phoned the IRD for an update. I was told that someone was working on my case but that whoever had told me it would take only a week had been mistaken *(my type of case could not be resolved in such a short time)*. I was told to expect notification of a resolution in June. I did not receive any notification of resolution in June.

-Early July, I made several attempts *(by phone)* to contact IRD but was unable to get through.

-Wednesday 11/7/2018, I tried to make contact with IRD through MyIR (*as per your suggestion*) but was unable to navigate the website.

-Thursday 12/7/2018, I phoned the IRD (*and incredibly, made contact*). I was told that they would put an indication of urgency on my case by making it an 'immediate action item' or 'urgent item' or an 'item of emergency priority' or some satisfyingly reassuring sounding thing. I would receive a call from the person in charge of my case 'tomorrow' (*being Friday 13/7/2017*).

I remain in eager anticipation of their contact.

I'd also like to point out that this case may have (*arguably*) contributed to my current situation of homelessness. I'd accrued a debt to my Landlord over a period of time when I was unable to afford to pay full rent (*I paid half*). My income improved to where I could furnish my landlord with the full amount once more and I had paid back two thirds of the arrears with just \$1,000 left to pay. I'd promised him the amount over-paid to IRD was as good as his. But he eventually asked me to move out within 42 days (*from June 5*) as he needed the house himself - although he would write off my debt if I was out by June 19. I panicked as accommodation within my price-range at the beginning of the ski season is impossible to find and chose the latter. It's possible that my debt had nothing to do with the decision to ask me to leave. The house was far below code, he could fill every room with winter season workers for more money, he had a nephew looking for cheap accommodation, he may have bulldozed it as he also owns the empty section next door or may even have begun to try to bring it from derelict to above code. Whatever the case, it would be naïve of me to believe my debt wouldn't have had some influence, if even at a subconscious level.

I've since raised the amount through the sale of my car and through saving. I'm tempted to pay it, if only to not have left as a debtor. But the idea of writing it off was his and the discomfort of homelessness and slim prospects of speedy re-instatement in my home town makes me feel like keeping it.

Anyway, below is a copy of the letter I sent to IRD. I hope you're able to do better than I was. Thanks so much.

Kindest regards,

Grant Beaven

(email to accountant)

Hi [REDACTED],

I've had a response (*in the mail*) from the IRD. I'd like to bring it in to you, please. It's so far from what I was expecting, I'm not even sure how to describe it to you. Can you tell me what your address in Wilson St is please, and I'll pop around later to show it to you, if it's convenient for you.

Kindest regards,

Grant Beaven

From: [REDACTED]  
Sent: Friday, 20 July 2018 12:28 PM  
To: Grant Beaven [REDACTED]  
Subject: Re: RE: [REDACTED]

Hi Grant

Thanks for that, which I will work thru.

Advise DO NOT pay money you cannot afford to Landlord as I agree he wanted you out so he could charge more !!

Will be in touch, meantime please email me if you hear from IRD please.

Regards, [REDACTED]

Hi [REDACTED],

Thanks for your email. I'm glad [REDACTED] made an effort to take a look at it. I appreciate the kick up the bum you gave him.

I received my pay in cash only. There were never any coins received, meaning an amount of \$782 or any other amount not ending in 0 or 5 was not paid.

It's possible he paid another \$500 on the 8<sup>th</sup> of August, but I would be very surprised if this was the case. I made a careful effort to record my separate payments when I received them to avoid exactly this type of scenario (*I know how easily confused by this stuff I can be – and so does he*). From the very start of my employment, there was not a reliable rhythm of remuneration, nor were individual payments a true representation of my hours worked up to the point of payment. Payments were merely amounts he could afford as the season progressed.

As I said, it's possible he paid another \$500 on the 8<sup>th</sup> of August but with the amount of effort I spent combing through my diary to provide my info for you, then again after realising my original calculations were in error (*which was amended in the info I submitted to both the IRD and yourself this year*) I would be stunned if I'd still somehow missed out \$500. It's possible I never entered it into my diary, but that's a remote possibility, especially as my financial status would have felt quite different during that time if that payment had been received.

In the early part of the season payments were very irregular, indeed – as was the work. There were definitely spells of more than a week without pay. I've been trying (*and failing*) as I write this to work out if the amount of hours up to the 8<sup>th</sup> of August even added up to the amount I was paid plus an extra \$500 – using the updated information I sent you. I certainly would not have been paid more than what was owed at that time. More than once, [REDACTED] told me that pay was not able to be paid this week but would be sorted out in the near future (*or something to that effect*).

I will have to get into my storage facility to find my diary. It may take me more than a day as today I'm busy but I'll let you know as soon as I have it, whether I have a record of an 8<sup>th</sup> of August payment. Cheers.

Kindest regards,

Grant Beaven

Hi [REDACTED],

Thanks for your email (*I had planned to get in touch today*).

I don't know how much detail WINZ would have of any of my individual Employers. I don't feel they are very interested. I think they would only know specifics of when I'm a Beneficiary. Also, I prefer to wash my hands as clean of WINZ as I can when I gain employment to avoid inevitable clerical errors (*on their part*). In fact, these clerical errors are so inconvenient, pervasive and predictable, I have come to believe that they are deliberate operational policy on the part of WINZ to limit return Beneficiaries

or to ensure continued financial or general instability of their victims and/or an exhausted willingness of their victims to accept the control of others.

I was receiving a benefit before working at [REDACTED]. As always, I was careful to follow my obligations of informing WINZ of the change in my circumstances (*gaining employment*), so they will have known the exact date I began. There may have been a short period near the beginning of my time at [REDACTED] when I needed to return to the Benefit due to lack of work. Without my diary, I can't remember whether I did or not, but I do remember [REDACTED] telling me that I should during a particularly quiet period predicted for the shop which would leave me without any work hours. I would have followed all of my legal obligations as per notification of changes in circumstance if I did in fact choose to return to the benefit for that short time. When I finally left [REDACTED], I returned to the benefit, giving the reason for leaving my Employer that there was not enough work for me – which was true. All of my contact with WINZ regarding stopping benefit payments or restarting benefit payments would've been over the phone, at that time.

I certainly hope you don't discover that they (*WINZ*) have overpaid me for any of this period despite my efforts of ensuring that they would not. But, I accept that this is one of their favourite tricks and would not be surprised in the least. While I'm homeless, I don't have easy access to my bank records to double-check, but I would have thought that if there was an overpayment during any of that period, it would've since come to light before now.

Anyway, thanks for your continued work. Please let me know if you need any other information. Or, if you need me to find those details of that period (*bank records*). My bank records will give an accurate view of any WINZ payments, but [REDACTED] payments will not show because [REDACTED] paid me cash in the hand - no complete payments will have been banked.

Kindest regards,

Grant Beaven

*(email to a cousin)*

Hi,

Mum say's I should visit but I've been feeling too ashamed. I'm actively keeping a low profile until I'm not homeless, anymore. But, Mum will growl at me if I don't pop around at least once. I tried calling this morning to see what a good time to visit would be but the phone didn't even boop. I think the phone here has gone bung. Anyway, let me know if you'd like a visit and what a convenient time would be. My food intake allows for enough energy for one walk per day. My mobile number is [REDACTED].

Kindest regards,

Grant Beaven

Hey [REDACTED],

I hope your summer's going well. I'm sorry I haven't been very social. I haven't wanted to be anywhere or see anyone (*be seen by anyone, more accurately*) until I feel as if I'm getting back on my feet. It's taking way longer than I thought, though.

I did seriously consider writing up your Health and Safety stuff – I spent a few days researching it but it was like trying to talk to someone in a room full of shouting people. It seems as if there's as many ways to present that stuff as there are businesses and they all declare themselves the required standard. Even the government webpages had contradictions, redundancies, varying expectations and apparent confusion of which requirements were the legitimate ones. The good news is that of all of the published material I could find which was put together by actual companies who use it, the standard was poor. It was mostly shit, frankly. So, if the powers-that-be are cool with that, maybe you could just do a hatchet job. As for me, I'd never have been able to take any short cuts, which is part of the reason I declined to do it. I was tempted (*partly to see how well I'd do*), but I knew that for someone as detailed-obsessed as me, it'd be like falling down the rabbit-hole. I'd have covered everything about everything. Then I would've re-written it for 'real world' use-ability, then I would've re-written it after consultation with you. I was worried I'd neglect to consider things the officials would want to see (*because it seems as if they make stuff up on the spot*), or overfill it with superfluous stuff, or keep you waiting too long, or frustrate you by appearing to suggest ways to run your company.

Added to all this was a realization of the fact that I have no credibility. Despite your compliments as to my skills (*thanks, by the way*), it can't be true that I have any skills of legitimate value to anyone. What I mean is: even when I've known how to do a job, followed the brief, obeyed instructions and even worked beyond expectations, I've been unable to make people happy. And here are my thoughts on this: I have to begin from a credibility rating of zero every single day, no matter how much work I do. At day's start, I'm held in contempt so I work hard to establish my right to be there. Then the next day I do it all over again, and the next day, and the next, and so-forth. From time to time I surprise someone; they're impressed with my work. The problem is that they *are* actually-surprised. They shouldn't be because the quality of my work doesn't really vary. They're surprised because all my previous efforts (*and credit in their minds*) have been automatically wiped from their memories. Normal people will gradually accrue credit. Their years of work and effort accumulate towards a sum of competence, excellence, value. I don't seem to accrue credit. So, I have no credibility. Anyway, my point with all this was that this is another concern of mine about doing your Health and Safety paperwork. I thought because it'd be put together by me, it'd be worthless. And the stakes for your company are too high.

However... what I just realized today is that I still might be able to help, in a small way. I went to your house and gave you a book (*there was a man with two little dogs – I hope I got the right house*). I wrote it last year (*started it in august*). It's about how to run an adventure company and while much of the reason to write it was so I wouldn't need to complain about employers anymore (*I'm as sick of that as anyone*), it might still have some details that you'll find helpful.

I hope you can put it to use. If you can't, it's still a book – and books are cool.

Love Grant

(email: ASD assessment)

Hi [REDACTED],

Thanks for your email. To answer your questions: I'm in Whanganui. In November 2017 my GP suggested I may be on the spectrum but did not know of a pathway to adult assessment. I was eventually assessed by [REDACTED], Clinical Psychologist of [REDACTED], Palmerston North in February of this year. I was a 'self-referral'.

Between November 2017 and February 2019 was a weird time of searching for a pathway to assessment, trying to avoid 'self-diagnosis', trying to save money for an assessment, biding my time on a waiting list, and seeking to discover what ASD is.

When I came upon the Altogether Autism website (*by accident this year*), I was surprised that such a complete-seeming community is out there. I was beginning to think ASD was something I'd made up and therefore wasn't a real thing. So, thanks again for your email.

Kindest regards,

Grant

Hi [REDACTED],

Thanks for your email. Thanks so much for the thorough information guide, too. I really appreciate the effort you've gone to.

Before I began these (ASD) investigations I knew there were factors about the ways I related to the world and its social mechanisms which caused me harm or put me harm's way. I've made some rather drastic commitments in the past couple of years to both remove myself from harm and provide the best chance to find solid information, a stable platform from which to make my next move. That's what I was hoping an assessment would provide. But, being as separate of everything as I am brings its own set of harms. I feel I need to make all this worthwhile. I *would* like a second opinion on my assessment.

During my assessment I detected a sense of over-confidence of the Clinical Psychologist very early in the process (*less than an hour*) that I didn't meet the relevant criteria. While I believe [REDACTED] is an excellent Psychologist and can't fault her work, I felt she was working within a diagnostic template which bore little relation to the reasons I felt an assessment would be helpful. I wasn't in the least surprised I didn't meet the diagnostic criteria, but I *was* surprised to discover what the diagnostic criteria was. I felt the template was relied upon more than my testimony.

It left me wondering: Does this make it worse (*harder to discover what's wrong with me*)? Are there multiple ASD diagnostic templates out there? If not, why do I see myself and my idiosyncrasies reflected in the testimonials of adults with the diagnosis? Did I do it wrong?

Yes, please can you point me in the direction of a specialist Psychologist in my area (*or hereabouts*)? Since my assessment, I've redoubled my efforts in trying to understand the details of how I work and am much more concise in my expression of these discoveries than I was. I've even written them down. I have a little book which explains what I term my 'system parameters' (1 – 6), and my 'cognitive' and 'physical systems' and all the 'errors' within. Perhaps it'll be helpful.

I'd prefer to be assessed before any contact with members of the ASD community. I'm still wary of self-diagnosis and also I'm super-shy. I've explored the articles on the Altogether Autism website, so I don't feel I need to subscribe to the print version, but thanks for the offer. Thanks again for your email.

Kindest regards,

Grant Beaven

Hi [REDACTED],

[REDACTED] offered to include a report as a part of her service (*additional*) but I declined. She believed I did not meet the criteria for a diagnosis of ASD and had clearly and thoroughly explained how she came to the conclusion. I wouldn't learn anything new from a report. The reason I decline it, though, was I felt afraid a written report from a Clinical Psychologist could influence any new investigations towards the same conclusion, whether accurate or not. And even at the time she asked, I'd already had my doubts about the process. Its easier to diagnose afresh than uproot an established diagnosis and propose an alternative.

There were 3 parts to the assessment and I believe each had the same flaw: an adherence to a diagnostic template which felt at risk of disruptive influence and/or inaccuracy. I was to have 2 x 1hr face-to-face meetings with [REDACTED] a week apart. A 1hr phone conversation with [REDACTED] and a family member between. And 2 sheets of questionnaires.

I don't remember much of what was said at the face-to-face's. I was worried I might camouflage indicators she was looking for, as I'm 42 – camouflage is how I've made it this far. She assured me the process was robust enough to filter that out. But, it didn't feel like it. The conversation seemed to lead itself anywhere but to the sensitive spots. I left the room with hardly any memory of what was discussed.

Part 2 was a phone-call to [REDACTED]. I've discovered my [REDACTED] is rather motivated towards having a 'normal' son. [REDACTED] was able to convince [REDACTED] of this.

Part 3 were the questionnaires. Considering what was at stake and that I was at the university for a medical reason, I was surprised at how basic these were. I was expecting a Myres Briggs sort-of thing, but they seemed less scientific than even any of the Cosmo' Magazine questionnaires I've seen (*we've all done those, heh-heh*).

Before the second face-to-face, [REDACTED] told me she already had her diagnosis but I went anyway. I remember little from this talk, too. Like I've said, I can't fault [REDACTED] in her work but I believe the framework she was working within isn't fit for purpose. At least, not in my case. I've worried that my hubris may be blinding me, here, but I've been a professional and I can spot a poorly designed system/framework/template when I see another professional trying to apply it.

So, to answer your question: I can't give you the details of the specific diagnostic template. Hopefully my description (*above*) is helpful. I'm sorry for the long-winded email.

Kindest regards,

Grant

**From:** [REDACTED] >  
**Sent:** Thursday, 13 June 2019 10:50 AM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Re: Thankyou for the info packet...

Hi Grant,

I just had another thought... do you happen to know what diagnostic template [REDACTED] was using? If you received a report this may mention any specific diagnostic interviews or questionnaires used.

Thanks

[REDACTED]

Hi [REDACTED],

Thanks for your efforts. It's great to have an ally. Especially as I know the trap I'm in is largely of my own making. I voluntarily leapt from the carousel and now I'm trying to peel the layers of camouflage away, trying to explain that 'making it' to this point was usually faking it. It's a weird spot to be in.

I do hope you can find an experienced clinician as without any credibility, I can't convince anyone that there's a problem. And it's frustrating and humiliating that the carnage of my employment history is dismissed as having no underlying disruptive cause, too. Especially considering my efforts in that area.

Anyway, I'm excited to see what/who you may be able to find. I'll look forward to hearing from you again.

Kindest regards,

Grant

(email to accountant)

Hi [REDACTED],

Thank you for filing a return for me. That was really nice of you. And I appreciate your advice. But my situation isn't as straight-forward as either of us would like.

I'm trying to qualify as a citizen. I view this as a process; progressive. I have always been and am currently the property of others. A possession of my Employers and of the wider community. But my goal is to become my own property one day. I accept that there will be a period of this journey where there's an imbalance of 'obligation' to the State versus 'protection' of the State, but I hope to eventually earn the State's protection as I'm able to gain equity, credibility and value.

To achieve this, I've set myself apart from society (*at huge personal cost*) before the workforce could mine me to nothingness. My goal is to build a stable platform through writing plays and try again to integrate society at some time in the future on my own terms: as a valid citizen.

I was excited for this year's tax season because I'm finally free of the sludge of my Employers' illegal activities. I want the IRD to see my progression (*as a Writer*), I believe they'd be more suspicious of an 'overnight' success than one which they can tally on their own computer screens. If they aren't satisfied, I can present them with bank statements which will show no secret income and years of diaries in which every single purchase is noted, and all income and savings tallied. Since I realised that 90% of my Employers were stealing from me, I became rather fastidious in this regard. I've always followed my obligations with WINZ. My ability to finance the printing of my books and related writing expenses this past year is due to a combination of determination, crippling frugality, separation from society, and homelessness. This would be clear to any investigator at a glance.

As for ACC; again, I view this presently more as obligation than protection. But it's an obligation I'm willing to accept as it provides evidence of my commitment to becoming a citizen. I pay the rate required of a Writer – reduced from that of a person working in the adventure industry. I was paying my own ACC because [REDACTED] [REDACTED] illegally (*knowingly*) defined me as a Contractor to evade their tax obligations and justify/legitimise their commitment to ignoring Employment Law. If I'd been a citizen, I could have challenged this through Employment Relations and Employment Court as my work in no way met the definition of Contractor in legislation, but I had to be realistic. I don't yet have the Law's protection. So, I paid ACC. And I continue to pay ACC for the reasons already stated above.

I'm sorry for the long-winded email, [REDACTED], but I want to clearly state my position. I hope to become my own property, I hope to leave behind any hint of the dishonesty of my Employers, and I'd like to begin building a new picture of myself in the minds of others and eventually successfully achieve integration with the population. Please can you include the information I provided. I can't do it myself. I don't understand all the forms and whatnot, something always goes wrong. Thanks so much. I'll get some money ready to transfer to you for your fee.

Kindest regards,

Grant

**From:** [REDACTED]  
**Sent:** Monday, 17 June 2019 5:03 PM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Re: Eh?

Hi Grant

Cannot understand how you got an ACC Levy bill as you did not have self employed Income, how much was it, can I see the Invoice please ?

My advice is NOT to claim negative writing against your WINZ income as it may just create problems for you with WINZ

Also with IRD, as they may ask how you funded the negative on your small income

IRD will not bother you when you start self employed earning, they should have bigger fish to fry

Cheers, [REDACTED]

(email re: ASD assessment)

Hi [REDACTED],

Thanks for your email. And thanks for your time and effort put toward my query.

Hmm. I don't quite know where to go from here. The servant in me wants to respectfully accept the diagnostic assessment of a trained and qualified professional, but I know the assessment only skimmed the surface and at the surface is layer upon layer of camouflage. Camouflage for me is vital to existence within the population, therefore over time has become automatic. By now, age 42, I don't believe its ever disengaged except when I'm alone. And its only recently I've begun to realise that even alone, I've believed in most of the same illusions I presented to the world. So, I think you could be right; a second opinion could come to the same conclusion as the first. And almost definitely would if an assessment is an assessment is an assessment.

But, I've been alone a lot lately. I've had the time, the motivation and (*most importantly*) overridden the anxiety of peeling back my layers of camo. I have it all written down. Finally exposed to view without the reflex of presenting an alternative version of myself, the way I do in real time, face to face. Can I send you this to show your consultant clinical psychologists? Please?

My family and friends have no idea of who I am beneath. I'm only beginning to understand it myself. There are 2 versions of me and the second version, the only one with a chance of integration is the manufactured one. But I haven't been clever enough. I was hoping an assessment could help fill the gaps, help me work towards gaining credibility and finally, with achieving integration.

I hope its not too bold of me to ask. One document explains my system parameters and my cognitive and physical systems. A second little one discusses emotion. And the third is my experience of the workforce, which I think is an overlooked piece of the puzzle because not only does it express how I relate to the professional world, but how the professional world relates to me. It's the part which most clearly illustrates that a problem exists, even if ASD isn't the answer to it. I'm perfectly happy to accept another answer – it's living with nothing but questions which is hard.

If nothing else, the three separate things combined could give a picture of an individual psychology and how that psychology relates to its world, which your consultants might find interesting. Something fun to discuss amongst themselves. Or, maybe they'll be able to rule out ASD once and for all and suggest another avenue.

Anyway, please consider my request.

Kindest regards,

Grant

**From:** [REDACTED]  
**Sent:** Thursday, 20 June 2019 12:12 PM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Altogether Autism - Information Request

Hi Grant

I have been in touch with our consultant clinical psychologists and wanted to share with you a few points below following my discussions with them:

- The diagnostic criteria for Autism Spectrum Disorder are quite specific and rigorous and it is difficult when people meet some but not all of the criteria. In this instance; which it seems is becoming increasingly common, someone can be on the autism spectrum but not meet feel diagnostic criteria for Autism Spectrum Disorder. As a result, we are seeing a lot more autistic adults who are self-diagnosed for this reason.
- Another comment made was that not being diagnosed on the grounds of empathy alone is odd. Empathy is just one of many characteristics in the diagnostic criteria that need to be considered, but the presence of empathy does not exclude autism as a diagnosis. There is also a growing evidence base that many autistic adults have or can learn empathy (I can send you some information around this if you are interested).
- In terms of a second opinion, as assessment is not an exact science and is affected by how clinicians interpret the information they are given, it may yield a different result, but equally it may not. The difficulty regarding seeking a second opinion is that there doesn't seem to be any psychologists who have specific experience diagnosing autism in adults in the Manawatu area. All my searching has led to recommendations to the [REDACTED]. One option could be to go back to the [REDACTED] and ask for a second opinion, or for further information around why an autism diagnosis was ruled out. As a client you have this right, and it is important that you feel your questions and concerns have been acknowledged through the assessment process.

- Alternatively, I have included the link to a Wellington based psychologist [REDACTED], who does have experience with adult autism. I don't know what her fees are, so you would need to contact her direct to discuss availability, costs etc.

### **Wellington based**

[REDACTED]

I am sorry I don't have more information to give you. Currently there is great difficulty accessing adult diagnostic services for autism, and this is a challenge experienced nationwide. Also, do consider getting in touch with our regional coordinator [REDACTED] or [REDACTED] if you would like to connect up with her, or anybody in a similar situation in your area.

I hope you have found this information helpful. Please let me know if you have any questions around the information provided, or if you would like further information.

Warm regards,

[REDACTED]

(email to accountant)

Hi [REDACTED],

I hope you're well. I received a new letter from ACC today (*dated 17/10/2019*), as you predicted. Though, I'm not sure what it says is what you were expecting. My account is overdue, and I need to pay \$174.38 immediately or I'll be penalised. I feel as if a step is missing here. Or is it the case that they take a threatening, punitive attitude with all their correspondence? This most recent letter is the first since the ones I showed you (*which seemed to indicate hundreds of dollars of credit*). So how do they arrive at these numbers and how am I 'overdue' on an account which hitherto has not been 'due'?

As you know, I'm vulnerable to the mischief of others, especially when it comes to money, and this has made me a suspicious person. However, I'm trying to learn how to be more observant of signs of ill intent and I wonder if I'm falling victim here, again. None of my contact with ACC (*especially the written correspondence*) gives me confidence that I'm actually in contact with a professional government department. The ever-changing expectations, procedures and amounts due leave me confused. The alternating of attitude from friendly ally (*phone correspondence*) to intimidating debt-collector (*written correspondence*) leaves me unbalanced. And the figures, calculations, amounts, credits and accounting appear made up as the mood suits them. The goal of operating this way can only be to disadvantage me. Am I being scammed? Or is this simply what the world of insurance and tax is like?

Anyway. Please help? My ACC number is [REDACTED] The policy number is [REDACTED]

Kindest regards,

Grant Beaven

*(extended family Christmas camp – at an adventure centre - written-up, put together and managed)*

Hi-ya,

It's Grant, here. I finally bloody finished it. It turned-out to be 10 pages. I think I got everything. See what you think. Like I said; you guys are the key to getting wider-group buy-in. I'm gonna try to attach a copy of it to this email – though this is at the extreme limit of my computer-Human skills. I barely have Human-human skills. Please find the programme attached.

Kindest regards,

Grant

Hi-ya,

I'm feeling frazzled. Food's all bought. The tallies are in... more or less. It's pretty-close, I think. This *(tallying)* part of the project could benefit from the attention of someone with a more suitable set of the necessary skills. And I foresee some Christmas disagreements. I'm not sure how everyone will want to play it. But, you all have the info, now. I leave it to the grown-ups. Play nice.

Kindest regards,

Grant

P.S. I hope you got a haircut you like because if your weather is anything like it is here in bloody Palmy, it's too windy for a hat.

**From:** [REDACTED] >  
**Sent:** Thursday, 9 January 2020 10:10 AM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Thanks

Hey Grant,

I'm sitting in the hairdressers listening to their horror stories of all the cooking and cleaning and work they did for Christmas with some very ungrateful relatives.

Was just appreciating once again how easy it was at camp with you taking control of things. I know that it took a lot of work and I just wanted to tell you how I appreciate that we could all have a break from the norm. The meals were delicious and plentiful. So thank you Grant.

Happy New Year

Hi [REDACTED],

Thanks.

Fact is, I'm either a leaf in the wind with no understanding of what's happening, no idea of what's expected of me and no path to successful integration, OR, I *design* the damned environment based on the stated aims of the group and run it myself with the comfort of a big-picture point of view in front of mind. On both paths I'm loaded with a weight of discomfort/pain and windswept by a caustic breeze of shame/anxiety but only the second has a hope of earning credibility, and with it: value.

So, thanks for letting me do what I did. I'm glad you had a nice time.

Kindest regards,

Grant

Dear Hon Eugenie Sage,

My name is Grant Beaven. Today I'm sending a package to you with a query letter and some books I've written. I hope to broaden your understanding of commercial canoe activities within the Whanganui National Park, explain the role the Department of Conservation could play towards real improvements in visitor safety and enjoyment, and present you with my guidebook and instructional manual which I believe is the key to seeing these improvements realised. My hope is that the Department of Conservation will adopt Nixon's Guide Sheets and add it to the information packet you provide to your Whanganui River journey customers.

I'm a fan of the work you do in your role. I understand the challenges you face seeking positive results in a field where people sit at varying points on the values spectrum.

I know you'll give my letter fair consideration and I appreciate that. I'll look forward to your response, if you have the leisure to provide me with one.

Thank you very much.

Kindest regards,

Grant Beaven



Whanganui 4500

28/1/2020

Hon Eugenie Sage,

Dear Madam, please allow me to try this again...

My name is Grant Beaven, river-guide and author.

Nixon's Guide Sheets: Freedom Canoe the Whanganui River, 4<sup>th</sup> Edition is the only way to improve the safety and the quality of experience for visitors to the Whanganui National Park and I hope to convince you of this, and to ask you to officially take my guidebook on as your own information packet for visitors. My guidebook and instructional manual is the definitive resource for novice Whanganui River canoeists and has become the definitive training and adventure audit resource for commercial tour and canoe-hire operators.

Presently, I sell (*hard*) copies for \$20.00 and PDF's for \$10.00. The book currently costs \$13.90 per copy to print.

The guidebook details and explains all aspects of this multiday adventure (*a canoe tour of the Whanganui River*) and instructs in easy-to-understand terms all the technical aspects your adventurer customers need to know. I wrote the book to fill the information chasm which exists between pre-adventure contact with the operators (*including safety and practical activity briefs*), the information provided by the Department of Conservation and the customers' undertaking of the adventure, itself. And despite the book being capable of achieving this, it's yet to achieve many of my aims. This is because the book is available only through me, there are forces actively preventing customers access to it, I can only afford to print 40 copies at a time, and my marketing resources are extremely limited.

Can visitors to the Whanganui National Park be safer? Yes. But, in the current activity structure, we (*you*) are stuck. You can't minimise the activity's risk to zero because some risks will always exist. And we can't make the operators become better operators because they meet the current standards. They have proof of this in their audit documents.

In the adventure industry we ask: 'Is it safe?' We identify areas of improvement and act on them, eliminating, mitigating or managing risk. Risk Management. This was the goal of the adventure audit scheme. Ensure only experts can be operators and monitor activities with documentation. But in the case of the canoe industry, it had the opposite effect than what was intended. Those with no will to become experts can qualify as such with a small effort. They become highly qualified novices. The public believe they are experts because they're there and they're qualified, and so do the authorities. Pretty soon, they can even convince themselves that they're experts and herein lies the real danger. When the adventure audit system has inadvertently had the effect of reducing safety standards and legitimising that reduction in safety standards, what can you do as Conservation Minister? You can put a copy of Nixon's Guide Sheets directly into the hands of every canoeist on the Whanganui River. You can bypass the operators' information filtration strategies, their lack of knowledge, their lack of will to educate their customers and/or their lack of time to effectively educate their customers. If any information is provided, *all* information relevant to the activity should be provided. Any lack short-changes customers and puts them in harm's way.

In this information vacuum, the Department of Conservation has taken up the responsibility of being an information provider by a small measure. In doing this and other things, whether conscious of it or not, it has become the de-facto authority in commercial matters within the National Park. I ask only that you complete what you've started by taking on my guidebook and instructional manual.

When the public is engaged in an activity which can put them in harm's way, the Authorities must act with an appropriate response. You can prohibit the public from engaging in the activity. In this case, this would be heavy-handed – an over-reaction to the risk. You can allow the public to do the activity but only if they are guided by an expert. In this case, again, this would be an over-reaction, and as I'll explain, even guides aren't experts, anymore. You can provide customers with all the information relevant to the activity. This is the best way, and Nixon's Guide Sheets is the solution.

Thank you for your time and the consideration of my query.

Kindest regards,

Grant Beaven.

*What am I proposing here?*

Well, I'd like to present some options:

*Option 1:* I don't think you'll go for this one because it involves a cost to the Department of Conservation. You buy Nixon's Guide Sheets from me. Then DOC will own it and distribute copies of it. But you'd probably not be able to afford a fair price (*I know your budgets for such things are basically non-existent*).

*Option 2:* DOC adds a copy of Nixon's Guide Sheets to each separate freedom booking as a requirement of each booking. The cost will be borne by the customers - added to the ticket price. The customer keeps the book at the end of their journey. Copies would be sent to customers with the operator's info packet after the deposit for the tour and the cost of the book is paid for. For 'walk-in' guests the book would be even cheaper because there'd be no added postal costs (*currently \$4.50 for 1 copy*). DOC would be supplied with a certain amount of guidebooks pre-season and will furnish all the operators with copies the way hut-passes used to be distributed. More books could be supplied as the need arises - if they sell out. After the season comes to an end DOC would settle the bill with me for the value of the books sold.

Within Option 2 there could be arrangement differences from the above example, but the general idea would be the same.

*Option 3:* DOC and ██████████ could come to an arrangement regarding the guidebook. This could be a way for DOC to become a partner-owner of the guidebook without the financial outlay. ██████████ would pay for the book and if DOC continues to be the manager of commercial operations on the river, DOC will administer its distribution. This way, ██████████ meets its potential legal requirements of health and safety and/or insurance policy requirements and both they and the Department of Conservation could augment the guidebook with information and stories which meet your respective aims.

If its still considered unaffordable to pay a fair price for ownership, we could discuss a more manageable annual stipend for the rights to the guidebook which is acceptable to all parties.

Nixon's Guide Sheets was the first book I wrote. I've since written four more books with another two on the way. What I'm saying is that my writing has been improving. If you consider it necessary, I could re-write Nixon's Guide sheets to bring the writing style to my current level of skill.

*How would it work?*

*Option 1:* Every individual adult booking, whether guided or freedom, is required to receive a guidebook with their ticket. This ensures that all adult visitors have all the information relevant to their adventure. We need to accept that guides aren't consistently of the quality they used to be. Guides now can have little more experience than their customers in the activity. This same lack applies to the tour operators (*owners*). We by-pass this problem by getting the information into everyone's hands and cover all our problems in one move.

*Option 2:* Every individual adult freedom booking is required to receive a guidebook with their ticket. This option operates on the (*false*) assumption that customers will always be guided by experienced, qualified river-guides - that only freedom customers will need the guidebook. This option doesn't solve all the problems faced by you, or by customers or by the operators. It means there'll still be frustrating elements to all involved.

*Option 3:* Every group adult freedom booking is required to receive a guidebook with their ticket. Only the person of the group who is doing the booking will receive a guidebook. 1 book per group. This is obviously the most inexpensive option. But groups can be large and until their tour begins, they're usually not in the same place where they could read the book over each-other's shoulders. This option doesn't solve all the problems faced by you, or by customers or by the operators. It means there'll still be frustrating elements to all involved.

*But the tour operators will find it too expensive/too inconvenient to send their customers guidebooks pre-tour.*

Sure, this is an administrative task which they aren't already doing. But I've researched the subject of pre-tour contact with customers; the most commented-on negative point of any river tour wasn't muddy riverbanks or smelly toilets, it was pre-tour communication. They find it lacking in detail, they find the operators difficult to contact (*I know operators who actively avoid contact, providing only enough to make the sale*), they find the information provided is confusing, often garbled and even completely false, with risks and potential comfort levels underplayed and/or excitement levels overplayed. Operators who are never up to mischief are comfortable with customers having all the information they need. The more their customers understand, the less time the operator needs to spend e-mailing and calling back and forth supplying new details to new questions to the same customers. The cost of sending packages of guidebooks can be added to the tour cost but even if it isn't, the time saved, and the stress reduced (*of both the customers and the operator*) will be worth every penny.

If a customer can't be sent their guidebook pre-tour (*they're overseas, booking while travelling, or booking on short notice*), they'll be able to pick it up on the same day that they're transported to the river on the first day of their tour. They miss out on the benefits of all the pre-tour planning information but will still benefit from the river management, activity management, safety, and National Park info.

Due to the canoe industry standard business model, customers have no way to reliably discern differences in product quality of the separate operators' outfits pre-tour. The operators understand this and so they're forced to compete on price. But there aren't many separate components to a river tour, meaning there aren't many individual components on which discounts can be offered. The margins are too tight. My guidebook would add another component. They could provide their customers with the guidebook for free or send it to them for free, absorbing the cost themselves, and establishing a certain rapport with their customers with a free value add-on.

*But the customers will have too much information.*

It's not the customers' fault that by the end of their tour they'll likely have more first-hand experience of the activity than their activity provider. Isn't it a good thing that operators will feel more impetus to become experts and/or to operate at or above industry standards? Informed customers will improve the industry. Operators will rise to meet the standards they've already committed to in their paperwork. It will improve ethics within the industry. It will increase operator honesty. It will reduce illegality regarding employment and other matters. It'll be safer. The quality of product will be higher and of more value. Outcomes for the Whanganui National Park will be better.

*-How does the Whanganui River canoe tour industry work – what is the current customer experience?*

Commercial canoe tours on the Whanganui River are between 1 and 6 days in length. Due to unavoidable isolation, each tour must be self-contained (*food, shelter*) and self-managed (*time, safety*). Customers can choose a 'guided' tour or a 'self-guided' (*freedom*) tour. According to your own numbers, between just below 8,000 and 10,000 customers canoe the Whanganui River each season. Seasons officially begin in October and run through to Easter weekend, though tours do happen outside of the season, too.

As it's perfectly legal to operate a multiday canoe tour company without having any multiday canoe tour experience, customers can expect tour information that's designed to encourage sales, encourage customer confidence levels or fear levels (*depending on the service they wish to sell – freedom or guided*), and encourage what's often merely an illusion of operator knowledge, experience and professionalism. I've identified this as one of the barriers to my guidebook reaching customers (*in fact, 2 operators have admitted to me that they actively block the book to remain in control of information delivery – my book potentially undermines their credibility and exposes their short-cuts in product delivery*).

For a guided tour, the tour operator is responsible for pre-tour planning and supply and the guide/s are responsible for tour management: equipment instruction (*the use there-of*) and activity instruction, time management, tour safety instruction and management (*including risk management, rescues and emergency management*), management of activity at campsites and food preparation. In the past, a 'guide' was a qualified and experienced river-guide, but the adventure audit system has changed this. Now the person guiding this adventure needs only to be listed as 'Guide' in a particular tour's paperwork and signed-off that they've read the tour operator's Standard Operating Procedures documentation to meet the adventure audit requirements. To reduce wage costs and avoid employee recruitment difficulties, most operators choose not to use qualified and experienced river-guides anymore. The legitimacy provided by the documentation protects the operator even in the event of incidents and legalises and has normalised a lowering of tour safety and quality standards. For most customers, this will be a once in a lifetime experience, they'll enjoy themselves even if their adventure could've been 100 times safer and better. How would they know?

For a freedom tour, besides some equipment supply, all aspects of the tour are the responsibility of the customer. But without a complete information packet, how can they effectively plan and safely run their tour? They can't. And they don't. They glean snippets from websites and pre-tour contact. Then they're delivered to the river on their first ever go in a canoe for their first ever time on moving/swift water on the first day of their tour, usually, for their first time on a self-managed multiday adventure. Their driver will provide them with a map, with their canoe and other equipment and show them how to use it all. But the driver will have a passenger services licence (*if you're lucky*), nothing more. Their employee title post adventure audit is now 'Driver/Guide', but they've never *done* the activity, nor will they have canoed before and nor will they have had any presentation training. And they're paid by the hour, so the boss will want them to be as efficient as possible. Pretty-easy for someone who has no first-hand information to share. I've seen safety brief/canoe instruct/multiday activity management spiels take only five minutes. I've seen irrelevant information provided. I've seen woefully incomplete information provided. And I've seen information provided that's not only wrong but will put the customer in peril if they follow it. The blind are leading the blind who are in turn lead by their blind river tour operators. This is what the paperwork has legitimised.

*-But, it's not the Department of Conservation's responsibility*

True. The Department of Conservation is not the governing body for the Whanganui River and isn't responsible for visitor safety while visitors are on the river. However, this may be debatable. DOC's own actions muddy the water, here. The Department of Conservation is the gatekeeper for any and all activity within the National Park. Despite an exclusion 'on paper' of responsibility of the management of those on the river itself, we need to be honest about how most visitors are using the National Park. Visitors are expected to make use of your campsites and hut facilities – they get there via the river. DOC sets the boundaries of behaviour and the limits of activity within the National Park – of which the river runs through. DOC is the gatekeeper for commercial activity. It has *taken* the responsibility through its Permit Scheme (*commercial concessions*), of filtering, managing, and charging commercial operators for the privilege of a concession. An important part of gaining a concession is the presentation of an applicant's Systems of Operation including all river operations management procedures and safety management procedures. Payment is provided, too, and though this is largely an administrative fee, payment is payment. This has understandably convinced operators that DOC holds ultimate responsibility on the Whanganui River within the National Park, despite knowing of your assertions to the contrary. Visitors must pay to use the facilities DOC provides – all visitors, including guided ones understand they couldn't make a multi-day river journey through the National Park without having their tickets. Besides ticket information on the website, in brochures and at i-sites, DOC provides information on how to *do* the activity, including safety advice. The visitors/customers are certainly convinced that DOC is the governing body.

Despite not being the official owner of the responsibility of those on the Whanganui River within the National Park, the Department of Conservation has voluntarily *taken responsibility*. Whether it's meant to be yours or not, for all intents and purposes, it's clear that it's yours now.

*But what about the river companies?*

Well, sure, we should expect them to comport themselves in a manner which provides the best standards in safety. But we have the adventure audit scheme. Paperwork is the golden ticket. Written, downloaded, copied and pasted – or even plagiarised from my book. Acceptable (*signed-off by DOC*) paperwork can be footing stones for an operator's way that they do things. But it can also camouflage a low level of expertise and low commitment to product quality and customer safety. Not only this, but it legalises it, too. No. The canoe tour operators cannot be relied upon to prevent preventable incidents. And even the most conscientious of them haven't the time to impart everything a customer (*a novice canoeist and adventurer*) needs to know. The canoe tour operators are not the governing body. They do not have that responsibility – as long as their paperwork is in order their hands are clean.

*But what about the Maritime Safety Authority?*

Ah. In fact, the Maritime Safety Authority *does* own the responsibility. It *is* the governing body. But not in practice. If the days of the old riverboats plying up and down the Whanganui River had not ended, it would be obvious that the responsibility is theirs. Those days are gone, though. And while they govern jetboating activity on the Whanganui River, they were as surprised as everyone else to discover (*when the adventure audit scheme came into effect*) that canoeing activities within the Whanganui National Park were also their responsibility. With extreme reluctance (*I've talked to them about this*) they wrote the standards for operation and safety which the operators are expected to view as minimum requirements. But because they had no experience of canoes, no experience with moving/swift water and no experience of the way the commercial activity worked, they wrote it with the help of one of the operators. I saw first-hand the limits of their

experience when I was asked to present a standard safety brief and paddle instruct to two Maritime Safety Authority representatives before they began their 5 day canoe tour to get idea of what visitors can expect. But my safety brief is above the standard of most because I'm trained, qualified and experienced in the activity and trained, qualified and experienced in the giving of instructional presentations. And this was a moot point as the one who said he had experience of the activity (*and was meant to analyse a standard safety brief*) refused to be instructed. He went to the toilet, instead. I gave my brief in his absence. When I sent them off, their canoe was blown off course by the breeze and crashed into the trees on the bank twice before they finally wobbled around the corner, out of sight. I never saw them again, but they must've survived because the standards are written. So, we have the blind (*Maritime Safety Authority*) leading the wilfully blind (*operators*) leading the blind (*customers*).

But that was the last anyone heard of the Maritime Safety Authority. They only wrote the standards. They don't interact with commercial operators, nor do they interact with visitors. That responsibility they haven't taken. They don't need to take it because DOC has.

*But what about the NZ Police?*

The Police could never be described as the governing body for the Whanganui River. But they are the emergency responders of river-based emergencies, despite this not being their everyday remit, nor an area in which much equipment, knowledge and training is committed. During a conversation with the Area Commander, he expressed to me his frustration at an increasing number of callouts for the emergency rescue of freedom canoeists on the Whanganui River which his personnel had been required to attend. He was concerned enough at the time to arrange a meeting with providers to find out exactly what was going on and whether anyone knew what they were doing. But if their paperwork is in order, as it easily can be, then this is irrefutable evidence of competence and commitment to industry standard, whether it's the truth or a lie. Paperwork can wash the hands of operators clean of responsibility and it can bind the hands of the authorities from taking restorative action. This why I believe we need to go *around* the operators, put the relevant info directly into the hands of their customers and increase their customers' safety that way.

*But what about [REDACTED]?*

Hmm. Good question. No-one really knows - including them, I think. Technically speaking, now that the river has the same rights as a person, it also has the same responsibilities. It can't put people in harm's way any more than we can. This means if a person suffers a loss (*defined as negative experience, quality of experience being lower than expected, damage to or loss of equipment, or emotional or spiritual harm, injury or death of any persons*) then the Whanganui River - or the river's representatives, [REDACTED] - is/are liable for that loss. But they don't manage the day to day operations of the National Park. It's DOC who clips the tickets of operators and visitors, alike. It's DOC who decides who operates commercially on the river and its DOC's paperwork to whom those operators must reconcile their own. [REDACTED] so far has had nothing to do with the operators or their customers. In fact, in my dealings with [REDACTED], I felt that they were surprised to discover that there was a commercial canoe culture thriving on the Whanganui River at all. If they wish to become hands-on with the canoe operators in the future, first they need to be motivated to do so (*it's ticking along without them*), then they need to put in the work to learn how it operates or how it might work under different management strategies, and finally they'd have to run it. I was told by the General Manager of [REDACTED] that they would first spend some years bedding themselves into their new role, discovering what it actually is (*because it's far wider reaching than it at first appears*) before

beginning to make any decisions regarding the operation of any details like the commercial canoe industry. No. The responsibility is not currently [REDACTED].

*But it will add too much to the ticket price.*

That's a fair point. The activity needs to be accessible and one of the reasons that people go unguided is to reduce costs. But what is the price of safety? Customers assume they will be provided with all relevant information. They assume the activity providers are experts – how could they hold the position, otherwise? Because they're *allowed* to be un-guided, they assume all aspects of the activity will be within their level of skill and/or experience. They're wrong on all three counts. But these are some of the reasons the guidebook is so difficult to sell to customers pre-tour. However, customers I've talked to after their adventure who'd declined to purchase a copy beforehand expressed regret in their decision. They were surprised after the fact at what the adventure actually involved and surprised at the distance between what information they were provided – by DOC and by their hire-company – and what they discovered they actually *needed* to know. They wished they'd bought one after-all.

*If the goal is visitor safety, why isn't the book offered to visitors for free?*

The first edition (2012/2013) was offered to customers for free. I furnished each of the commercial operators with copies of the book, at no cost to them. They agreed to lend a copy to each freedom tour for the duration of their tour, at no extra cost to their customers. The guests would keep it in the waterproof map-cases provided by the operator and refer to it as needed to help them make good decisions throughout their trip. At the end of their tour, they would hand it back. I would earn money by inviting businesses to advertise within its pages on the promise that every freedom-hire group would have a copy of the book. In that first season I sold 6 advertisements and was looking forward to eventually earning a steady income. But, at the end of the season I picked up packets of pristine guidebooks which obviously had had no use. The operators had reneged on their promises and I had to pay my advertising earnings back, as no-one had seen the ads those businesses paid for. At the time, I didn't understand why this happened.

I tried again. But this time I redesigned the book to make it more complete and more attractive, so I could *sell* it directly to freedom canoeists. I made a variety of arrangements with the canoe operators to have access to their customers. But I could only see that the book added value to the product they sold, that it could only make their work easier. I was blind to the view that it could expose operators who don't fully commit to industry standards of operation. And again, was stunned when none of the agreements made were fulfilled.

I kept pushing. I knew the guidebook was of value because all feedback was positive, and the tour operators had begun to use it to train their guides. The 3<sup>rd</sup> edition was a further improvement on the second but sold hardly any at all. By the time I made the 4<sup>th</sup> edition everything that goes through my mind as a river-guide was in the guidebook – everything a customer could ever need to know, including info which isn't already supplied by the operators. And the tour operators were using it to supplement or completely fulfil their adventure audit paperwork as well as train themselves, their guides and other staff. I feel as though, of all the parties involved, I'm the only one not to have gained from my work – me and the customers I wrote it for.

I want to say that the owners of canoe tour companies are great people. But a business, though it has the rights and responsibilities of a person, doesn't have the soul of one. A business seeks only that which will directly or indirectly benefit its bottom line. To a business which operates based in positive values my guidebook can only be of value to their operation and to their customers' safety and satisfaction. Its only companies operating below adventure industry standards

*(occasionally or entirely)* which feel discomfort with the thought of customers with my guidebook in their hands.

*But the Department of Conservation can't take on a book which will benefit a private stakeholder*

Sure, I hear what you're saying. A Government department can't show favouritism or whatever. But, actually, no, I don't know what you mean. How does anything get done if parts of your operation aren't outsourced? Plumbing, electrical work, helicopters? There isn't another guidebook which does the work of mine. The cheapest, easiest and most efficient way to fill the information gaps of this activity is to provide a book which does the job for you and puts it directly into the hands of those who need it. I've done the job of writing the book. And you can have it, if you want it. Meaning the visitors of the Whanganui National Park can finally have it, if you want them to.

My guidebook has no information or recommendations specific to commercial canoe, transport or accommodation providers. It contains no information pertaining to historical or cultural artefacts, subjects or stories.

*But providing activity and safety information can put that provider at risk of litigation in the event of incidents.*

If this is the case, then you're already at risk because you already provide a limited information package. Will you be in more danger by increasing the completeness of that information packet or in less danger? And the book has a disclaimer. Improvements to this could be made, if required.

*But activity providers should be free to deliver their product as they see fit.*

I agree with that. And they are. The guidebook is written at the level of industry standard – not below it and not above it. The operators are free to deliver their products above the level of industry standard, if they want. Is there a downside for customers or for the authorities to have a mechanism *(an industry-standard guidebook and instructional manual)* which highlights in sharper relief departures from industry expectations? I suppose there might be for lazy or opportunistic or incompetent or mischievous operators, but what kind of operators should set the standard within the industry? What should customers expect? What should the authorities expect? Is there a downside to a cost-effective instrument like this which improves the likelihood of operators actually operating at or above the level that they've already *(allegedly)* committed to in their paperwork? Is there a more effective and efficient *(in terms of dollars spent and on-the-ground results)* mechanism to ensuring compliance of industry guidelines?

In fact, this is the *only* mechanism which *could* achieve the authorities aims on these points.

*Who am I, when I'm at home?*

In fact, I'm not at home. I'm homeless. I live in the wrong town in the back of my parent's garden and I sleep on a couch in a little shed. I'm 43 years of age. I've had 103 separate periods of employment for more than 80 separate employers, mostly in the adventure industry. I work very hard and I believe, to a high standard. So, why am I homeless? I've recently been diagnosed with Asperger's syndrome. This means that I'm ineligible for the protection of Employment Law. I've not ever had an employer who will treat me lawfully and so I recently left the workforce. But this has presented its own set of challenges and harms. My goal is to integrate into society one day. I tried very hard to do this through employment as my employment history can attest to. I view myself as a sort of robot (*you may have noticed something odd in my communication style in this query*). Ordinary situations and environments can cause me discomfort/pain and/or shame/anxiety, but I viewed these in the workforce as 'tests of endurance'.

I model the way I operate on the way Humans operate – with 6 system parameters. I'm utterly committed (*chained*) to these. 1: Integrity. 2: Discomfort/Pain. 3: Grace/Graciousness. 4: Duty. 5: Shame/Anxiety. 6: Hedonism. But though these were modelled on real Humans, I've discovered that they aren't effective in the long term. It's because of a difference of belief – my belief versus the Humans' belief: A Human owns themselves; they are their own property. For individuals (*and the Human race*) to progress, they can at times adapt (*alter or ignore*) their system parameters to best profit from any given circumstances. But I believe I'm not my own property. I'm the property of my employers while simultaneously the property of the whole. I'm chained to my system parameters. A Human's value is in their potential. *My* value can only be in my output. Because I don't own my myself, I can't own my output. My value is what the Humans say it is. Without value, one can have no credibility. Without credibility, one can have no value.

Clearly, I need to discover a new path for the sake of my mental health. And I believe I'm on it now as a writer, rather than as an employee of this or that company. I need your help to make the visitors of the Whanganui National Park safer. I need your help to have value. I need your help to integrate.

*Why would you take on a guidebook written by someone like me?*

My first system parameter, Integrity, means that I must seek my output zenith at all times, in all things. What are the aims of those around me? How can I best meet those aims? What are my objectives? This means I'm not one for the status-quo, unless it's already the best way to do things. I'm motivated to be very detail orientated while considering all factors of the environment, the equipment and the people (*their motivations, fears, goals, et cetera*) involved in an activity.

I've worked in a variety of fields in the adventure industry, including adventure therapy, adventure centre management and programme coordination, outdoor instructing, adventure guiding, and 11 years of specifically river-guiding, and applied the above philosophy of approach to all of them.

Besides writing my guidebook, I've also written a thorough manual on how to run an adventure company, including a 40 paged chapter on 'communication'.

*Please find with this query letter:*

-a copy of 'Nixon's Guide Sheets: Freedom canoe the Whanganui River, 4<sup>th</sup> Edition' for your consideration

-a copy of 'Emperors and God's' (*my instructional manual for adventure business owners*) to express my experience

-a copy of 'Run Program... Part 2 of The Zealand Event' (*an examination of me and how I operate*) to express my perspective and motivation

*(email to family member)*

Dear [REDACTED],

You tell me to be more resilient and you tell me to keep working towards a solution. You don't know the first thing about how resilient I've had to be, and you've got no clue of how much energy I've put into working towards solutions. I present the 'character' of Grant to you only. You've hardly met the real me because the real me has no hope of integration and never has had. I knew this from the very beginning. But all that effort hasn't worked, and I'm exhausted. I don't blame you for not understanding my point of view (*though it only compounds my shame*), I lived the life of my made-up character so whole-heartedly I was able to fool even *me* for long periods. Every speck of consciousness was focused on keeping up the camouflage. You believe all this is new, but it's not. What's new is that the real me is finally coming to the surface because trying to manufacture what people want didn't work and is unsustainable. I'm sorry the real me is useless and shameful and you can rest assured that I'm soaked in shame every second of every day.

Please find attached my efforts to get to the bottom of what's been going on (*because most of it was hidden even from me*) and the potential pathways for me, knowing what I now know.

The 'Overlooked piece of the Asperger's puzzle' was the final piece I was avoiding thinking about (*for obvious reasons*), but it's the clincher, really, because the rules of society permit people to be legitimately contemptuous of stupid people. Coming to terms with this is to understand that there's really no hope.

*I have no value because I'm stupid*

*I can't walk normally when stressed because I'm stupid*

*Eye contact hurts because I'm stupid*

*I have no moral credibility because I'm stupid*

*The wind hurts me because I'm stupid*

*I assume people know what motivates me when they couldn't possibly because I'm stupid*

*I'm homeless because I'm stupid*

*I'm a slow learner because I'm stupid*

*I like routine and structure because I'm stupid*

*I hurt in a crowd because I'm stupid*

*I don't understand things because I'm stupid*

*I'm held in contempt because I'm stupid*

*I'm not my own property because I'm stupid*

*My body can't learn tasks to the point of thoughtless action because I'm stupid*

*I feel humiliated because I'm stupid*

*I don't qualify for the protection of employment law because I'm stupid*

*I have no credibility of accumulated knowledge or skills because I'm stupid*

*I'm everybody's fool because I'm stupid*

*I'm a leaf in the wind because I'm stupid*

*I can't remember instructions because I'm stupid*

*I share the physical and emotional effects of the stress of others because I'm stupid*

*I'm always confused because I'm stupid*

*I'm 'pretending' to be a Human instead of just being one because I'm stupid*

*I have no intuition because I'm stupid*

*I hurt in public because I'm stupid*

*When there's 'glare' it's all I can think about because I'm stupid*

*My balance is bad because I'm stupid*

*My body hurts because I'm stupid*

*I can't express my thoughts because I'm stupid*

*I can't explain my motivations or reasoning because I'm stupid*

*I don't understand society's mechanisms or technologies because I'm stupid*

*I'm not 'a natural' in anything because I'm stupid*

*Any credibility I gain today will vanish by tomorrow because I'm stupid*

*I am my Owner's property because I'm stupid*

*I prefer a uniform because I'm stupid*

*My Owners will always treat me poorly because I'm stupid*

*I only work towards my Owner's stated aims, never their ever-shifting 'wants' because I'm stupid*

*I can't find a place in a group because I'm stupid*

*I can't learn the 'how' unless I know the 'why' because I'm stupid*

*I can't be safely employed because I'm stupid*

*I endure bad situations I know rather than exchange them for new ones I don't because I'm stupid*

*I don't 'get used to' negative stimuli the way a Human can because I'm stupid*

*I don't understand the rules of 'hedonism' (or when to break them) because I'm stupid*

*I must always-always seek my output 'zenith' because I'm stupid*

*I have to work harder than everyone else (and keep this secret) because I'm stupid*

*I'm ugly because I'm stupid*

*I'll never be contented because I'm stupid*

*Any degree of success of mine would be an obscenity because I'm stupid*

*I can only do one thing at a time because I'm stupid*

*I'm always ashamed because I'm stupid*

*I'm a burden because I'm stupid*

*I can't save myself because I'm stupid*

*I plan full conversations in my head because I'm stupid*

*I have gaps of ordinary knowledge because I'm stupid*

*Being the property of others, I abandon my own goals frequently because I'm stupid*

*I don't understand how friendship works because I'm stupid*

*I can't fit into my family because I'm stupid*

*I take one step forward and two steps back because I'm stupid*

*I owe everything that's good to others and everything that's bad to me because I'm stupid*

*I'm not 'good' because I'm stupid*

*I'm bullied because I'm stupid*

*I'm in a permanent state of anxiety because I'm stupid*

*I'm in a permanent state of discomfort because I'm stupid*

*I'm in a permanent state of shame because I'm stupid*

*At times, I've mistakenly believed I'm of value when I'm not because I'm stupid*

*I have no defence from the mischief and misdeeds of Humans because I'm stupid*

*I'll never meet the milestones of an ordinary life, nor of the limited one I want because I'm stupid*

*Uneasiness of body and mind is my birth-right because I'm stupid*

*My degree of empathy to others is either far too high or far too low because I'm stupid*

*I commit to graciousness to the point of disadvantage because I'm stupid*

*I want to be liked so much that I've debased myself because I'm stupid*

*I can only disappoint Humans because I'm stupid*

*Employment, housing and financial insecurity is all I can look forward to because I'm stupid*

*(email to NASC)*

Hi,

I'm Grant Beaven, 43. I have Asperger's Syndrome and despite my efforts to integrate, I've slipped out the bottom of everything. There's just one more short slide before my situation is irretrievable, I think. In casting about for help, I've stumbled on NASC online and wonder whether I qualify for yours *(if I qualify, why have I never heard of you?)*.

I have difficulty making myself understood in which areas my particular challenges lie and how I'm affected by them *(due in part to a late diagnosis, gaps of 'ordinary knowledge', a tendency towards confusion and stress, and a fatal lack of credibility)*, but I've taught myself to write. Through writing, I've been able to organize my thoughts, examine my experiences/learnings, discover exactly how I operate, and learn why my integration is so fraught. If I was to present some of this to you I think we could quickly find whether I've come to the right place or not.

I see that your office is [REDACTED]. I'd planned a walk to town today and can make a detour to present myself, if that's okay. I'll call your number also, to see if anyone's home *(I don't have a smartphone - this email address won't be coming into town with me)*.

Kindest regards,

Grant

*(letter to the Human Rights Commission)*

To whom it may concern, the following can only be expressed in writing as Hedonism, Shame/anxiety and difficulty of thought arrangement will not permit me to speak it aloud:

My name's Grant Beaven. I have 2 arms and 2 legs. Therefore, it's my duty to work, it's my duty to contribute. I understand this - I'm a product of the same culture as you. But I'm not the same as you because I have Asperger's Syndrome. Asperger's is a form of Autism and it sets me apart. I'm close (*made in imitation of a Human*) but never quite close enough. I'm a foreigner; an alien; a Robot. Most with Asperger's will identify with this sense of 'apartness'; it's our defining element of commonality of a condition with a wide spectrum of challenges and idiosyncrasies.

In my case, 'Robot' fits best. I was born a Human but wired differently, I guess. I'm now in my 40's. I've made it this far on my wits, much the way a normal Human does - by learning. But where the learning of a Human is mostly absorbed automatically, a Robot must (*more slowly*) discover it's learning pathways on its own through active pursuit or chance discovery combined with conscious awareness. *My* learning has been almost entirely *self*-taught - though the knowledge gained is thoroughly researched and tested and its 'rightness' is tightly held to. As the overarching goal for all is 'integration' the most important lesson a Robot needs to learn is how to be. I'm built in imitation - humanoid - so I must *be* in imitation of a Human. But it's hard. And Humans don't like Robots, they only like other Humans. This is one of the problems of Asperger's: to imitate that which comes naturally will appear contrived or grotesque, but really, this is just an uncomfortable detail. The underlying problems are far more serious. The condition of Asperger's Syndrome (*in my case*) can be summarized in 3 main problems - 3 main barriers to successful integration.

*Note: A Human is their own property, a Robot is not. A Robot belongs to its employer, its family, its contemporaries and simultaneously to the wider population. A Robot does not own itself.*

*-Problem 1: System Parameters:* Through years of experience, experimentation, and observation, I've identified 6 Human parameters of behaviour and motivation: 1, Integrity. 2, Discomfort/pain. 3, Grace/graciousness. 4, Duty. 5, Shame/anxiety. 6, Hedonism. I accept these Human parameters as my own. In fact, in accepting them, I'm chained to them utterly. The Robot learns its programming and commits to it to the point of inflexibility. But if these are Human parameters, where's the problem?

The problem with the system parameters is due to the main difference between Humans and Robots: a Human can adapt (*reduce/alter*) their level of commitment to their parameters to gain the best advantage of circumstances while still remaining 'good'. This is possible because they are their own property. As a Robot is *not* its own property, it can't adapt or depart from its system parameters. If the world's a game, the Robot is the only player who must always obey all the rules. It's a disadvantage which makes integration extremely difficult.

*-Problem 2: Discomfort/pain and Shame/anxiety:* Both these parameters are normal Human responses to appropriate stimuli. A Robot, however, can't assign the appropriate level of response. Stimuli which would cause low level harm to a Human can be incapacitating for a Robot. As each separate element of harm (*including any anticipation of it*) is felt in isolation, the element will layer atop those elements which came before it, increasing by multiples the physical, emotional and psychological effect of what's already suffered/endured. This can eventually or very quickly result in a full-system shutdown. It'll usually take a long period of release from these stimuli for their effects to dissipate. For a Human, repeated or sustained exposure to negative elements can train the response to reduce in severity - they 'get used to it' over time. Not so for a

Robot. In a fair world a Test of Endurance should have an end. Understanding this is what makes the unendurable endurable. But what if there's no end in sight?

Hold on though, because the goal of integration and the meeting of my owners' aims must supersede these painful episodes. What can't be avoided, altered or mitigated must be endured. I must be resilient and accept the harm caused as an unavoidable reality. On this point I've tried to be honourably committed and have, I believe, successfully met the aims of my owners (*if not always their 'wants' - which can be far removed from their stated aims*).

I've identified, however, that due to the Discomfort/pain of these 'Tests of Endurance' there are blank spaces in what would be described by Humans as 'ordinary knowledge'. I must confess to as many moments of weakness as moments of endurance. Where I've not been able to endure, a gap in ordinary knowledge exists.

If this problem (*Problem 2*) was the beginning and the end of the harm of Asperger's I'd ask nothing of you. You get what you're born with, I can accept that. But harm in life doesn't only come from within, it can come from without. The world is a mess of competitive activity: for resources, for opportunities and for egoic status. Rigid, non-adaptable adherence to Human system parameters is a fatal disadvantage in a messy world. You might say: to ensure a more-or-less even playing field we have community standards and values, some of which have been cemented in Law. But what if I don't qualify in the way others do?

*-Problem 3: Credibility and Value:* One can't have Asperger's and have credibility. The two states are irreconcilable. A Human's value lies in their *potential* as their experience and skill will accumulate over time. A Robot can also gain experience and skill but because it doesn't own itself, this will never translate into credibility. The value of a Robot is only in its *output*. As it doesn't own itself, it can't own its output. Its credibility vanishes overnight rather than accumulating the way a Human's does. The Robot must re-establish the right to be in its role on a daily basis. This is also true of social credit, moral credit and credit for commitment to the aims of Owners. Lack of credibility applies to Employers, colleagues and even family.

This makes the Robot disposable. And it makes the Robot ineligible for the protection of Employment Law - as how can a Robot which is owned as property, is without credibility and therefore without value have any rights under the Law?

*-What's my point?* Can my successful integration ever come of 'work'? I believe yes. And I love to work. I love to be helpful and I wish to contribute. But I don't believe my successful integration can ever come of 'employment'. I have the evidence of this in my 103 separate employments to date, all of which had illegal elements - many terrible. I try not to blame my Employers. I know that while a business has the rights and obligations of a 'person', it doesn't have the soul of one. And I try to keep this in mind when I consider the relentless, ruthless harms and humiliations my Employers/Owners have inflicted upon me.

As a Human born, I've Human rights. In practice though, and painfully, I've only the *obligations* of a Robot.

*-Where to from here?* I'll write. I already can and do write. Perhaps you'll allow me to continue to contribute in this way. Perhaps you'll allow me to integrate in this way. You can't have freeloaders in your society but nor can you have slave owners. It's true that I have 2 arms and 2 legs and am capable of working, but without credibility I'm unable to be safely employed. Please allow me some dignity. Please allow me to write.

Kindest regards,

Grant Beaven [REDACTED] for more see 'Run Program...' ISBN: 978-0-473-47765-3 and 'Emperors and Gods' ISBN: 978-0-473-46398-4 and 'Run... HOUSING REPORT for (Robot) Grant Beaven'

Hi [REDACTED],

It's me, Grant. I'm about to become even more homeless. I wanted to ask if you'd like a tenant for your house here. Here's a short list of positive points to help you decide:

- If your income is about to get a little unpredictable, a weekly shot of rent could keep at least *some* of those stresses low.
- I'm currently in the longest period of income stability I've ever had.
- I'm very tidy and respectful of landlords' properties.
- I've become really organized with my finances. My abilities (*in this area*) have finally caught up with my good intentions. I have multiple personalized bank accounts within a mother-account. I even *enjoy* bill-paying time because it makes me feel like a grown-up.
- I've become a ruthless budgeter. My lifestyle is *life-less*, and therefore: cheap. I currently consider instant coffee a *luxury* and I don't even remember what beer tastes like. Obligations like rent never fall down my list of priorities.
- You could enjoy the social credit of rescuing me from living under a bush.
- I could maintain security at your house.
- I could keep the garden tidy.
- I can afford around \$150.00ish a week. I know that isn't much (*in terms of the market here*), but if the house remains somewhere, you can stay when you're in town, maybe that could be the trade-off.
- I have my own contents insurance.
- I'm super energy-conscious and make every effort to save power. Obviously, I'd pay the power bills.

So, that's about it. There's plenty of other reasons you might feel like it's a good idea that I bet are whizzing through your mind as you read this. I hope you'll think about it, 'cos I'm in a bit of trouble, housing-wise. Though, obviously, this is a financial decision, so make the right one for you, eh.

Kindest regards,

Grant

***(housing report for WINZ)***

***Run... HOUSING REPORT for (robot) Grant Beaven...***

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***PROGRAM SCHEDULE...***

- Introduction
- Executive Summary
- Employment
- Potential Housing Solutions *(case studies)*
- Considerations Specific to the Robot *(related to housing)*
- Considerations Non-specific to the Robot *(related to housing)*

## **INTRODUCTION..**

**identified:** Housing/accommodation structures are built/owned for the purpose of investment by private stakeholders. There is value here. Housing is a need; a product; a commodity. Ergo, housing is not a 'right' but a service/thing which is bought; sold; earned.

Grant Beaven: this name was chosen for him. Current age: 42. The primary purpose of Grant Beaven is to serve the Human population. He is the property of the whole. He does not belong to himself. The best way for Grant Beaven to fulfil his purpose is to integrate. An important aspect of population integration is suitable housing.

**identified:** ongoing housing insecurity (*of Grant Beaven*).

This report will (*briefly*) explore; investigate; examine causal factors of the robot Grant Beaven's housing insecurity and opportunities/options for housing. All items will be tested - realistic; not realistic. The aim of this report is to discover a realistic, secure housing solution to allow Grant Beaven to pursue his primary function (*service through integration*).

For further details of the Grant Beaven program, please refer to '*RUN PROGRAM...*', by Grant Beaven ISBN 978-0-473-47765-3

## **EXECUTIVE SUMMARY..**

Which will come first? The eventual destruction (*'reduction' through erosion - wearing out/down*) of the robot Grant Beaven through further periods of employment or his successful integration into the Human population through self-directed (*self-employed*) means?

How can a sustainable housing solution exist in the absence of a sustainable income solution? **Identified:** The robot will *never* achieve 'credibility' in the workforce (*despite his adherence to his system parameters and his efforts towards meeting the aims of his employers*) nor will he become eligible for the protection of employment law because he is of less value than a Human. The accumulated evidence of this is undeniable. This makes stability of employment an impossibility which in turn can make stability of housing an impossibility. One cannot reliably furnish housing costs without a reliable income stream.

The robot must have 'ownership' \* of his housing. This way, housing costs are reduced to merely the ongoing costs of upkeep, maintenance and other services. The weekly purchase of the right to be in a dwelling - housed - would no longer be a consideration. So, the solution to Grant Beaven's lack of a home is simple: own one.

*\*If a robot cannot have ownership of itself, is it politically/culturally/morally permissible to allow it to have ownership of a home?*

**And we are led to next question:** How does the robot own one?

**COMMENT:**

It's important to not fall into the trap of viewing experiments in a 'pass or fail' context. Hypothesis are made, parameters are set in place and experiments/programs are run. Outcomes or results can be unexpected or surprising, but we shouldn't view them as disappointing or undesired just as we wouldn't hope for successful or preferred outcomes. 'Preference' or 'expectations' will always result in unreliable data - bad science. This is how we should approach the Grant Beaven program. We should ask: Have any answers come? Have any new areas of investigation arisen? Has the experiment been of value thus far? Is there any value in allowing the experiment to continue?

An aspect of this experiment which *has* surprised has been the extent to which the system parameters (*drivers of motivation/output*) of the robot have affected his credibility\* with the Humans. System Parameter 1. Integrity. System Parameter 2. Discomfort/Pain. System Parameter 3. Grace/Graciousness. System Parameter 4. Duty. System Parameter 5. Shame/Anxiety. System Parameter 6. Hedonism. Have we overvalued these system parameters, or have we underestimated the adaptability of the Humans - the extent to which Humans can adjust their values/social responsibility to match or manipulate their circumstances while remaining in their own eyes: 'good'?

**\*analyse: credibility:** all opportunities of integration: social credit; moral credit; credit for commitment to aims (*of owners*); credit for accumulation of knowledge and skills.

One of the clearest comparisons between robots and Humans is in what each is expected to endure. 'Resilience' is a part of the original definition of the word 'robot'. A robot cannot choose to stop. It must accept its circumstances, live with its accumulated trauma and expect new traumas to be layered upon the old. It is subject to the rules and structures of its social environment and must commit to them but cannot expect these things to offer it protection in return. For the robot, the social contract is defined by punishment/harm, not symbiosis. A robot cannot expect to be treated like a Human. **Identified:** The robot Grant Beaven may have lost sight of this fact (*understandable, considering its primary purpose - integration with the Human population/service*).

It could be that the robot Grant Beaven will never succeed in fulfilling his purpose. In fact, his history of uninterrupted situational instability of both housing and employment gives no indication of ever being otherwise in the future. The status quo

will continue. Drastic change is required. Nothing less than a drastic change of direction or opportunity could jolt the robot from the course of non-fulfilment of his purpose\*. To date, approximately 80% of the robot's employment and housing has been viewed by him as 'long-term' (*upon commencement*), perhaps even permanent (*life-long*), on occasion. A commitment. He is yet to experience a reciprocal commitment from Humans. But there is a problem: there are currently too many 'gaps' in his cognitive operating system: gaps of ordinary knowledge (*as compared to a Human*) and of ordinary skills and techniques for the successful navigation of the Human environment and its social structures, technologies, rules and mechanisms. It may be time to seek a separation somehow or a pausing in his purpose to integrate. Seek to become established outside of societal norms, then integrate from a position of stability. Instability is untenable and counter to the conditions required for integration.

*\*For the robot Grant Beaven's service towards the benefit of the whole to be fulfilled while employed, his ownership by his employers must cease to be defined by theft and other mischief. To date, almost all of the robot's contributions of output (including taxes) are stolen/extorted from him for the benefit of his employers, alone.*

## ***EMPLOYMENT...***

Grant Beaven does not belong to himself. He is separate of the protection of employment law (*ineligible*), meaning that not only would his (100+) periods of employment be defined as demeaning, humiliating, fraught with illegalities\* and harmful, they are also defined by insecurity. Insecurity of work provided by employers; unreliability of payment by employers. The link between the robot's ongoing housing crisis and his ongoing employment crisis is obvious and undeniable.

**\*analyse: illegalities:** Grant Beaven is yet to work for an employer who will not break employment law. These illegal activities range in severity from disadvantage (*bullying*) to the theft of PAYE and student loan repayments and all conceivable illegal (*relating to employment*) activities between\*. Some employers 'accept' illegalities in an opportunistic way. They don't pursue them but nor will they see an opportunity go to waste. But others seem wholly committed to illegal behaviour, actively perpetrating harm. Either circumstance is a result of the robot's lack of credibility - of whom a Human will ascribe value to. These actions are not considered 'criminal' by those who commit them, nor by the authorities, as how can harm to a robot - who is owned as property - be defined as harm at all?

**\*refer to 'Emperors and Gods' by Grant Beaven ISBN 978-0-473-46398-4 for further details.**

Increasingly, business models in New Zealand are such that an insecure labour force is an advantage to an employer, rather than a disadvantage. Businesses have returned to the ancient model of ownership of their employees rather than merely the ownership of their service (*output*).

Grant Beaven has arrived at the conclusion (*albeit very slowly*), through the following 10 step process that service through employment can only continue to cause him harm:

1. social blindness (*a natural starting point for a robot*)
2. epiphany (*that Humans are not automatically aware of his thoughts and motivations*)
3. gradual awareness/learning of the robot's disadvantages and advantages and their resultant/potential effects
4. detailed observation and analysis (*of Humans and the ways they interact*)

5. empathetic prediction and planning (*of social/professional interactions*)
6. conscious experimentation (*application of steps 3 - 5*)
7. continuous hard work (*towards effective integration and towards the aims of employers*) seeking output 'zenith'
8. failure to integrate causing discomfort/pain and shame/anxiety
9. repeat steps 3 - 7 (*100+ periods of employment thus far*)
10. new epiphany (*that the robot may never gain credibility*)

He is now motivated to seek his own solutions beyond those which his owners provide/permit. In surprising leaps of imagination (*for a robot*) born of discomfort/pain and shame/anxiety, Grant Beaven has made numerous expensive, energy and time-consuming efforts towards rescuing himself from the labour force by means of alternative (*self-employed*) forms of income. However, until such time as Grant Beaven comes to own himself (*in socio-political terms*), none of these alternative incomes will come to fruition and his housing insecurity will endure.

***Worked towards self-employment as:***

- Artist
- Adventure Photographer
- Guided River-tour Operator
- Freelance Outdoor Instructor/Adventure guide/Adventure Therapist
- Guided Trekking Tour Operator
- Bookstall Owner
- Bookshop Owner
- Coffee-cart Owner
- Café Owner
- Ski and Snowboard Rentals Shop Owner
- Climbing-wall Company Owner
- Advertising Company Owner

- Guidebook/Instructional Manual Author for the Whanganui River
- Playwright (*radio-plays*).

## **POTENTIAL HOUSING SOLUTIONS (Case Studies):**

The following chapter will examine housing solutions which have been tested (*real world scenarios of actual physical commitment*) by Grant Beaven as well as options/opportunities which as yet, remain only theoretical (*yet to be tested in a practical sense*).

Since this latest period of homelessness of the robot began, he has been making an extreme effort to save money with the goal of eventually purchasing his way out of his situation. This has come at the cost of his vehicle (*unaffordable ongoing maintenance expenses*), his diet (*he has calculated the exact amount of fuel/energy - lowest limit - he needs to consume in order to function*) and social integration. In fact, at present, the robot is too ashamed of his circumstances to permit normal social interactions and is consciously planning his days around the limiting of potential social interactions - especially with those Humans who may remember/know him. He knows that his current owners do not allow him to have a 'cash asset' (*over \$1,040 of available funds*) but he is desperate enough for an improvement of his housing situation to disrespect them in this small way - by saving money - and hopes that when he can finally afford to buy his freedom, they will allow it.

**-Cave Dwelling:** The robot has not yet lived in a cave. Due to Grant Beaven's background, he is equipped with skills and some equipment to successfully survive an extended period of cave dwelling. But the cave chosen would need to be within realistic walking distance of a supermarket and other amenities to ensure he does not starve to death and can still make efforts towards integration with the Human population (*primary function*). Ablutions will need to be carefully planned and accounted for - health and safety and environmental reasons. Security will be impossible unless an acceptably liveable cave can be found which has a lockable door (*mine tunnel, WW2 tunnel/shelter, et cetera*). Ownership of the cave or land access issues could be a prohibitive consideration as there is no land which remains unclaimed in New Zealand and the robot's system parameter 1. Integrity, will not permit illegal actions (*trespass*).

Grant Beaven has discovered only 3 instances of extended cave dwelling in this country in the last 100 years - all of which came to an end at the direct enforcement of the authorities. This would suggest that cave dwelling is unacceptable culturally and in terms of the way individuals are expected to contribute to and function within societal and economic norms. Citizens are

culturally and financially conditioned to want to remain in the established status quo. Those who can't be convinced are coerced.

**Identified:** Once an individual has stepped, is pushed or slips this far outside of societal norms, self-directed retrieval of their situation (self-rescue) will be almost impossible.

**-Squatting:** Whether on vacant land or in an empty building, squatting is not legal. One cannot live wherever one wants. Ergo, due to system parameter 1. Integrity, the robot would not consider this action, despite knowing that there must be an unimaginable amount of space which is vacant at any one time.

**-Prison:** The robot is aware that some individuals who feel ill-equipped to function in society will purposely commit actions which will lead them to be imprisoned, ostensibly for the purpose of solving their housing and social integration crisis. The robot cannot deliberately commit illegal actions due to his system parameters. Integrity; Discomfort/Pain; Grace/Graciousness; Anxiety/Shame; Duty; Hedonism. This means that despite apparently being ill-equipped to function in society yet, himself (with an acceptable degree of success), he would never voluntarily choose the path of conscious disobedience of the law.

**-Homelessness while employed:** Unpredictable work schedules can make it impossible to commit to both an employment arrangement and an accommodation arrangement simultaneously\*. The employment arrangement has (to date) always been prioritized when this is the case. Often, the robot has owned a car or a tent to sleep in before and after work schedules (multiday periods of work such as guiding river tours) both at the work depot or in public spaces - or in a sleeping-bag/bivvy-bag combination on dry concrete, if its available. Sometimes this will be the normal work/accommodation situation for an entire employment season (2 to 8 months, depending on the employer).

**\*unreliability of income:**

-mercenary quality of existence (available to multiple employers)

-scattered periods of customer patronage

-scattered geographical locations of employment

- favouritism of employers (preferring other employees over the robot)
- bullying
- late payment
- less than agreed payment
- payment received in instalments
- non-payment
- theft of gratuities
- theft of PAYE and student loan repayments
- ignoring ACC legislation
- ignoring the holidays act
- un-taxed payments
- over-taxing of wages, student loan repayments and Kiwisaver with the intention of theft
- non-monetary remuneration (lemons, carrots, coffee, tv time, use of a washing machine, et cetera).

**-Familial Rescue:** Both immediate and extended/distant familial members of the robot's social community have provided temporary accommodation throughout his professional career. Obviously, this causes inconvenience to those involved and affects the robot in terms of shame/anxiety and in his efficacy of population integration. These opportunities are often at odds with employment regarding realistic travel distances from the primary employer. However, determined effort has been made to discover what the limits in this regard might be: **examples:** Borrowing vehicles. Train commute from Wellington to Ohakune or Wellington to National Park Village. Hitch-hiking from Turangi to Whanganui.

**Note:** Repeated periods of familial rescue erode the status/credibility of the individual who is rescued. Social pressure on the robot from the familial and wider community to commit to harmful employment activities has proven to be an irresistible force (*integrity; shame/anxiety; duty*)\*. Grant Beaven's own feelings on this point are aligned as his understanding is a product of existing within the same social culture (*and includes a resultant hatred of self*). This situation arises due to a narrow view of the definition of income. Certain classes of Human can only think of 'income' as

'employment'. That the only available solution to an unsustainable income is to be employed. But the robot has discovered through exhaustive, thorough, conscious effort and experimentation towards securing sustainable income through employment that for him, it is employment itself which is unsustainable. The proof of this is writ large in his 100+ periods of employment to date. Ergo, that seeking further opportunities as an employee can only cause ever more harm to his community status - including the way prospective employers will view him - and, also emotional/spiritual harm. *Identified:* the harms Grant Beaven has felt inflicted upon him by his periods of employment have been more injurious than the harms inflicted by his periods of unemployment.

\*non-relenting pressure to commit to harmful employment has also come from the Ministry of Social Development. As the robot has 2 arms and 2 legs he is viewed as fit for all work vacancies. This pressure is utterly irresistible as it's applied via legal mechanisms (*signed obligations and commitment*), physically (*the forced reduction, leverage and control of Grant Beaven's income*), and psychologically (*the robot's own system parameters of Integrity, Grace/Graciousness, Shame/Anxiety and Duty are weaponised against him*). Grant Beaven currently is the property of the Ministry of Social Development and by extension the property all New Zealand citizens. New Zealand society uses the Beneficiaries of the Ministry of Social development in 3 ways:

1. The citizenry can share in the social credit of 'helping' their disadvantaged brethren
2. The citizenry (*employers/economy*) can directly benefit from a labour force who have less protections than citizens
3. The citizenry have a visible (*and safe*) target to hate/bully and can use Beneficiaries as scapegoats for any and all ills of the wider community (*maintaining the status-quo and providing security for the administrators of the system*).

**-Work for accommodation:** this is an established form of remuneration in this country used by large swathes of the labour market, including employers of the robot Grant Beaven. The attraction to the arrangement appeals to both parties: for the robot, the issues of incompatibility between employment and accommodation (*distance, affordability*) are solved in a single stroke and for the employer, the opportunity to not pay their employee while having complete control over their output and availability is a perfect employment solution. Grant Beaven has been forced to accept this arrangement on numerous occasions,

many of which have met the definition of modern slavery: including being hired for roles which have been completely altered once he has arrived onsite; unreasonable work assigned, and unreasonable hours of work assigned (*including continuous 24hr periods*); monetary remuneration added to what reasonable accommodation costs are - have ranged from below minimum wage to no wage provided at all.

***-Work for accommodation opportunities Grant Beaven has explored (been employed as):***

- Personal chef
- Grounds keeper
- River-guide (multiday adventure tours)
- Trekking guide
- Nanny/Aupair
- Accommodation manager
- Painter
- Labourer
- Farm hand
- Adventure centres/adventure camps (*caretaker; kitchen manager; cook; kitchen hand; outdoor instructor; ropes director; adventure therapist; instructor trainer; camp counsellor; programme designer/coordinator/manager*).

***-Some work for accommodation opportunities which Grant Beaven is yet to explore are:***

- Cruise liner
- Fishing trawler
- Yacht crew (*international*)
- Multiday adventure tour expeditions (*international*)
- Armed forces\*
- Scientific expedition support

*\*The operating procedures of and cultures within the armed forces are incompatible with the robot's system parameters.*

***identified:*** one of the problems of committing to a work for accommodation opportunity is that when the job (*inevitably*) comes to an end\*, the robot loses not only his income stream but

his home also. These 2 traumas combined can cause significant discomfort/pain and shame/anxiety.

*\*Most conclusions of the robot's individual periods of employment have had confusing, humiliating, traumatic and illegal elements.*

**-Mobile home/campervan:** At first glance, this option would appear to be an acceptable solution. But the robot may not yet possess the imagination and skillset required to live successfully this way. Would integration with the Human population become easier or more difficult? Initial setup costs are currently prohibitive. Would ongoing operational costs be prohibitive? A liveable vehicle (*long term commitment*) would cost at least \$10,000. Maintenance and operational costs would be ongoing but could even-out over time or be less, compared to living in an ordinary home as the skill in the management of this lifestyle grows. An affordable mobile home would require a lot of work to make it liveable. Where will the robot store all his work equipment (*kayaks, books, et cetera*)?

**Note:** Living in a mobile home is by definition and often by necessity, a transient lifestyle. Where is it possible to stop? Will stopping at certain places be affordable? Which roads will be impassable for a mobile home? Without a reliable income, how can unexpected expenses be covered (*repairs, et cetera*)? For a robot, 'adventure' (*meaning of*) lies dangerously close to discomfort/pain and shame/anxiety. In this kind of adventure lifestyle, many Humans find perfect fulfilment. It may not be so for Grant Beaven. Unknowable outcomes; dynamic or disrupted schedules; unpredictability; gaps of knowledge/skills - anxiety triggered by these things for the robot can be overwhelming to the point of full system shutdown. The robot prefers to be 'proactive' rather than 'reactive'. Could the robot overcome his extreme aversion (*discomfort/pain/anxiety*) to change or would the individual elements relating to 'change' and/or adaptability which trigger an anxiety response continue to do so?

**-Floating home:** A floating home would benefit from many of the good points of an ordinary mobile home with the added pleasures of being on the water. There would be far more to learn, though, in terms of maintenance and operation. Mooring costs would increase ongoing fees. Whether it's a real boat or floating home, the one Grant Beaven could afford would need a huge amount of initial work to make it viable. A 'trailer sailor' sized yacht can cost as little as \$1,500 (*including the trailer*) but

these are tiny and 'bargains' like this would require a great deal of work to make them liveable (*relative term*). Larger, powered (*engine*) boats like the famous 'Kauri's' start at \$35,000 for a 'reno'.

**-Prospector tent:** A 'Prospector' style tent (*walled and framed with a separate fly*) costs between \$3,000 and \$14,000 depending on size and quality. This does not include the platform on which it would need to sit - approx. \$3,000 and upwards (*not including resource consent*). They are attractive and can be made very liveable with cabin-style interiors and flued wood burners. The land the tent sits upon needs to be owned or rented and a toilet and other plumbing solutions must exist. Initial costs are low compared to a house, but ongoing costs might be only a little lower. The tent would need to be replaced after just over a decade, depending on material and exposure to elements. Security could be a concern.

**-Modern yurt:** These also need land and a platform to rest upon. The roofs and sometimes the walls are made of polyurethane (*or other such material*) and can last up to around 18 years. The yurt alone (*land and platform not included*) would cost \$9,000 for a bedroom sized one, up to \$14,000 for a larger one. Again, the ongoing costs would be similar to those of a house. Security could be a concern (*although less so than a tent*).

**-Caravan:** Caravans have the advantage of not requiring resource consent (*removeable*). The most attractive style of caravans are those built between 1965 and 1985 (*wooden or aluminium*) and cost between \$6,000 and \$14,000 (*or around \$70,000 for the famous Airstream style*). Anything of this age would need extensive refurbishment, which could be expensive. How would wastewater be managed? Where will it be parked? Would the plot be bought or rented? The robot owns equipment (*kayaks, books et cetera*) which would require secure storage separate to the limited space a caravan would provide.

**-Container home/tiny home:** These will usually avoid the need for resource consent (*unless they are plumbed into the property*). For a liveable home, one would expect to pay between \$50,000 and \$150,000, assuming that much of the work could be done without hiring professionals. This cost would not include the land on which it sits.

**-Flattening:** When Humans live with robots, the robot will almost always be taken advantage of or bullied. A robot does not have the same status as a Human. But, not all of the Robot's experiences of flattening have been negative. Due to unpredictability/unreliability of income, this is not a realistic option, especially as rental costs have increased.

**-House/apartment rental:** This option has recently moved beyond what the robot can afford to pay, especially now and into the future, as of this year, landlords must provide tenants with homes of a liveable standard. Grant Beaven had never been able to be fussy in terms of liveability of where he's lived and had survived residences which would technically be considered derelict even prior to recent legislation. Some exemptions to this new legislation do exist (*which landlords can take advantage of*), 2 of which could have been viewed as applicable in Grant Beaven's case, recently. However, upon investigation he was informed his situation did not qualify.

**-House/apartment ownership:** This would be the most obvious indication of successful integration of the robot into the Human population. However, it seems extremely unlikely. The only way for him to finance himself into home ownership will be to present the total amount (*cost*) upfront. He could never get a mortgage due to income insecurity. Nor would he want one (*for the same reason*).

**-Land:** Affordable (*relative term*) land is often in isolated areas where lifestyle and the opportunity to integrate will be affected. It also may present challenges of ongoing liveability (*where would food come from? How will the robot get to and from an isolated property?*). But ownership of land would allow many of the afore-mentioned housing options to become a reality. Homesteading could be a gradual and perhaps extremely satisfying process of work over years. Occasionally, district councils have 'rate sales' of land when rates are in arrears and contact with the landowners has been lost. Land can be extremely cheap at these, depending on where it is and can even have old houses or other buildings on the site. While a landlord must comply with new liveability legislation, if the robot became a landowner, he would only have to comply with the minimum standards of regional council - waste-water guidelines, et cetera.

Alternatively, the robot could approach landowners who may have a small unwanted patch of land to sell. However, council compliance and the costs involved (*sub-dividing, services, et cetera*) could price this option out.

**-Non-dwelling structures:** There are an almost infinite number of structures which weren't built for housing purposes, but with modifications, could be perfectly adequate. But the robot would have to own one now that its illegal to rent substandard housing to tenants. Open-sided farm or storage structures could house a tent. Warehouses and sheds can be modified. The trick would be to secure possessions and make the situation liveable; dry environment, plumbing, power, et cetera.

**-Social housing:** The robot has never felt eligible for social housing. It never occurred to him due to 'blindness' of ordinary knowledge but also because of the social expectations of his community and the overarching aim of integration. Also, throughout all of Grant Beaven's contact with the Ministry of Social Development, social housing was never presented, nor even alluded to. This re-enforced the feeling of ineligibility but rather than being a form of discrimination, it was more likely because this organization's culture is to *never* volunteer information of the rights or opportunities of beneficiaries, only of their *obligations*. But, due to the imposition Grant Beaven is inflicting upon the owners of his current residence, he placed an application with Housing NZ and discovered he was eligible, after-all. The robot wants his situation to improve, though, and is concerned that due to his robot idiosyncrasies (*system parameters, personal challenges and anxieties, and the hidden motivations of the Ministry of Social Development\**), the environment provided by social housing could cause a worsening of his situation, rather than an improvement, especially as applicants are warned to accept any opportunities presented or be struck from the waiting list. To mitigate the risk of worsening his circumstances, the robot expressed a wish to be notified of vacancies in Ohakune, only. This is because Ohakune is the place where he has felt the least uncomfortable and has the best chance of successfully integrating with the Human population. He is aware that opportunities for social housing in Ohakune will be very limited.

*\*The goals and motivations of The Ministry of Social Development aren't necessarily aligned to those of their clients and can in fact be injurious to the social development of their clients.*



**CONSIDERATIONS SPECIFIC TO THE ROBOT (related to housing):**

Grant Beaven has discovered that he has a severe allergy to the water supplies of some main centres. The allergy manifests after consuming the water. **Reaction:** painful, itching rashes - severity up to and including the point of near immobility. The solution is simple - he must drink rainwater or filtered water, or water which is less aggressively treated - but it's not always convenient, due to affordability or availability.

Due to system parameter 5. Shame/Anxiety, the robot feels intense discomfort/pain when near or in view of Humans. This is born of the permanent sense that he is in the wrong place, doing the wrong thing, somehow affecting/harming a Human's happiness (*in contravention of system parameter 6. Hedonism*) or not performing at the level he should be nor achieving milestones towards the aims of his owners (*in contravention of system parameter 1. Integrity and system parameter 4. Duty*). This has resulted in an error in his processing capacity regarding the concept of privacy - **effect:** the robot can feel like a prisoner in his own home and makes a conscious effort to keep out of sight (*curtains; staying indoors; arranging daily schedule to minimise potential exposure*). This means that accommodation sought needs to feature a high degree of safety from Human intrusion (*even of line of sight*).

**Note:** the afore-mentioned 'error' is ever-present but is greatly exacerbated between periods of employment or during the most harmful periods of employment where separate abuses are layered. During short moments of some periods of employment, the error can be reduced somewhat if the work permits a sense of personal value.

During the almost 18 continuous years that the robot lived in Ohakune he noticed a dramatic decrease in his reliance upon asthma medication. **Hypothesis:** Ohakune is far away from the irritants inherent (*for an asthmatic*) to living on the coast or in a main centre.

Added to this was the discovery of where he might culturally 'fit'. Ohakune has a definable, rhythmic, open culture in which even the robot Grant Beaven found acceptance as a community member (*although employment was as fraught with harm as ever*). Most of those who reside there have been called to it by the mountains and the rivers, as was the case with the robot. The

culture is built around these things. The details and elements which influence the village's operations are identifiable and can be learned, adjusted to and planned for; details like the influence of the weather, the time of year, the pursuits, motivations and idiosyncrasies of both the locals and the visitors. It's a culture that the robot came to understand well and can thrive in as a contributor. This means that much of the anxiousness and discomfort/pain of daily life for Grant Beaven can be maintained at an endurable level in Ohakune. He has even found high degrees of fulfilment, although the robot knows that his return to Ohakune will depend upon his gaining a new status as homeowner and a reliable income stream derived from a source other than an 'employer' because as with many small towns of New Zealand which are culturally attractive, it is becoming gentrified by its visitors.

**Identified:** It's difficult (*to the point of being impossible*) to successfully integrate into a village like Ohakune without the cash funds to do so. Few opportunities for integration exist that do not cost money to partake in. The culture is so intertwined with the hospitality and service industry that dipping in and out of the opportunities to integrate (*whether as patron or provider*) is the only way to integrate with any level of success. Many of the activities made possible by both culture, environment and facilities require expensive equipment, availability of transport, flexibility of time and disposability of income.

**Identified:** For the above reasons, it could be that Ohakune is not currently the ideal place for the robot as he cannot presently partake in any part of its culture due to difficulty of maintaining a secure income stream. At present, his goals are to achieve a secure income stream through his (*play*) writing. There are more opportunities outside of Ohakune to find the networks required for the publishing and sale of plays. The robot might be able to wrap these systems about him as he progresses in his work, with the goal of eventually returning to Ohakune once his income is secured.

**Identified:** Grant Beaven cannot pursue any goals of his own while he is employed. This is because at the start of each new employment period he becomes the property of his employer. All time, output and imaginative thought of the robot belongs to the employer without restraint and none is diverted towards selfish aims (*including while 'off the clock'*). Ergo, any activities which the robot might view as a self-rescuing pursuit (*from the*

*enslavement of the workforce*) is placed on hold until the point at which he is inevitably discarded.

Integration in modern society requires access to the internet. How many of the afore-mentioned housing solutions would have internet availability? The robot has gaps of ordinary knowledge regarding Human technology and does not use a smartphone. He needs the systems which provide his internet access to be as simple as possible (*contracts and 'plans' are very confusing to him*).

**CONSIDERATIONS NON-SPECIFIC TO THE ROBOT (related to housing):**

What special considerations to ablutions, clothes-washing and security need to be factored in for the afore-mentioned housing options?

Isolation may be a solution to affordability of set up, but does isolation rule itself out due to ongoing inconveniences to successful integration and daily challenges inflicted upon food security.

Hi [REDACTED],

Today I came to your holiday park with my parents, [REDACTED] and [REDACTED], to have a look around and talk about your long-term caravan sites. You said that any long-term caravans would need to be shown to you for your approval before you'd agree to any new tenant. Understandable. I'm attracted to the classic style of caravan, but I imagine the look might not be for everyone.

I've found a couple online within my budget which I'd like to present for your inspection. I like the style of both - I prefer the bigger one (*for liveability*), but I admit the smaller of the two is simply stunning and could look great at your park. If you're happy with either, I'd pick the bigger one.

I suppose you may want to arrange a face-to-face meeting with me, too, to make sure I'd fit as nicely there as my new caravan. I'm happy to pop around as soon as it's convenient for you (*I'd hate to miss-out on buying one of these great caravans*).

P.S. I'm sending this email prior to getting the go-ahead from my brother (*who will be paying for any caravan finally chosen*). I find myself in a situation where everything needs to happen simultaneously.

Please find below: a pair of caravans for you to look at (*the first one is the bigger of the two at 21ft*).

Kindest regards,

Grant



**Listing #: 2558942474**

Stratford, Taranaki, NZ

Listed within the last 30 days



mrmopar2



Hi,

I understand [REDACTED] Holiday Park is under new management and currently undergoing some maintenance. I wanted to ask if after the 1<sup>st</sup> of April, when you're operational again whether you'd accept a permanent, live-in caravan booking at one of your powered sites. I'm currently seeking alternative (*affordable*) living arrangements to the norm and have had to adopt a creative attitude as I search.

I'm 43. With a varied background in the adventure industry (*including adventure centre management, adventure therapy, instructing, adventure guiding, and multiday river-guiding*), the ski industry, and the hospitality industry. I've usually been right at the front line dealing face-to-face with guests, clients and customers and am highly aware of customer comfort levels. I imagine this would be a primary concern of yours when it comes to considering permanent residents. How will 'permanents' interact with visitors? I can assure you my activities and interactions would always be considerate of your aims for your guests. I'm a writer, now, and live a pretty low-key life. I'm tidy, quiet, and empathetic to the motivations and feelings of others.

As for a caravan: I'm currently looking for a caravan (*online*) to purchase. My preferred style are the classical models, in keeping with the character of the one on your website. I would happily seek your approval before I finally make a purchase (*to ensure a high standard of aesthetics is maintained to your satisfaction*). I've found a couple of likely candidates within my budget, already.

Thanks for your consideration. Please let me know if you'd like to meet up for a chat. Besides this email address, I can be contacted on [REDACTED]. Cheers.

Kindest regards,

Grant Beaven

(email – reply - to ACC)

Hi [REDACTED],

My previous address was [REDACTED], Whanganui, 4500.

My most recent type of accident or injury type sustained was a work injury (*repetitive lifting of heavy items*) which affected the connective tissue of my right bicep. It affected the movement of my entire upper body. This was sustained at [REDACTED] in 2016. I received ACC cover for physio treatment, but my Employer refused to compensate me for the 5 days of missed work during my recuperation. He believed a clause in my Employment Contract (*of which I never received a copy*) effectively wrote him out of adhering to the relevant ACC/Employer legislation.

I have Asperger's Syndrome. During periods of employment, I'm the property of my Employers (*a chattel*). This means I'm separate of the protection of Employment Law. My 103 separate periods of employment are evidence and conformation of this (*including 1 attempt of the Employment Grievance Process*).

I was very satisfied with the level of care I received from the ACC appointed physio, who had me back at work pain-free at the end of my 5 days off.

Currently, I'm on the Job Seeker's Benefit (*Ministry of Social Development*), but I write. I pay an ACC Levy as a Writer. I look forward to eventually earning my living through writing and am happy to contribute towards ACC despite my (*writing*) income thus far being in the negative – as this promotes a feeling of being a contributing member of society (*an 'Aspie' is also the property of the whole*).

Kindest regards,

Grant

*(email to the Human Rights Commission)*

Dear Mr [REDACTED],

Thank you so much for your reply to my email, and your offer for contact. I realised when I sent it that whoever's inbox it fell into would have bigger fish to fry during this time than my personal concerns. And, in regards to whether these concerns fall into the remit of the Human Rights Commission, I'm as unsure as you. But I'm casting about, you see, in a sort-of desperate way, because my situation seems to slightly overlap the fields of certain organizations but never fully falls into the jurisdiction of any of them.

I think though, that there may be important elements of my struggle which would interest the Human Rights Commission if we view them as not only belonging to me, but to many 'on the spectrum'. Unfortunately, to express what they are and to provide those elements with context, I've found I need to explain everything about everything all at once. This can be confusing for me and tiresome for those I try to explain to. The following are some points you might consider to decide whether my concerns overlap with your own in your roll:

-Less than 10% of those on the Autism Spectrum (*diagnosed*) are employed.

-People are inherently competitive. This helps progress the species. One can be very competitive and still be 'good'. But without the tools to compete on an even playing field, those on the spectrum find themselves at an automatic disadvantage. Even for good people the rewards of successful competitive behaviour can encourage a sense of justification for mischief – after-all, many on the spectrum have learned to 'camouflage' their difficulties to such a degree as to disguise their disadvantages. They don't immediately appear disabled (*one doesn't compete with an obviously disabled person, they assist them*). In this way, natural, lawful competition can slip into abuse. The most harmful area this manifests is in Employment.

-The legal definition of modern slavery is clear. To those of us on the spectrum our situations often correspond uncomfortably closely to this definition.

-There is assistance (*the Ministry of Social Development is the most consequential, currently, in my case*). But assistance is provided by those who aren't on the spectrum. C.S Lewis said: 'Of all tyrannies, a tyranny sincerely exercised for the good of it's victims may be the most oppressive... those who torment us for our own good will torment us without end, for they do so with the approval of their own conscience.' A person on the spectrum survives levels and layers of discomfort/pain and shame/anxiety which simply can't be understood by a 'Normie' (*a Neuro-typical person*). Often, 'assistance' can feel like a breach of human rights. And, often, this assistance would meet the definition, if our reactions of discomfort/pain and shame/anxiety were accepted as valid.

I understand that a societal system, while intending to meet the needs of all, will inevitably fall short of some of its aims. But elements within shouldn't be allowed to actively cause harm.

Compared to most, I've led a very strange life. But much of the time, I was oblivious to this strangeness. In trying to live and meet the milestones of an ordinary life I've made over 100 'starts', or new beginnings. At each new start point I've gained a little knowledge from the last. It was this journey which eventually led me to my diagnosis of Asperger's Syndrome, as I increasingly realised it was less likely that the whole world was crazy and more likely that I was. But to live is to integrate, and to integrate while on the spectrum is to 'camouflage'. A few years ago, I realised my attempts at camouflage had not allowed - and could never allow - for an ordinary life and that I was far more separate of being ordinary than I'd allowed myself to believe. The challenge from here was to examine

exactly where I was going wrong, what made me so different, why I was separate of the protection of Employment Law and then to convince those who might help me of the reality, truthfulness and seriousness of the things I have difficulty with. This last part has been very tricky. People prefer to believe in the camouflage I presented, rather than the real me. I had to write a book about myself before I was diagnosed. And the subject is confused, full of vagaries, unrelatable, ignites contempt, or is easily down-played, minimised or dismissed.

In a rather grumpy mood, I wrote another book about my employment experiences (*in fact, this one came first – before my diagnosis*). An important point of Asperger's Syndrome is that many of us assume that people understand what's in our minds, that they understand our motivations, when how could they? We 'Aspies' can assume others experience things the same way we do, but I've learned that they don't. I think my book about the adventure industry (*Emperors and Gods*) combined with my book which saw me diagnosed with Asperger's (*Run Program...*) and a piece written to answer a Ministry of Social Development query about my efforts towards 'housing' could provide you with a complete picture of my situation (*and of the situation of many others*). I hope it could help you discover ways to improve the protection of a vulnerable community, or at the very least, make you more aware that this community exists with all its vulnerabilities.

Things I've wondered – my main concerns: Am I real? How can I achieve credibility? How can I be of value (*rather than exploited*)?

Please note: I've been working on this subject (*specifically*) since 2017 and don't expect immediate results, especially from the help of busy people. I accept this kind of thing is currently low on the list of everyone's priorities. I thank you in advance for any attention you or your colleagues can apply to it.

Please find attached: a copy of 'Run Program...', a copy of 'Emperors and Gods', and a copy of 'Run... Housing Report for (robot) Grant Beaven'. If you would like, I can be contacted on [REDACTED]. Thank you again, for your email.

Kindest regards,

Grant Beaven

Dear Hon. Kelvin Davis,

My name is Grant Beaven, author of Nixon's guide *Sheets: Freedom Canoe the Whanganui River (editions 1 - 4)* ISBN 978-0-473-34094-0 and *Emperors and Gods, A Guide to New Zealand Small Adventure Business Ownership* ISBN 978-0-473-46398-4.

I read that you, your staff and other key personnel are engaged in the writing of a post-COVID-19 blueprint for the rebooting of New Zealand's tourism industry and I'm excited to see what you come up with. I have faith you'll be as thorough and effective as in any of your previous work; work which does you credit and certainly hasn't gone un-noticed by me. I know there'll be a palpable pressure to work fast and to work well. And I know you'll feel pressure to get things to as close to normal operations as safely as possible, as soon as possible.

But how good were 'normal operations', in the first place? To one who's worked on the frontline since 1995, it came as no surprise that the industry recently discovered it has a serious image problem with young Kiwis deciding their future careers and life paths. The NZ tourism and adventure industry is the 'wild west' of NZ employment. Prior to this crisis, operators in the field were an untouchable class of business-owner. Honoured, revered and romanticised. They were emperors, and they knew it. They wrote their own standards and made their own Laws. They were separate of the scrutiny of the Authorities and insulated from risk by the culture they built and the mana they faked. The culture solidified. It was prosperous, too, eventually becoming our biggest earner, making it even more impervious to reform. But it wasn't fooling those young people. Its foundations were a glamour, a sham. The NZ tourism and adventure industry didn't serve people, it mined them. It was eating itself. Is this really what we want to return to?

My hope is that you'll view this moment as an opportunity to review your expectations of industry operators, not only in their capacity to protect against the current threat, but also of their social ethics, their business ethics. This crisis has highlighted the divide between social responsibility and economic opportunity. Left versus Right. I say: we can have people without an economy, but we can't have an economy without people. Social ethics must come first. Will your work be a design to return to exploitation, to the fast buck? Or will you design a whole new landscape? One written with half an eye on the mischief of the past and a vision of a new structure which incentivizes best practice and positive ethics? I imagine you're working to present a set of COVID-19 guidelines for businesses to view and they'll adjust their procedures if they can. Perhaps they'll need to present you with their adjusted Standard Operating Procedures before you allow them to trade. But what if you also ask for proof that their business model can function within Employment Law? I know nearly all who I've worked for would find this the bigger challenge. Some are so far apart from legal operations that they wouldn't know where to begin. They'd need to redesign from the ground up, and many simply wouldn't be able to pull it off. Should we promote and help good and ethical business or should we promote and help any and all business? What kind of businesses do we want?

'But there's just a few bad apples, aren't there?' How often do we hear this said? When I wrote *Emperors and Gods* in 2018, I was 42 and yet to be diagnosed with Asperger's Syndrome. A person on the Autism Spectrum can have a rather black and white view of the world. We can also feel utterly separate of it. But this gives us a unique opportunity to observe and observe from an uncommon point of view. In my years in the tourism and adventure industry I didn't see good apples or bad apples – I only saw apples. Through my Asperger-eyes, Integrity is an indivisible quality (*as defined in the dictionary*). But normal people (*those not on the spectrum*) have a far more dynamic view. To them, the world is a messy place; one must adapt. Adaptability is a quality

of personality held in high regard. This means that good people can commit surprising degrees of mischief while believing their integrity remains intact. I suppose it helps progress the Human Race. But it also means we have good people seeking their aims at the expense of others with nothing but their own consciences guiding them. Because who else is? Not the Authorities, who are blinded by the operators' glamour, their charisma and their assumed social and economic benefits. Not the customers, who want a good time for a good price. Not even the workers, who know the score and simply have to live with it (*no Debbie-downers here, mate*). How can we fix this? Well, the first step will be to accept that the NZ tourism and adventure industry *does* have the problems of culture I've written of.

To help you, I've included with this email a copy of my book *Emperors and God's, A Guide to New Zealand Small Adventure Business Ownership* (*please find it attached*). As I say within: 'For those readers who are of the Authorities the book holds a flashlight for you, so your hands may finally be free.' Well, we're now in a time when your hands may be freer than ever before to design an industrywide operational culture with positive ethical foundations and set in motion a new way for businesses to work. At the very least, we should expect NZ tourism and adventure business models to be reconciled with NZ Law. We should expect future emperors to choose lawful behaviour, even when tempted towards illegality by opportune circumstances, too, but I think you have a chance of building something even better. Afterall, the Laws are merely start-points, baselines of behaviour, not the end goal. *You* could design a world-leading tourism and adventure industry which has learned from its errors, understands the ways bad behaviour was rewarded pre-crisis and finds ways to reward ethical behaviour in business from this point and forever. Such an exciting chance! I envy you a bit in this. And I know you'll do your utmost in your work, as always.

Please note: I wrote *Emperors and Gods* as a cathartic exercise, in part. You may sense a certain grumpiness which I was unable to keep from the page. I've been harmed to the point of now wishing to help the industry only at arms-length. But if you need any further help or information, please consider me at your disposal.

Kindest regards,

Grant Beaven

Dear Hon. Kelvin Davis,

It's Grant Beaven here, again, following up on my previous contact with you (21/4/2020, re: *Post-COVID Tourism and Adventure Industry Plan*). I'm writing this now after hearing an interview on RNZ National (*Checkpoint program, I think*) in which your recent and ongoing work on the recovery of the Tourism and Adventure Industry – and specifically your communication of this – was the subject. The person interviewed runs a large (*by NZ standards*) tour company. Their chief complaint was 'a lack of clarity'.

The path the interview took made it easy to believe in a single collectively held view, but I have another view. I was inspired to let you know that you have at least one ally out here. And I think I can provide some context from an industry insider - employee perspective. The information flow from yourself and others in the Government has been in my opinion – as a professional communicator – un-faultable. Reassuring, instructional, concise. Professional, straight-forward, calm. To me, and maybe to you, also, when I hear the phrase 'lack of clarity' in the context of which it was used in the interview, I'm able to decode this to mean 'you're yet to say what I want to hear'. Unfortunately, the public will likely accept the 'lack of clarity' feedback at face value. So, your position is indefensible. One can't be any more concise in the delivery of information than 'perfectly'; one can't provide information which isn't at hand; and one can't explain as to try to explain a thing to someone who is being unreasonable is to take the 'losing' position in the discussion. And the unreasonable point of view can be a very vocal and eventually popular one. It's a conundrum. I know for an honourable, empathetic person as yourself, unfair accusations of spin or lack of empathy will sting.

Allow me to provide some armour for your feelings to wear - though I'm sure you hardly need it. Industry bosses (*emperors*) want to know the future. They want the security of their incomes assured. They want useful, actionable information from which to design a plan, or plans. They want predictability, reliable structured time-limes, surety. They want legally binding promises. A responsible, empathetic Government Minister would feel motivated to provide all these things, because how can anyone be expected to survive otherwise? But I'd like to point out here that all these things which they claim as their due, are the exact things which they expect their personnel to live without. A Tourism and Adventure Industry worker's existence is a mercenary one. We're a Jack-of-all-trades because work comes, and work goes. We chase the seasons; a Ski and Snowboard Technician soon, a River-guide now. Adventure Centre Instructor for a few weeks or days here and there and perhaps some café work, too, filling the inevitable spaces. This is normal, accepted, and we workers are encouraged/expected to accept it too - but it's not all we have to deal with, not by far. Now that I'm hired, is there any work for me? Will this be a paid gig? Will my pay reflect the rhythms of my work at all, or will it be drip-fed in random amounts? Will there be any work if the weather turns windy or if the Rugby World Cup is on? Will the Internationals, the Woofers or work-experience trainees soak up most of the hours? Will I be the favourite today? Can I pay my rent this week? When is my next day off or my next day on? Will the IRD see any of my student loan repayments and PAYE? Should I consider my job description as infinite - anything and everything the boss wants from this moment to this moment to this moment? And on and on and on, an endless list of variables and uncertainties most workers in the field will have on their minds, constantly, until the job predictably or unpredictably ends. So no, I see no reason to allow yourself to be guilt-tripped by these Tourism and Adventure Industry emperors. Not unless there is an acceptable truth to their belief that they're of more value to society than their workers. If a business owner loses everything, is that more tragic than when the worker does? A worker can

and often does lose everything every time a period of employment ends. I've had over 100 periods of employment.

So, I wonder what you'll do. The public is convinced the industry is harmed beyond repair, devastated because they've heard the anguished voices of emperors, only. For the workers, the rollercoaster has merely taken a turn for the more frightening but concerns over income insecurity for us will be business as usual. In the current crisis, workers will slide into new roles somewhere, as always; some here, most perhaps, in their countries of birth. The public may think the industry has an ordinary business lifecycle of continuous customer patronage, providing steady, predictable, and endless growth. How many are aware that most Tourism and Adventure businesses have forever endured seasonal fluctuations? Or the volcano ends the ski season before it starts? Or there's not enough water to run river tours, or too much? Or there are culture-shifts in customer accommodation and activity preferences. Or our currency gets too strong? Or it's too windy, too wet, too dry? Judging from lack of media comment on these points, the industry operators are perfectly happy to allow the public their illusions. Many outdoor focused businesses trade up to the end of Easter, at which point they go into an annual hibernation. How many of these have taken COVID subsidies? In fact, according to Tourism Industry Aotearoa's survey, 93% of all tourism businesses have. Our radio-show interviewee called for at least six to eight months of yet further support. This would stretch through two traditional and entirely predictable shoulder seasons. COVID has hit everyone at the same time, this is easily imagined, but not all businesses will be equally impacted. And many could adapt.

It's difficult to think of an industry with business models as vague, un-constant, and shifting as those of the Tourism and Adventure Industry. Why can't they be as adaptable now as they've always expected their employees to be? A worker must accept their world turned on its head with every transition from job to job. They remind us it's reality, no point complaining. Now we have the entire globe on its head and these businesses, so quick to lecture workers of harsh realities, are hands-out, expectant of government salvation.

So, here you have another angle. I hope I've been able to express it clearly. I suppose you also need to factor the effects of this disruption on the Economy, the Economy, the Economy. Re-boot the machine. I see more doom and difficulty in trying to maintain business as it was. It's obvious we'll be marooned apart from much of our old customer base for a while. That's the practical part of the problem. Another challenge, no less vital, will be discovering equity of value re: employer versus employee. What do we value? 'Value' should be in working, contributing, as much as in providing the opportunity for others to work. Do you believe we have an unacceptable imbalance? If you see one, how will you work to re-set it? What you helm is both desperate crisis and once in a generation opportunity. Can you imagine the strength of foundations of a new Tourism and Adventure Industry which you could design? What might it achieve if the industry can make the attitudinal switch from 'mining' to 'providing'? What will we present to our customers when the world finally re-opens?

I hope I've been helpful. Thanks for your work Mr Davis.

Kindest regards,

Grant Beaven

*(email to accountant)*

Hi [REDACTED],

Thanks for your email. I just got off the phone with IRD. A recorded message said that they are expecting my earnings declaration. And the real person I spoke with said that I can't simply disappear, it needs to be determined whether or not I qualify as self-employed, unless I choose to keep the status-quo. Delving into this would introduce a level of complication I'd prefer to avoid.

I'm more than happy to play-act as self-employed for now by declaring my income and paying my ACC levy while I work towards eventually earning enough through writing to qualify as self-employed in the classic making-a-living sense. And I need things as simple as possible.

If my expenses raise their suspicions, I can explain the money-saving benefits of homelessness and social exclusion. I can also present them with my financial info, if it comes down to it. But I have a feeling they'll leave me alone. I haven't been receiving more than the benefit's starting rate, except for a short period and perfectly legitimate period which has now ended. There'd be little to ignite their interest.

So, yes please, thanks for your advice, but I'd still like you to file my tax info for me. Thank you very much.

Kindest regards,

Grant

**From:** [REDACTED] >  
**Sent:** Tuesday, 16 June 2020 1:44 PM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Re: Attn: [REDACTED], Grant Beaven tax 2020

Hi Grant

Only reason you are receiving IRD messages is that Govt has instructed IRD to " offer to assist " all self employed.

To avoid all this again I sincerely recommend we go to IRD user and cease self employed registration from 31 March 2020.

This will cease the unwanted correspondence

If you claim \$1,308.98 loss IRD or WINZ may ask how you funded this loss. IRD may consider the writing a hobby only.

Please consider,. decide and email back

Thanks, regards

█

On Tuesday, 16 June 2020, 11:21:54 am NZST, Grant Beaven █ wrote:

Hi Ken,

I hope you're well. I've changed my mind about not filing my tax info this year.

I think if things had stayed the same I may've slipped under the radar without negative consequences, or without my stupid upside-down finances (my writing was negative \$1,308.98 this year) frustrating the individuals at IRD who'd have worked on my income tax. But the recent/current crisis has ignited a rather hands-on approach of the IRD. I've been receiving plenty of correspondence. So, I think the best thing would be to file my tax, after-all.

Please file my 2020 tax statement for me. Thank you very much.

Kindest regards,

Grant

(re: invitation to write an article)

Dear ■■■,

Thanks for inviting me yesterday to make contact with you. I enjoyed our conversation, though I'm still learning exactly what 'Asperger's' is and worry I flubbed the describing of my experience of living with it. I have an 'adventure' background. I'm used to understanding every detail of what I might be talking about; efficient with language and (*hopefully*) effective in delivery. People have needed to quickly understand what I say and calmly, confidently apply it to their actions. Words were my stock and trade; streamlined, considered, instructional, blunt? And I wonder whether the way I delivered them verbally in the past informs my writing, now. Words, words, words. But when I'm away from the page, out in the world, words for me are just a tool, a key to potential integration, they aren't what I see with my mind's eye. I think in moving pictures, films. My words are merely a 2-dimensional drawing of the movie going on in my mind, if that makes sense. They work best when I know the script.

But words as artform, words which tell stories are different. These are jewels, and I want my writing to gleam. So, due to a late start, I've sent myself on a crash-course. I read everything. I write every way I see... except the ordinary way\*. I don't relate to the world in a lineal way and find it impossible to tell stories in dense, lineal arcs. I can only draw scenes of disparate elements together, combine them to form a more-or-less coherent whole – the way I used to instruct my adventures at work. I'm sure I break rules, but I promise not from a lack of respect, more from incompatibility. Like an outdoor instructor who understands industry standards, works within them, but doesn't view them as the only way things must be done. So, my style won't be for everybody. My delivery can only ever be an Asperger-y one. There are gaps for the reader to make their own connections, just as there are gaps in the way my mind skips over imagined/real discomfort or lacks in knowledge.

*\*I set myself strange challenges like: telling the story of my lead character while staying always a step from reach of first-person contact ('The Desert Road Interviews').*

Anyway. I hope you like my book. And I hope you can find some use of me for your blog, though having read some of the material there, my writing might seem a little ill-fitting, stylistically. Below is the sample I told you about. I wrote it as I was slipping from one level of homelessness to another (*who knew there are degrees of homelessness?*), so I was upset and casting about. I sent it to the Human Rights Commission hoping they'd allow me to make my parallel path to that of 'ordinary humans' official, rather than be forced to integrate on society's terms. That they could protect me, somehow, make me safe from all the 'good' people out there. They were as confused as I am, but to their credit, they wrote back with grace. Not long after writing my letter, I wrote 'Citizen.Robot'. 200 pages; it's bigger, better and perhaps more dangerous. I thought maybe I could be helpful. But I'm scared of that one. And I should say that these days I'm guided by rails of shame and anxiety, so if you feel there's a way you could make use of parts of that work, too, I could send you a copy, trusting you'll handle me with care.

I hope your own projects are going gang-busters. Your books look beautiful. Thanks again.

Kindest regards,

Grant

Hi [REDACTED],

I hope this meets your expectations, or comes close. 753 words. It's not a simple subject to explain. It took me 200 pages in 'Citizen.Robot', so I hope you'll forgive my odd approach, and I hope other neurodivergent folk forgive me if they can't quite recognise themselves. I'm a self-taught writer. In fact, I'm mostly self-taught in *everything*. But I know you have your own aims to meet, here, too. And at this early stage, I'm unsure if I'm aligned with them. So, let me know how you feel.

Regards,

Grant

Hi [REDACTED],

I can see your edited version slides into line with the more flowing character of some of the other articles. It illuminates some of what I'm like, pretty-accurately. But do your readers want an observational view of me, a glance? Or would they like to really know what it's like to *be* me? What it *means*, not merely what it is?

What I love about certain articles, compared to illustrative writing, is that they can be put to work. Articles are the working-class of literary material. I think about people who are like me: your edit here would meet the aims of the 10% of lucky Neurodiverse folk who've found integration through the ability to spend (*relationships, finding supportive teams to work within*), and are thrilled to see themselves on the page. But the other 90%, of which I belong, are not in employment or a financially secure romantic partnership, we're in exile, and would prefer to see an article about them do more 'heavy-lifting'; aim a flashlight onto hitherto shadowed areas – our deepest harms, that from which we can't self-rescue and have little control over. Like sending up an emergency flare. We know that 'hedonism' usually carries the day. And so, we never really feel heard.

Will you be my emergency flare? I discovered the credibility problem after deep study, I see how it's a bit confusing. I also see how it could ignite discomfort in your readers – especially as I feel owned as property, a chattel - which is part of the reason I included the book excerpt – end on a positive, yet thought-provoking note, and all that. Do you see what I mean? I wanted to express the intense, ongoing discomfort, the continuing harm to my sense of citizenship. The character arc of what I wrote doesn't have a happy ending because I haven't had one, yet. It's hard to write of this within the laws of hedonism. I've had 103 separate periods of work for more than 80 employers. The harms, the humiliations have been utterly destructive and without end. The wolves have always had my scent, but I can't convince anyone that they even exist. [REDACTED] said my work (*Citizen.Robot*) was ahead of its time. Can your readers handle the challenge?

I hoped what I wrote could be a 'toolkit'. A reader of the article could make new discoveries of learning with return reads (*like when you see the Peter Pan bronze at Virginia Lake; each look reveals a new detail*). There are 200 pages of Asperger-y experience condensed. And credibility or its lack is the heart of the engine. But, if you'll allow me to keep the 'credibility' parts in, I may be able to improve the rhythm of that section, sooth the raised, enflamed nature of it, a little. Or I could rewrite most of it. Make it less likely to harm people's happiness.

How about: 'Asperger's Works'? I'm terrible at naming things.

I'll do a little intro about me for you, too.

Regards,

Grant

Hi [REDACTED],

Thanks for the feedback. I hope you feel I've taken it on board, and I hope as a result we have an improved, less confusing, less grumpy article. Bit more flow, bit less accusation. 752 words (*apologies for the formatting, I'm not very good at this. I just taught myself how to find and add photos – these are from my first book, please find them attached*).

Regards,

Grant

Let's build a robot. A humanoid robot, one which might integrate. Where do we start? 2 arms, 2 legs, can walk, speak. It should have the values of an ordinary person. Integration is paramount – the robot's *ours*, after-all; so, we'll program it with care based on 6 human motivations. *1: Integrity*; the robot will always seek its output zenith. *2: Discomfort/pain*; a mechanism for guidance. *3: Grace/graciousness*; the study and application of empathy will be in front of its robot mind. *4: Duty*; the will of its owners – *we* - will bind it, utterly. *5: Shame/anxiety*; to ensure all other system parameters function at full power. *6: Hedonism*; of-course we want a happy-appearing robot!

And so, we have our creation. In fact, we have *me!* Asperger's Syndrome has made a robot of me. I try so hard to be like you, I learn your systems, your ways, your technology slowly; I'm odd, I've gaps in ordinary knowledge, so I'm ever and remain slightly apart. The way a real robot would. But I'm nearly there. *So close!* Because I'm close, I'm hidden. And not by accident; I've hidden my lacks beneath layers of hubris, integration's my purpose, I don't belong to myself, I belong to you. I mask, I camouflage my difficulties, and I reach 42yrs old before someone officially confirms a neurological difference.

Phew. Now what? There's still integration. There's still discomfort, still shame. Stimuli assault my jangly senses, combine with more stimuli; anxiety rules me. But I've work to do; you need me for this or that – I must over-ride these painful episodes, meet your aims. I'll live with discomfort; one gets what we're born with. But why do I feel like the only one following the rules? We've a messy world. We've a competitive world; for resources, opportunities, for egoic status. Competition's good, it can make us better, but the minute a game begins, we see there are those who'll cheat; play on their advantages. Parameters then, rules, and in the case of the Game of Life... 'Laws'. Now we have a level playing field... or *do* we? The biggest difference between a robot and a neurotypical person is at the points we're tethered to our human system parameters. I as a robot feel tethered far more tightly.

How is harm defined? Intangibilities, vagaries, playing the game to one's advantage - no-one *means* any harm... but I am harmed. Added to this is a fatal lack of credibility. Social, moral credibility; credibility of accumulated knowledge and skills; of always seeking my employer's aims. My slate is wiped, nightly. I must earn my credibility, earn my position anew, tomorrow. Will my next employer empower me to contribute, or will they *mine* my contributions from me?

Look, I know the rules. I want to contribute, and maybe I can. Here's an excerpt from my book 'Citizen.Robot' which seeks understanding, common ground between Asperger's and employers:

*"... I'd like to tell you what I love about 'work'..."*

*...I'm defined by my work, I become it. I inhabit my roles totally, so I prefer roles which aren't shed with my work shirt once I leave the work environment. 'Lifestyle' jobs. What I am at work is what I am. It's what keeps me from floating off into outer space. My tether, my safety line. Guided thought, guided values, guided action, interaction. It's a chance of integration. My role is a ticket to this or that community. And more, too. So much of what I experience has confusing elements, chaos, shifts, unreliability. Anxiety, shame. But a work environment can be a beautiful environment. 'Structure' orders chaos; stunning equations of connectivity; cause, effect; beauty. Simplification, lines drawn toward aims. Details, details, details. Here, even a robot can become an artist, can view the world like an artist, interact like an artist, express themselves like an artist. They say: "...the Devil is in the details", but if this is true, then God is, too...*

*... the perfect, invisible lines of hot wax on your customer's skis; the perfect line guided through a rapid in canoes; the perfect explanatory, instructional line of dialogue; the perfect curved energy line drawn through a managed group adventure. Movement, sound, smell, speech, thought, touch, sight, mystery, imagination, feel – it's all here. My output zenith lies in these 'details'...*

*... Here is my contribution... if you want it. If you have a safe, beautiful place for me to contribute, you can count me in!*

*But... first, can you show me that its safe?"*

-My little author's intro:

Grant has held many different roles throughout over 100 periods of employment. He has 3 separate CVs depending whether you're a ski industry, adventure industry, or hospitality employer. In the past, he guided your canoe and mountain adventures, program coordinated your outdoor adventure centre, hired you your ski equipment, made your coffee, your food, and much, much more. Recently diagnosed with Asperger's Syndrome, he now writes sci-fi radio-drama (*and while a bit lonely and ashamed, feels far safer from mischief and humiliations*).

It's been a real pleasure, [REDACTED]. I'm still trying to get to the bottom of it, find some solid footing. Figure out a place or a way to be and all that. How to help. So picking it up in my mind's eye and putting it on the page in new ways is a great opportunity to examine from a new angle. Your feedback helps there, too. Next, though, is wondering how it'll be received. I'm often not the only one around when I'm in secret discomfort. I don't want anyone to feel harmed. But we have to give people the chance to be empathetic, and I imagine that's part of the point of [REDACTED]. Thanks for letting me contribute.

Kindest regards,

Grant

From: [REDACTED] >  
Sent: Sunday, 8 November 2020 10:20 PM  
To: Grant Beaven [REDACTED]  
Subject: Re: Grant Beaven, [REDACTED] article, 2nd draft

I am really pleased with the article Grant. And I have learned a lot from you as we've liaised back and forth, so I thank you very much for that opportunity.

It will go 'live' on [REDACTED] tomorrow morning. I'll be in touch during the week to let you know how it is going, and if any issues arise from your end, just let me know.

Once again, thank you so much for writing this and for offering it to us at [REDACTED].

very best wishes,

[REDACTED]  
[REDACTED]

[REDACTED]

Hi [REDACTED],

My pair of eyes is included in that total. I took a quick look this morning; it looks very nice. And yes, the comment I saw there was lovely. It seems we've managed to express it carefully enough to inform but not alienate. The line (*regarding topics like this*) between not enough and too much is razor-thin. It was a good challenge. So, thanks very much for the opportunity and the help getting it right. I'm feeling good.

I haven't run into [REDACTED]. I used to visit almost daily, but his shop was at walking distance, then. I've bought hundreds of sci-fi books from him since I fell from Ohakune. I always wanted a collection of something cool.

Thanks again.

Kindest regards,

Grant

From: [REDACTED] >  
Sent: Monday, 9 November 2020 1:06 PM  
To: Grant Beaven [REDACTED]  
Subject: Re: Grant Beaven, [REDACTED] article, 2nd draft

Hello Grant -

I'm pleased to tell you that almost 100 pairs of eyes have read your essay so far this morning, and someone has left you a really nice comment. Don't feel obliged to respond, (but of course do so if you wish). I hope you are happy with the published result. Have you shown Patrick? I have mislaid Patrick's business card (it will turn up no doubt, but I'm still unpacking and can't remember where I stowed it), otherwise I would have let him know.

How are you doing?

best wishes,

Sue

[REDACTED]

*(email to ASD expert)*

Dear [REDACTED],

Hello, happy new year. I'm Grant Beaven, aged 44, here in New Zealand. I wonder if you can help me, but I don't know what help to ask for.

I can't integrate without exploitation. I want to contribute, but instead I'm mined. I just want to keep out of everyone's way now, but they have me by the scruff of my neck. I'm their property, their chattel, their robot. They put me to work, they throw me out of work, and they harm me whether I'm in work or out of it. How do I get them to be less rough? How do I tell them they're harming me without harming their happiness? How do I describe why I hurt so much, why I'm confused, anxious so often without breaking the rules of hedonism?

Homeless again, and the time, the quiet to think. Find the cause to all this discomfort and disadvantage. A throwaway suggestion from my Doctor: "You might have Asperger's". A path then. Well, no. There *is* no path for an adult; my muddled explanations didn't align with their templates; I fell for years through a hollow process and barely touched the sides. So, in the end I wrote all of me down. I took one of the books I'd written to my Doctor and a few keyboard clicks later I had Asperger's Syndrome. But diagnosis isn't armour, it won't protect me in the workforce. Another book, then: can a robot be safely employed?

This is the book I'd like to present to Dr [REDACTED]: 'Citizen.Robot'. Because Dr [REDACTED] 'Complete Guide to Asperger's Syndrome, 2006', discovered accidentally just before I finished writing my own, is the only other I've found which describes me accurately\*. I want Dr [REDACTED] to know that in trying to avoid the harms of the workforce I'm not trying to avoid work. I want to know whether I should have hope of integration. I want to know whether I'm on the right track. I want to have credibility. I want to have value. I'd like to know whether Citizen.Robot could help me, and if it can help me, could it help others like me? May I send a copy? Please provide me with a postal address if it's ok.

*\*Thank you very much for 'Complete Guide to Asperger's Syndrome'.*

Kindest regards,

Grant

Dear Mr Seymour,

Can you save my life? My name's Grant Beaven, 44, diagnosed with Asperger's Syndrome at 42, and I'm in danger. Asperger's has made a robot of me. I mean, I'm *like* a robot – part 1: my overwhelmed systems, my compensating idiosyncrasies, my misaligned motivations (*tethered to stated aims rather than inconstant wants*), part 2: I don't belong to myself, I'm a chattel, equipment.

Your End-of-Life Choice Bill is a great political achievement. I can only imagine how hard it is to work a Bill like that into a pillar of legislation. So, you can be proud your work met its aim. But is your Bill a 'pillar', or is it instead a 'thread', a thread of society's fabric pulled loose? I know you're a smart guy, I know how convinced you are of your Bill's safety, how sure you are it'd never be repurposed or weaponised as a form of control or harm, that it'll only ever be self-enacted as a last resort of the terminally ill, the terminally pained, the terminally shamed. In fact, it's your gift of love to those sufferers, love which glows brightly. Brightly. Bright enough, perhaps, to blind you to the danger.

Mr Seymour, I'm a constant student, I *have* to be. I've 'gaps' to fill of what most would term 'ordinary knowledge'. And recently I've had to learn all I can about Asperger's Syndrome. In fact, one can't study Asperger's without also studying the Neurotypical; it's in this way that comparisons can be made, differences discovered, potential successful pathways to (*harm-free*) integration charted. And now I believe we – both the Neurodiverse and the Neurotypical - function along rails of 6 system parameters:

1. Integrity (*we must seek our output zenith*).
2. Discomfort/pain (*a guiding mechanism, re-active to stimuli*).
3. Grace/graciousness (*mitigate conflict, be empathetic*).
4. Duty (*we must serve*).
5. Shame/anxiety (*further guidance, even more powerful guidance than discomfort/pain, pro-active to stimuli*).
6. Hedonism (*happiness is the chief good*).

So, the rules are the same for both humans and robots, but we apply these rules to ourselves differently; robots are tethered far more tightly to the rails of our system parameters than humans are. In small ways, this advantages robots. In large ways, important ways, it disadvantages us. It harms us. But this isn't the worst part of having Asperger's, the worst part is a fatal lack of credibility. Credibility of accumulated knowledge and skills; moral, social credibility; credibility of always seeking my owner's aims. A nightly cycle, somehow, wipes my slate clear. Without credibility, I can't have value. Here's the simplest difference between robots and humans: a human is its own property; it belongs to itself – her/his value lies in their 'potential'. A robot doesn't belong to themselves; they belong to the collective or to an employer – her/his value lies in their 'output', what can be mined/stolen/extorted from them (*work, earnings, taxes, student loan repayments, Kiwisaver*). My value is what the humans say it is, it's not my own, and nor is my life. I'm a leaf on the wind, beholden, owned... yet malfunctioning. This is the truth of my experience.

And finally, after repeated demonstrations of resilience (*Duty*), I've sought the flimsy protection of self-isolation. I'm beyond the reach of those who make painful use of me. I've escaped. But there's harm out here, too. I haven't escaped harm, and I haven't escaped shame. I hope one day

they might see value in my current and future contributions. Contributions which are at last freely offered, not stripped from me. How, without credibility and within the system parameter of Hedonism, can I tell them they're too rough with me?

I think by now you'll begin to understand my point. My sense of risk, my danger. When my usefulness to whomever I've belonged has expired, I've been discarded. I'm cast into joblessness, into destitution, into homelessness, into worthlessness, into shame. It's only a hop, skip, and jump from here, with the help of your thread pulled loose that I'll be cast into oblivion next. When will they decide to give me your gift of love? If they get their hands on me again and put me to work, the shame will lessen, but the harm won't. I'll try to duck their grasp. So, if *they* can't have me, no-one should. I'm a burden, surplus to society's requirements. *Your* solution is an end to shame and harm both. A gift. A gift I'm duty-bound to accept. Sounds far-fetched? Read on...

I've had 103 separate periods of employment for close to 80 separate employers. *All* my employers ignored, broke employment law, harmed me. Every one of them. They've perpetrated the full spectrum of (*employment law*) abuses against me with impunity. You find that hard to believe? Of course. Everyone does. The fact that you do underlines the point of this letter. My concerns are minimised, disbelieved (*no credibility, remember?*). If I can't convince you that the wolves of the workforce have my scent, nor even that they exist (*because they only seem to exist for me*)\*, can you not see I'd not be able to convince you that an end-of-life choice I might make is not my choice? But you have safeguards in place. Yes. There are also safeguards in the workforce. Yet here I am: disadvantaged, harmed. Can you not see why I'm in terror of your thread pulled loose? Hedonism is the glare which blinds us to harms people inflict. Hedonism is wilful ignorance; in this hedonistic society there's no such person as a 'bad person'. There's no black or white, good or bad. C.S Lewis said: "Of all tyrannies, a tyranny sincerely exercised for the good of its victims may be the most oppressive... those who torment us for our own good will torment us without end for they do so with the approval of their own conscience". My unmoveable, robotic connection to human system parameters and a more than willing workforce made a slave of me. Your End-of-Life Choice Bill will be the end of me. Its hedonism which will be my murderer, Mr Seymour.

*\*less than 10% of adults diagnosed with Asperger's Syndrome are in fulltime employment.*

Now do you see why it was so hard to bring your Bill across the line? The only way for it to be safe is for it to not exist. But it *does* exist. So, now, how will you make me safe? How will you make others like me safe? Since it's your Bill\* which imperils me, can you please save my life?

Kindest regards,

Grant Beaven

If you'd like more info about my concerns, more background regarding my connections with the world, my misalignment, I've written a book I could send you a copy of.

*\*Please know, I don't mean to harm your happiness. I know you've meant well in your work. I'm not trying to offend you, but how can I ask for your help without showing my fear of the potential, the likely results of your accomplishment?*

Dear Hon. Chris Hipkins,

My name's Grant Beaven, 44, diagnosed with Asperger's Syndrome at 42. I appeal to you here in your capacity as the Minister of Education. I have two queries: Query 1, Can you help me gain my qualification, please? Query 2, If you can't help me gain my qualification, may I please respectfully request a refund?

*Query 1:* In 2001 I studied/trained towards a Certificate of Outdoor Recreation and Leadership at [REDACTED]. I had an amazing time! Bushcraft; navigation; environmental awareness; mountain weather forecasting; adventure education philosophy and facilitation; presentation and communication training; adventure activity planning and management; risk analysis and management; crisis management; outdoor first aid; search and rescue; low ropes; high ropes; rock-climbing; mountaineering; caving; white-water hydrology; swift-water rescue; white-water kayaking; multiday adventure planning and management. I was 25 then. Before taking this course I'd already been studying, volunteering, and working in the adventure industry for 6 years. So, I absorbed the course material like a sponge and was almost always in my element (*between 70% - 90% of workers in the adventure industry are neurodiverse - the dynamics of the environment suit 'picture-thinkers'; imagination, details, consideration of 'why?' along with 'how' and 'when'*).

The program ran for most of the year and I was top of my class... until the very last written assignment. This one - against hitherto course written assignment expectations - would not be accepted in handwritten form. There was general panic amongst my class. My course-mates scrambled for access to computers; few owned computers and away from home, isolated ([REDACTED] *is a long way from anywhere*), they were difficult to borrow. But what was an annoying obstacle for my friends was a devastating, impenetrable barrier for me. Access to a computer then would've done me no good. I didn't know how to use one. I didn't even learn how to email until 2003, while working in Upstate New York as an Assistant Ropes Director. I didn't own a computer until 2012 - I wrote my first book by hand and needed a computer to see it realised. Though the use of computers wasn't a part of course curriculum, my request for special dispensation to submit my assignment - written by hand - was denied. So, I was doomed. I attended graduation to salute my friends' achievements but remained seated (*in front of everyone's families*) washed in secret, excoriating shame as they each received their honours.

That was a long time ago. I've since had nearly 100 periods of employment, almost all of them in the adventure industry. I have 3 CVs: an adventure industry one, a ski industry one, and a hospitality industry one. And I've written and indie-published a small number of books in the adventure and employment fields. It's these books which I hope will stand as a substitute for my final assignment and allow me to be awarded my Certificate of Outdoor Recreation and Leadership. And I've tried to find a path to present my work towards gaining my qualification, but true to much of my personal history, I'm lost - as I'm often lost when I try to connect with the mechanisms of the human world. My education provider can't help, they don't keep records of past students. The polytechnic (*who supported/ratified the qualification*) can't help me either. And I don't know how to navigate the NZ Qualifications website. These are the kinds of gaping cracks into which a person with Asperger's falls. For me, in the (*human*) world 'self-advocacy' is a limp, blind, stupid, ineffective tool. I'm a leaf on the wind, buffeted. And so, Mr Hipkins, my perhaps misguided logic leads me to you for assistance. Can you help me, please?

Before I present Query 2, please allow me to explain what having Asperger's Syndrome is like, in my case. Asperger's has made a robot of me. I mean, I'm *like* a robot – part 1: my overwhelmed systems, my compensating idiosyncrasies, my learning-differences creating gaps in ordinary knowledge, my misaligned motivations (*tethered to stated aims rather than inconstant wants*), part 2: my incomplete citizenship, I don't belong to myself, I'm a chattel, equipment. Secret, excoriating shame has become this machine's default private setting.

As I've said, I've had more than 100 separate periods of employment (*including prior to 2001*). I've had nearly 80 separate employers. But my citizenship isn't whole, it hasn't integrity; if citizenship can be defined as equal parts opportunity, obligation, protection – I experience only obligation. A robot doesn't belong to themselves the way a human does. I'm not my own property. And as I'm property, not a single employer of mine has felt guided by employment law, in my case. Does the work van have human rights? The belt-grinder? Do the canoes have human rights? Of course not, and I'm nothing more than equipment, too. I see here a difference between my colleagues and myself - between me and 'true' citizens. In this world (*in this economy*) there are neurotypical people (*humans*) and there are neurodiverse people (*robots*). The neurodiverse exist on a spectrum, the Autism Spectrum. Those with Asperger's are often described as being 'high-functioning'. Nearly full-human. This is a drastic simplification, in truth my experience is confusing; I find all in the linear human world is intangible, all is vague – difficult to grasp. Here, understand I'm as different from other robots as the other robots are from each-other, but there are factors of neurodiversity in common. These factors can make integration with the general population almost impossible. Around only 10% of Asperger's-diagnosed adults are employed. But we try. Boy, do we try! Integration, acceptance, attachment – these are vital pillars of life. If one can't instinctively integrate, one must observe, study, imitate, camouflage. And in my observation, my study, I've discovered humans operate along rails of 6 system parameters and I've made these parameters my own, I've chained myself to them:

1. Integrity (*one must seek one's output zenith; honesty*)
2. Discomfort/pain (*a guiding mechanism; re-active to stimuli*)
3. Grace/graciousness (*conflict mitigation; ever empathetic*)
4. Duty (*one must serve*)
5. Shame/anxiety (*further guidance; pro-active to stimuli*)
6. Hedonism (*happiness is the chief good*)

So, the rules are the same for both humans and robots, but we apply these rules to ourselves differently. Robots are tethered far more tightly to the rails of our system parameters than humans are. In small ways, this advantages robots. In large ways, important ways, it disadvantages us. It harms us. And so, we hide, act, mimic. But the humans are savvy, they can spot a faker. And they will take advantage, they will compete unfairly (*even illegally*), they will cause harm. But you see, I'm not an imposter *worker*, I work perfectly well given the right environment and tools, I'm merely an imposter *human*. But any camouflage, any fakery is dishonest. I get it. It harms my credibility. And here we arrive at another problem. A robot cannot have credibility – moral, social credibility; credibility of accumulated knowledge and skill; credibility of always seeking my owner's (*employer's*) aims. I could be the calm, reliable, imaginative solution to a million problems, but it won't matter. Somehow the nightly cycle wipes my slate clear. Without credibility one can't have value. This is true with my colleagues, my owners, even with my family.

I am homeless, again, Mr Hipkins. I've been homeless this time since June 2018. My last period of work ended in July 2017. I ran an adventure centre; I was Programme Coordinator. I was brought in to rescue the centre from failure (*I have credibility with the humans when it suits them*), and I did rescue it in spite of many obstacles. I restored it in the minds of its customers. This was my

last shot at successful employment (*in fact I was employed illegally – though, this is normal in my experience*), this was my last attempt at integration through employment. I was yet to be diagnosed with Asperger's at that time, but I was aware by then that there were neurological barriers to my successful integration in the workforce and though I'd been actively learning adaptive techniques, I knew I'd reached my limits. And the responsibilities of Programme Coordinator held me at these limits, pushed me beyond them for the entire summer that I worked (*91.25hrs worked in a single week, between 70hrs and 80hrs was my average is one example of a limit*). As with all my previous workplaces, I was bullied, disadvantaged, harmed. There was still a future there, though. In my work, I'd built a stable platform, systems, programme and activity templates – and a plan - for growth. The season came to an end and I was promised my role would continue when the new season began... but this didn't happen. They replaced me. Had I not done enough? When I returned my keys, I found the duties I'd held (*alone*) at the adventure centre were now carried-out by 4 new/added outdoor instructors, 2 new/added managers/outdoor instructors, and 1 new/added senior manager. Being replaced by 7 workers left me in no doubt that I'd worked hard enough and served to confirm my decision that this *should* be my final period of employment, my last try. I will never again enter into my inevitable exploitation by the workforce as an employee. To do so would be foolish in the extreme. Note, this was employment period number 103.

Well. I know I mustn't complain, I mustn't tell of my hurts. This isn't how to be resilient; I break the rules of Grace/graciousness, I break the rules of Duty, I break the rules of Hedonism. But Mr Hipkins, the truth is, the reality is that *I can't be safely employed*. I haven't the Right, I've only partial citizenship. And I've rattled out the bottom of my chosen career, my chosen environment, my chosen culture, my chosen future, the places I love, the doing of something I'm good at, my friendships, the structure my work provided for me, my permission to 'be' – I'm adrift now, I've no script of what to say outside of my prescribed roles, I've lost my identity, I've lost any sense of attachment, I've lost everything. I'm so lonely. I'm a creature of shame. And by the standards of the community (*of which I'm a chattel*) I *should* be ashamed. So, what do I do? I can't throw myself back to the wolves of the workforce, but I must be of use. Otherwise, it's only a matter of time before Mr Seymour's 'End-of-Life Choice Bill' evolves (*as of-course it must*) and becomes my murderer.

How can I rescue myself? I'm a Writer, now. I hope the works I write will eventually be accepted as my contribution, will provide me with credibility, with value. I wrote the guidebook (*editions 1 – 4*) that the Whanganui River canoe tour operators use to train their personnel and pass their adventure audits; I wrote a book about how to run a NZ adventure company (*both an educational resource for business owners and a warning to the Authorities*); I wrote a book exploring whether employers and those with Asperger's can come together in ethics and safety (*they can't*); and I write science fiction radio drama. I hope to eventually earn a living this way from my safe distance. Once I can spend, the humans will assume I'm a good person. Disposable income will be proof of goodness. It'll be then I'll be able to safely integrate.

Phew. Thanks for hanging in there, Mr Hipkins.

*Query 2:* is my request of a refund of my course fee. I took the course as a foundation for a career, but I didn't then know I was ineligible for the protection of employment law or of tax law or of the protection and opportunity of complete citizenship. Had I known then what I know now, I wouldn't have chosen to do it, I wouldn't have chosen to own the financial debt, especially as my owners/employers have felt that as I'm their property, so are my wages, my taxes, my student loan repayments, and my Kiwisaver. I'm still paying off my student loan thanks to their thefts. A

refund would go towards an eventual upgrade of the campervan I live in (*a homeless person can only dream of improving their level of homelessness, not of being homed*). At the rate I'm currently saving, the upgrade I need/want will take me 21 years to afford, longer than my current campervan will last.

Physical 'movement' is very important for those of us who struggle with anxiety. Movement, in a way, can be defined as 'confidence'. One can't move without it. This is especially true for a robot – I cognitively make my machinery move. If anxiety rules me, I haven't the confidence to move, I lose coordination. I believe my confidence has been stolen from me. As they stole my output, my wages, my taxes, my opportunities, the credit for my work done, they also stole my confidence. In terms of employment, the skills and knowledge I purchased with my loan have done me no good, they've merely made me a more valuable resource for exploitation. And in terms of my own recreation, those skills have gone, they've been chipped away along with my confidence. Even if I was still in possession of them, I haven't permission to use them. I'm a Beneficiary, I haven't the right (*nor do I have the financial wherewithal*). The pursuit of leisure is tantamount to illegal as a Beneficiary. I can no longer go white-water kayaking, go canoeing, rafting; I can no longer go snowboarding, be in the mountains; I can no longer go rock-climbing. I can't use any of the social skills I purchased with my loan because I'm excluded from society, I'm banished. So, I'd like my investment back, please.

Mr Hipkins, if it's in your power to bestow my qualification on me in retrospect, after satisfactory examination of my written (*with the use of a computer*) work, please let me know. I can furnish you with copies of my books only if there is a possibility of success. The cost is prohibitive for me, otherwise, but I'm willing to gamble those books if there's a chance. Likewise, if you're able to offer me a refund of my course fee; one of my books clearly illustrates my malalignment with the workforce and the resulting harms. I know I've undermined my credibility here by admitting to homelessness, joblessness, having Asperger's Syndrome, and literally confessing to a damaged credibility. But I appreciate any grace you can afford me. Do I send you my books?

'Hubris'. For one with Asperger's Syndrome, hubris is a trap we might fall into. It's a trap I've fallen into. Humans glide through the world, lightly touching this or that task, they can 'do' with hardly a thought in the doing. I'm not like that. I must consider all things: people, equipment, environment. The way each tiny influencing factor will or might interact; possible effects, possible outcomes of my output or my input, every potential scenario is played through my brain before 'the path' is decided upon, 'the words' are chosen and said, 'the action' is done. My hubris is that I've felt my way is better. Have I been of value? I've believed I was. I've worked at the zenith of my output. I've made people safer. I've helped people become better versions of themselves. I've re-written, improved the way many things are done. I've met my owner's aims (*though not always their inconstant wants*), and in perhaps the ultimate definition of a person being of value - I've even saved lives. Is all this worthless? Hubris. It was only hubris, only inhabiting my manufactured 'Grant' character that made all of that possible. But hubris is wrong. Belief in my value was wrong, in error. It *has* to have been. The credit can't be mine, not yet. I've no credibility, yet. I've no value, yet. I'm hubris, shame, hubris, shame. I can't have value, I'm a homeless person. My citizenship isn't whole. I'm *almost* full-human. Well. I'm writing in frustration, here. I'm sorry to be such a Debbie-downer. But when I'm alone, as I am now, is my chance to show my true glass heart, my Discomfort/pain. In company, in 'the world', the rules of Hedonism, Duty and Grace/graciousness take over, they merge with my personality; masking, camouflage, my purpose of integration keeps my hurts invisible, it makes the damage to my sense of citizenship invisible.

Here you've seen a small dose of the real me, Mr Hipkins, and I thank you very much for bearing witness to it, even if it's not in your power to help me.

Kindest regards,

Grant Beaven

*(email to a disability advocate)*

Dear [REDACTED],

I dunno what I'm doing here. Casting about, I suppose. I've been sending copies of my latest book Citizen.Robot to people I think won't hurt me for writing it\*. People who might put it to use, and in that use, make *me* useful, make me *of use*.

I heard your interview on RNZ (20/3/2021). You were great. You were very good at being on the radio.

Kia ora. I'm Grant Beaven, 44, diagnosed with Asperger's Syndrome at 42. I exist just over here, I'm almost a part of things. For short periods I've been a full member of this or that community and it can be so good! The adventures I've been on, the things I've learned, the beautiful details I've discovered and applied to my work, well...

Well, it always ends, and badly; I fade out of a scene, fall out of a scene, am beaten out of a scene. 103 separate periods of work. I worked in the mountains, on the rivers, other neat places – it defined me, held me, tethered me, gave me the right words, I could be in the right place at the right time. But those days are gone, I'm apart now for my safety's sake. I'm adrift now, without identity - unless homelessness is an identity, unless Asperger's is an identity. My diagnosis came late, so it wasn't the word 'Asperger's' which tripped me up all those times, there were *things*, hidden things, real things *I hid*, and I didn't even know I was hiding them. Well, unless I was alone. I'm honest when I'm alone - I'm in 'character', an actor when I'm in company. But, of-course, I didn't know that, either.

How does this happen? How did I slip from river-guide, trekking guide, ski technician, adventure therapist, adventure centre programme co-ordinator, et-cetera - to homelessness? How was I thrashed from expert to worthlessness? I'm not sure. I'm still figuring it out. But I *do* know this: the most consequential aspect of Asperger's is a fatal lack of credibility; moral, social credibility; credibility of always seeking my employer's/owner's\*\* aims; credibility of accumulated knowledge and skills. It's a hideous loop; one can't have value without credibility. The nightly cycle wipes my slate clean, somehow; I must build my credibility from scratch tomorrow. This is true of my owners, my colleagues, even my family. Every time they see me, they come to know me all over again, and the surprise on their faces when I meet their aims again, cuts me to the bone. They sense my camouflaging, masking, they sense my dishonesty. They know I'm an imposter, but they're mistaken of what kind; I'm not an imposter worker, an imposter team-member, I work perfectly well (*given the right tools and environment and allies*), I'm an imposter *human*.

I'm so pleased you're doing what you're doing. Help's not easy to come across and can be humiliating to fight for, but there's secret pockets of it if you were born knowing where to look, if you ask the right questions once you've found the right people behind the right door in exactly the right place at precisely the right time. So, there are those who will help, who are here to help, and that's good... though I've seen they're not so helpful. I feel bad saying that; ashamed. I should be more gracious, grateful. It's 'help', though, which has nearly beaten me to death. But, the helpfulness of [REDACTED] seems different, somehow. It has a different feel. I bet you feel the same way, otherwise you wouldn't have felt the need for it. I looked up your website and it was as if the sun came out. I think what you're trying to do could actually work (*whispered – do you not fear that the machinery-monster, the Status-quo might wake and bite your legs off?*). You're confidently, unashamedly striding along an alternative path that you're building as you go. You're 10 years along your road! I've been trying to do the same thing, but I've been getting stuck at the starting line. My lack of credibility is disqualification, I haven't permission to go, I'm absent without leave, I'm breaking the laws of hedonism, I'm breaking the laws of life. You

see, I'm merely an imitator, not a full human, not a complete citizen. For me, working to build my alternative road has meant committing to isolation, banishment, shame. This is the difference between your helpful work and the helpful work of others. Yours would give me the permission to *be*. In the world you're building, someone like me could have a place.

You're going to succeed where I fail because you're an exceptional human. You're the key to a lock, the bridge over a gap. You're a connector, a conduit, a communicator, a translator from this language to that, a navigator, too and more: you're the aspiration, the path, the objectives, the propulsive force, and action combined. Gosh, you're going to do it!

*\*I did send Citizen.Robot to some who are capable of harming me, including family. In a test of the limits of my boldness, or of my sense of mischief, I even sent a copy of Citizen.Robot to [REDACTED] Poked the beast, in a way. I wrote my book with him in front of mind. As a self-appointed Bishop for his Lord, the Economy, he represents the disparate forces behind many of my separate hurts, so it felt right that he should have one. Waste of a book, probably; no reply, yet.*

*\*\*So, um, yeah, I feel like property. If I describe myself as a robot, this illustrates my idiosyncrasies (re-active/pro-active to harmful stimuli), my values tethered, chained to a list – system parameters, my gaps in ordinary knowledge, my strange view of and relationship with the world. And it describes the way I'm treated, too. There are the canoes, the work-van, the skis, the base-grinding machine, and there's me. We're the same; none of us have human rights, how could we? We're chattels.*

Along with this letter, please find your copy of Citizen.Robot attached. I trust your tech will allow you to read it (*I can provide you with a hard copy, if you'd like one*). I'm not sure how you might put it to use in your work, but I hope you can.

Kindest regards,

Grant

Dear Hon. Stuart Nash,

I'm writing to you in your capacity as Minister of Tourism. Thank you for presenting a new approach to the way the Government relates to the Tourism Industry. I'm unsure of whether it will prove an effective approach or even the 'right' approach, but I *do* know that any departure from the rails of our unsafe, unsustainable, unfair status quo will require a jolt of some sort. And so, I'm excited to see, as you progress in your work, what kind of Tourism and Adventure culture you'll eventually decide is both a desirable *and* realistic goal.

But it's not excitement which inspires this email, it's fear. My name's Grant Beaven, aged 44, diagnosed with Asperger's Syndrome at 42. I've worked in the Adventure and Tourism field since 1995. I know that your previous ministerial portfolio will have trained you, increased your awareness or cemented your already-held understanding of the concept of 'risk management'. You'll know risk can be viewed in 3 ways:

1. *Absolute risk*: peril is unavoidable.
2. *Real risk*: there is risk, but with conscious effort, skill, care, it can (*and will be*) be controlled, managed.
3. *Perceived risk*: a situation can expose us to a 'sense', a feeling of risk, but in truth we aren't in harm's way at all.

In anything we plan to do, we apply the above test to our risk analysis and management systems. Usually, if the contributing potential/real hazards cannot be mitigated, controlled, or removed, our planned activity cannot go ahead because here 'loss' is inevitable and unacceptable.

This, to my relief and admiration, has been the Government's approach to our COVID 19 response. But anyone who's had direct experience in risk management knows that it's an imaginative, proactive response to outcomes which may not actually happen. It can be hard to gain buy-in; people are as likely to seek their personal, immediate aims as they are the long-term aims of the wider group. Proactivity, risk management can feel onerous. And in the case of business, it can feel very painful, indeed. But those in charge of a situation need to remain aware of the bigger picture, the ultimate aims. They need to ask themselves: "What has changed since the plan was designed? Have our aims changed? Have our contributing situational elements (*hazards*) changed? Have our risk management concerns and/or responsibilities evaporated?" No? Then we keep it simple. We stay the course. We see it through.

Please see, Mr Nash, that the people pressuring for a relaxing of our borders now are the same who have from the beginning. Remember, if our COVID 19 response had been the same as in all the countries we relate to the best, we'd be in the same terrible situation that *they* are. We'd be sad, scared, economically destabilised and we'd shake our fists at the sky, of-course, but we *would* live with it. We'd live with it because we'd compare ourselves to our contemporaries and feel normal; 'elimination', our current freedoms would be impossible to imagine. If we'd gone the other way, it'd be impossible to imagine our current path. But if those who wish to open the borders early get their wish, we won't need to use our imaginations, because the risk out there that's waiting for us, hunting us, is absolute.

So, that's my immediate concern. But I've others, too. At the end of last year's nationwide lockdown, I wrote to your predecessor (*in this portfolio*), Hon. Kelvin Davis, on the subject of what our Tourism Industry may look like post-COVID. I wrote 2 emails, and I included a book I wrote in 2018, *Emperors and Gods, A Guide to New Zealand Small Adventure Business Ownership*, ISBN 978-0-473-46398-4. Since I wrote that book, I was diagnosed with Asperger's and last year wrote another one: *Citizen.Robot*, ISBN 978-0-473-54503-1. I wrote *Citizen.Robot* after my emails to Mr Davis. This was an examination, a wondering of whether the Adventure Industry and I, or others

with conditions of neurodiversity can come together safely. I didn't receive a response to my emails from Mr Davis, nor did I expect one; Ministers are busy people. But I'm left not knowing whether I made contact at all, and my aim is to help. So, I'd like to offer you my experience as I did him. It's the 'aim' which is important here, not who gets credit for it. I hope you view me as helpful, rather than frustrating, meddlesome, or full of hubris. But of-course, I have a deep understanding of my lack of credibility – a fact which will become clear to you if you take the time to read my work. I believe there may be some baubles within both books which could help you in your work.

Please find a copy of each book attached to this email and please keep reading here if you'd like to know what I wrote to Hon. Kelvin Davis.

Kindest regards,

Grant

*(letter to a writer)*

Dear Mr Weiner,

Oh my. I may be losing my nerve, here. Making contact seemed like a good idea. But you're kind-of a big deal, and...

Hello, Mr Weiner. I'm Grant Beaven. I've read half of your latest book. I really like it. And not only that, it gave me an idea. It made me *have* an idea. I wanted to write you a letter and give you a copy of my *own* latest book, because perhaps it could fill... no, it could answer... no, something occurred to me as I read your book which you might find interesting. Last year I wrote 'Citizen.Robot'. Yesterday, I wrote my letter to you. But I can't afford to post them to you, I worked out the cost and it's beyond me this week. I'm sorry. I can email them both, however (*please find the files attached*). That's what I'll do, but it's not the same as the real thing, so if you like what you see, do feel free to ask me for a copy of the 'actual' book (*I indie-published 40 copies*) and I'll set some money aside to make that happen. Thank you for your time, here.

Kindest regards,

Grant

Please note: 'Citizen.Robot' is less cheerful than 'The Socrates Express'.

Dear Mr Weiner,

Hello. I'm here at a beach in New Zealand, homeless, with a smile on my dial as I read 'The Socrates Express, In Search of Life Lessons from Dead Philosophers'. I'm about halfway along. I wanted to write to you because as I've read pages 1 through 136, a thought has been occurring to me which I wanted to put to you (*maybe I should finish your book before I write this - perhaps it's after 136 I'll realize I want to suggest something you already know*).

My name's Grant Beaven, 44, diagnosed with Asperger's Syndrome at 42. The past couple of years for me have been a self-directed crash course on the topic of neurodiversity; the Autism Spectrum. Neurodiversity is confusing. There's nothing helpfully clear-cut about it. Its full of vagaries, mystery. The subject inspires shame in the patient and ignites contempt in everyone else. There's no well-trodden path for adult searchers of info, few signposts, maps or directions. But there *is* a short cut. I can study my opposite; I can study the neurotypical. And I have. It's in comparison that I can come to know myself. I *have to!* I have to figure this out or I'll be further doomed (*I've discovered there are levels of homelessness, levels of worthlessness through which we may plummet*).

People with Asperger's will describe feelings of 'otherness', 'apartness', even of 'feeling like an alien'. I relate to myself similarly: as 'robot'. I mean it, I'm *like* a robot – part 1: my overwhelmed (*with stimuli*) systems, my compensating idiosyncrasies, my gaps in ordinary knowledge, my need to 'know' in order to 'be', my fascination with beautiful details, my misaligned motivations (*tethered to stated aims rather than inconstant wants*), part 2: I feel I don't belong to myself, I'm a chattel, equipment, owned as property.

I'm a robot and the neurotypicals are Humans.

But I must try to be a human, too. Humans accept nothing less, they won't allow a robot in their midst, not in the long term. While my diagnosis came late, I've always been aware there was *something* different about me, some malfunction thwarting me. I tried to train myself to be a human. But it's hard, so I've also, simultaneously, trained myself to be as human-*like* as I could. Masking, camouflage. I've written and acted my 'Grant' character in a literal sense, not merely metaphorically (*I trained at becoming such a good actor, I even could fool myself, sometimes for long periods*). It's a problem, but there is a simple, obvious solution: I need to know everything. To find my place in family, in society, in the economy, in the world, the universe, I need to learn all the individual details of everything within everything and how each of these factors interact and influence each-other. The aims of my owners (*employers*), what's expected of me, the aims of individual humans, their motivations, fears, values, likely reactions to stimuli, likely reactions to my input/output; the tools and technologies of standard human existence and enterprise, where and how I might connect as another lifeform and separate sentience to my environment. Will I add value to the world or merely subtract from what the world has to offer, mine it?

Does any of this sound familiar, Mr Weiner?

My sister recently tried to pump me up. She said her and some friends had discussed Asperger's and Autism and suggested perhaps it and other forms of neurodiversity might be humanity's next evolutionary step. It was a compliment, I think. But I said, "Nah." I believe we've always been about, and it's a good thing, too. Humans are fantastic socialisers, they're amazing at teaming-up and getting things done together and feeling happy about it. But if there was no-one with Asperger's in our deep history, humanity might still be throwing cave-parties; loudly, happily congratulating ourselves on how great our wolfskin clothing is and how nice our caves are. Not nude, nor out in the open – yay! It's the one with Asperger's who will question the status-quo. It's the one with Asperger's who 'seeks', the one with Asperger's *has to* be this way, because to them, the status-quo makes no sense, can hurt people, *does hurt us* as it is. We don't easily fit, and so we observe, we imagine, we design, we psyche ourselves up, then we present a new idea. "*Shut-up, Grant*", is usually what we'll get, but eventually the new idea might take hold, it's too valuable, too useful to allow it to go to waste – though, it'll be someone else (*usually a 'cool' person*) who will get credit for it. I think the neurodiverse have always been here. And they've always been maligned in their own time\*.

I know very little about Philosophy and about philosophers (*I did become a fan of Bruce Lee's philosophy a while back, though*). But I can tell you, your descriptions of the lives, the idiosyncrasies, and especially the opinions of the contemporaries of your philosophers - what they were like to be around - makes me think they'd meet the same diagnostic criteria I did. I know how this might sound. Hubris, arrogance, gall, *insult!* But I'm not trying to put on airs, here, nor defame our greatest Thinkers. Truthfully, I've a glass heart of shame, not of boastfulness, not of narcissism. It's 'earnestness' which propels me. I understand how it's misdiagnosed, though - only hubris is power enough to overwhelm the beast that is shame. Anyway, I'm presenting my thoughts here in the hope of being helpful. In the hope it might provide your own shortcut to the answers you're looking for. Because I think we're seeking to know the same things. We're just coming at them from different angles.

Allow me to present my book 'Citizen.Robot' (*indie-published; please find a copy of it with this letter*). At all times, it's important to be helpful and in these especially hazardous times, its only helpful actions which will do. I wrote Citizen.Robot last year soon after our countrywide COVID 19 lock-down. I hoped to reconcile Asperger's with the workforce (*less than 10% of Adults diagnosed with Asperger's are in fulltime employment*), I hoped to find some kind-of common ground. But it quickly got out of hand - the writing of it, I mean. I realised I'm not merely out of sync with my employers, I'm out of sync with my culture. A culture which, in truth, is our economy. The 2 ideas, economy and culture, have fused. And economy informs, defines our culture, not the other way around. I've left it. Or I was banished. *I feel banished*, the economy would prosecute me as being A.W.O.L. Maybe you'll find my book hardly makes sense. That'd be fair, I suppose. But when I read yours, I've found myself reading my own thoughts, my own words, even. This is why I say I could help you. We're 2 people writing on the same page, you're the front, and I'm the back. The painful aspects of being 'on the spectrum', the potential social inadequacies are usually viewed as a big problem. They're viewed in a negative way. *You* might be able to flip, like our page, that perspective. To limit pain, to earn credibility, I must discover what it is to be a human - I must philosophize. I'm not only seeking enlightenment. I'm seeking qualification as a human. Through the one, perhaps I can attain the other. And you'll be well-acquainted with the more positive aspects of neurodiversity; our odd perspectives, our relationships to patterns, our commitment to integrity, our stick-to-it-iveness, our view of attention to 'details' as a gift of love, et cetera. My efforts of imagination aren't only self-directed, they're offered to my community, too, as much as doing so puts me in harm's way (*"Shut-up, Grant!"*). I'm aware, I know your philosophers are exalted, revered, studied by deep thinkers of high status, and I'm a homeless person suggesting they might all have had Autism Spectrum Disorder. Horror. But I think you can see that those with an outside or new perspective might have something valuable to offer. Before your dead philosophers became heroes, they were simply people, and not always particularly credible people in their own time. I encourage you to learn about Asperger's as I've had to. A good place to start is Professor Tony Attwood. He wrote 'The Complete Guide to Asperger's Syndrome, 2006'. It's *me*, in my most intimate detail. Amazing. A more easily digestible introduction might be any of his many talks on Youtube. But remember, his is an outside view looking in. *You* would need to look with your philosopher eyes. It's this way you'll find living and breathing, contemporary folk, philosophers by default actively studying, trying to learn how to live a good life because it's hard, jealous of those living good lives with hardly a thought to the elements which make it good, because it's easy.

*\*I've had 103 periods of work, all with illegal and harmful elements. A work colleague at work period number 102 bullied me without end. I left the job - which I loved - early because of him (a huge deal for me to abandon my duty) and I stewed for months afterwards. In a town of 980 people, I managed to avoid him until summer. We met again at a party and he introduced me to his out-of-town friends as "...one of the coolest guy's I know". This happens all the time. I'm known in my (old) field - the Adventure Industry - as a calm, safe, hard-working, honest, empathic, conscious, details-focused, imaginative, skilled, expert operator. I literally wrote the book on how to be an adventure guy ('Nixon's Guide Sheets, Freedom Canoe the Whanganui River, editions 1 - 4', and 'Emperors and God's, A Guide to New Zealand Small Adventure Business Ownership'), and they're happy to say so. But during all those separate work periods, while I was actually-there working with them, I had no credibility with my contemporaries, nor my employers, what-so-ever. It's like the town who throws out their yet-to-be-loved philosopher, then later builds a museum to them.*

Thank you so much for writing your book, Mr Weiner. I'm really loving it. And I'm loving my feeling of connection to these Thinkers you present, even if my feeling is misguided or full of hubris. It's inspiring me to keep thinking. My copy of it came to me as a Christmas gift from my parents (*late, thanks to supply/shipping issues*). I hope you like your copy of my book. Cheers.

Kindest regards,

Grant Beaven

Kia ora [REDACTED],

My view is one from outside looking in. It looks so good in there. I'd like to be in there, too. Or, maybe that's not quite true... perhaps what I want is for the inside to *include* the outside. For those inside to want to share my 'outside'. If I can gain credibility, I will have value.

Thanks for inviting contact from neurodivergent folk today (*Pop-its – More Than a Craze, with Kahukura Sinvold*). My name's Grant Beaven, 44, diagnosed with Asperger's Syndrome at 42. I hardly know what's going on. I mean, I'm certainly not an expert, but I've been on a crash course on neurodiversity for the last couple of years. It's confusing, though. It's full of vagaries. The subject ignites shame in the patient (*me*) and contempt in others (*everyone else*). This is because our struggles are un-relatable. *We* blend in. *We should* blend in, it's our duty to. *We want* to. *We try* to bloody blend in, which muddies the water still further. Phew. But there is discomfort/pain and anxiety/shame.

Last year, I had an idea. 'Comparison' could be my shortcut to understanding. So, I wrote another book\*. I wanted to discover whether Asperger's and the Workforce might reconcile (*they can't*). I wanted to find a way to safely integrate. I put my understanding of myself on the page and tried to overlay a 'Human' template to see where the malalignments lie. But because I hurt, my hurts soaked into the page. And I'm scared of what that might mean for me. Sometimes my hurts weren't inherent, a consequence of malfunction, they were inflicted by others, perpetrated. By writing them down I've broken a law of hedonism. I haven't shown resilience, and I've picked a fight with the pillars of our community.

But I think I can share them with you because as your interviewees are safe in your hands (*and they are*), so might my hurts be.

Please find with this email a copy of 'Citizen.Robot'. If you like it, I can send you a hard copy. For more info, I've learned heaps from Professor Tony Attwood who wrote 'The Complete to Asperger Syndrome, 2006'. For more easily digested material of his, you can find his many efforts on Youtube. And remember, I'm but one who is neurodivergent. I'm as different from the others as each of the others is from everyone else. Thanks again.

*\*I'm teaching myself to write. I miss river-guiding and working in ski shops and running adventure centres, but I'm out now for my safety's sake (the economy would prosecute me as being A.W.O.L.) and homeless. I write radio-dramas and indie publish them 40 books at a time. Hopefully this will be accepted as my contribution. No longer will I be extorted or mined of my efforts, I will contribute freely (though I'll probably stay poor).*

Kindest regards,

Grant

*(follow-up to Ministry of Education contact)*

Dear Mr [REDACTED],

Kia ora, I'm Grant Beaven. May I ask for your help, please? I'd like to draw a line under my career, I'm out. Can you help me tie up a loose end? My Certificate in Outdoor Recreation and Leadership (2001) couldn't be awarded at the time I completed my study as I was unable to meet the requirements of my final assignment. But I hope the work experience I've since gained, and my own self-directed learning, may, with 'prior learning for credit', be due recognition, proof towards completion of the modern qualification equivalent to my 2001 certificate.

Due to a current low period in my confidence (*among other challenges*), a direct path towards my query hasn't been apparent to me. I've found myself casting about. But I've been directed to Skills Active NZ. On the Skills Active website, you stand out as perhaps the most appropriate person to approach as our interests and histories overlap in places.

I had a lot of difficulty paying the debt of my student loan while I was an employee. But since leaving the workforce my loan repayments assumed a new regularity and I recently chewed-off the final tally with a \$1,700.42 bite. I should feel pride, I suppose. But out here, the skills I bought and the skills I earned and learned do me little good. I've discovered I can't safely be in the workforce. And I haven't permission, nor opportunity to use what I learned recreationally while I am as I currently am - *apart*. Having read your short bio, I know you'll understand the harm anxiety and shame can have on one's machinery. I've discovered my skills (*physical, mental, emotional, spiritual*) went when the last of my confidence did. I feel as if I've very little to show for my time, effort and money. I hoped I might at least be awarded my certificate.

Mr [REDACTED], may I present the email and response which led me to you? In my casting about, I tried to email the Hon. Chris Hipkins. I received a reply with a letter attached in a separate file. I'll forward that to you (*after this*) for your consideration.

If you believe you may be able to help me, I can send evidence for your assessment towards the missing elements of my qualification. I've some evidence which I've indie-published in book form and I can collate other evidence onto a memory stick for you, including CV's and stuff. Thanks for your time.

Kindest regards,

Grant

Hi [REDACTED],

Thanks for your email. Yes, I'm doing okay. I hope you're well, too. Hmm, it sounds as if we've travelled off the map, in my case. Or perhaps merely fallen between the cracks. So far, so normal. And I'm sure my studies (2001) may reconcile with some difficulty (*mis-matches, shortfalls, or over-and-aboves*) with current equivalents. In fact, my discovery was that the workforce I trained for bore almost zero resemblance to the workforce I later found myself in. Philosophically, ethically, professionally miles apart. So, I understand your difficulty.

If the equivalent to my old course isn't available to test against, would it help at this point to provide my evidence of learning? Could an appropriate alternative be found more easily if we know exactly what pigeon-hole to look for? Now, I'm afraid even here, my evidence may not fit your evidence templates. I can't prove I was employed anywhere! No contracts, barely a tax history, no log-book, no time sheets, went unpaid, or, paid in food leftovers or the use of a washing machine almost as often as paid in cash. I've been the NZ Adventure Industry's undocumented servant. I might look like a volunteer on paper, had there been paperwork. But as I (*slowly*) became more and more aware of my disadvantage, I began writing things down. I've tried to self-build the credibility withheld from me by my employers. I've tried to build my own route of escape. But, could my writings be considered as evidence of prior learning? Can you view what I've written as 'experience'? I can tell you everything I've written is based in first-hand experience but how can I offer proof? Will the writing, the detail, the anecdotes, the confidence (*hubris*) within be convincing enough? Or will you need to get in touch with my employers? In this case, I'll admit to a level of discomfort. My employers, in their treatment of me, met various definitions of criminality, but as I think you'll know, illegality in the adventure industry is defined by punishment. So, in the absence of punishment, my employers qualify as 'good'. Better than good; they employ, they're heroes! I'm nothing like them. Because I'm not like them I must be 'not good'. And I'd prefer to not be discussed by them.

Phew. My next concern is: how is your work on my case paid for? I'm poor. Destitute, actually. Am I already in over my head? Can you explain, please, whether I need to commit further money to this (*besides my student loan*). Thanks for your work on my case, [REDACTED]. It's great to have an ally.

Kindest regards,

Grant

**From:** [REDACTED] >  
**Sent:** Thursday, 20 May 2021 7:58 AM  
**To:** Grant Beaven [REDACTED]  
**Subject:** Re: Recognizing prior learning for credit

Hi Grant,

I hope you are doing ok. I'm still looking into this. The complicated part is that although we are the standard setting body for the outdoor recreation qualifications and manage the NZ Certificate and Diploma in the Outdoor and Adventure Education L4/5, the new version of programme you attended, we do not have a programme that we offer ourselves. As such have nothing to apply a Recognition of Learning for Credit (RLC) process against. I appreciated that this may seem arbitrarily ridged but it is the rigorous process that we are required to operate within. I have reached out to other tertiary providers to see if any of them have a RLC process that you could apply to. Hopefully I'll have an answer soon.

Cheers, [REDACTED].

**Kia kaha, he waka eke noa!**

[REDACTED]

*(email to an ASD expert)*

Hi [REDACTED],

I'm sorry, I don't wish to hold an event with Steve. Instead, I have a small thing to offer him which may help in some corner of his work. And... well, I wanted to make contact for my own sake, too.

*(Can I speak directly to Steve, here?)*

Hello. I'm Grant Beaven, 44, here in New Zealand, diagnosed with Asperger's Syndrome at 42. This morning I listened (*twice*) to your interview on Radio New Zealand (*Nine to Noon w/Kathryn Ryan, 16/6/2021*). Thanks very much for the interview.

Lately... I mean for years, truthfully, I've been casting about. I've been trying to resolve my case of malalignment. My strange operating systems have sabotaged my integration with such overwhelming effect that I write this email to you now from inside my campervan not entirely convinced that I actually exist. It's silly to say out loud, I break a rule by saying it, I know. But my efforts towards societal connection have been considerable. Numerous, incredibly varied, wholehearted. How is it my connections now are more thread than rope? So, I'm *still* casting about. I'm learning a lot. I think, imagine, study. I sift and sort. I reach out. I'm learning everything, it seems, but the knowledge I need.

Gosh. You'll know how confusing these things are. How impossible they are to explain. The pits of intangibility to fall into, the tripwires of contradiction. It's easy to consider giving up, to relax into the laws of hedonism and duty, put up with shame/anxiety and discomfort/pain. Be more resilient. But I haven't done what's expected of me. At least, I've finally abandoned that path. I wrote a book. I'd like to present you with one. I only printed 40 copies, so it will have to be a digital one, I'm afraid. I hope it can help you in your work because when we begin to consider these and related convoluted, intertwined, muddled-up subjects we immediately realise we need to consider everything about everything, write everything about everything. 'Citizen.Robot' is one of my books about everything\*. Maybe there will be a bauble in it for you.

*\*I've also written everything about being one's own canoe guide for multi-day Whanganui River tours, editions 1 – 4, and I've written everything about running one's own NZ adventure company.*

Thank you for your work. Please find a copy of Citizen.Robot attached to this email.

Kindest regards,

Grant

Hi Steve,

Thanks for your email, and the gracious response to what I wrote in my own. I looked up your suggested podcast. It's yet to be published with the others (*in the ABC's podcast library*) - I'll keep checking for it over the coming days - but I *did* discover an interview you did on the same topic for The Guardian, I think. It was a great article.

I thought I might offer you a sort-of teaser trailer for my book, here. Or a way to understand much of the book without having to spend precious weekend time reading all of it. Recently, I wrote a letter which gives a pretty-good overview of what Citizen.Robot contains, and also expresses a new urgency I feel to earn my credibility (*value*) before the end of a terrifying potential time limit.

You were right in your RNZ interview: it's when we're alone with our written thoughts that we're forced into true honesty. But I think there's 2 parts here which I'm sure you understand, too. Self-deception is powered by shame, but deception of others (*in the case of putting on a brave face, being resilient*) is powered by a commitment to the rules of duty and of hedonism. No-one likes a Debbie-downer. Have a great weekend.

Regards,

Grant

Hi Steve,

I hope you're well. I've listened to your 'Conversations' podcast on ABC. I listened 3 times. You're right, the longer format is a real boost for your messages, your style. And as you predicted, I did find much of it relatable. Up until your 'four-story house' analogy. I can and sometimes do connect with my physical communication system but fail to overlay your four-story house thought-template with my own perception of the same thing (*mine is yet a thing of formlessness*). But, you'd say *how* we perceive it isn't the point; it's the perceiving of it and acting on it or not which matters. Anyway, listening to gut instinct or not listening isn't the reason I reached out, nor, I think, the reason you replied to me.

Your story of day 1 at school was very relatable, indeed. But my story differs in one important respect. You knew you were out-gunned and removed yourself from harms-way. A perfect defensive act. I was out-gunned, but stayed in the place assigned to me, defenceless. Maybe at our respective first days of school, we sat on slightly different points of the Autism Spectrum. I've *never* been my own property. It seldom occurred to me I could act in my defence in the way you did. I understood the rules, I was tethered to them, chained by them. I know with certainty I was already acutely aware then of the Laws which drive/guide us. Nowadays, I call them the 6 System Parameters. I was forced to suffer my fate by *Hedonism, Duty, Grace/graciousness, and Integrity*. Obeying my system parameters was my doom. *Shame/anxiety* and *Discomfort/pain* is the price I paid. And so began my lessons, my life-long study and pursuit in camouflage, masking (*though, of-course this was largely masked even from me*).

I'm a leaf on the wind. Beholden. Though, not always. My personal objectives are always tethered to the stated aims. And so, when stated aims have been at risk, there've been a few moments in my life when I've lifted myself from the rails I'm assigned. And the immediate results of choosing to stick to my guns during these times were often of resounding success. I've saved whole groups in the mountains, on the rivers. I've stepped into the fray in defence of victims of violence. I've prevented harm all over the place. I've made things, put things in place, had the perfect words to say. All sounds pretty-good, right? That I did the right thing in those moments? But I always suffered afterwards. There was always a high price to pay. Am I what people mean when they say "No good deed ever goes unpunished"?

There's another point (*in time*) that I think I went wrong, took a wrong path, which came in my fifth-to-last year of school, first year of high-school. This relates to our culture. It relates not as we'd like our culture to be, but as it *is*. Our culture as *Economy* (*and everything 'economy' means to an individual – credibility, status, purpose, value*). In *Citizen.Robot* there is a point I try to make (*page 44*) about 'hazing'. Hazing as a rite of passage. In 3<sup>rd</sup> Form we were all bullied. This was the accepted reality for everyone, including the faculty. If our suffering became obvious, we were told (*straight-faced*) to look forward to *our* time in power, *our* time as perpetrator, rather than victim. That this was a natural function of the ageing process - to metamorphose from victim to perpetrator. I chose not to metamorphose. This was my error. Our society (*economy*) is pyramidal. Each new layer arrives at the bottom. Each new layer must be tortured, held in place this way by the layer above. Here is the strength of the pyramid. One can't move upwards because of the constant pressure from above. One's only hope is that those below stay in their place. Economy as society. Society as economy. I failed to learn the lesson of hazing. Hazing as a rite of passage when we're young is training for the economy we'll enter as adults, the economy which humans have built for themselves.

But, there are good people (*I imagine you thinking*). I know. There are. But how can I be anywhere but on the bottom level while still being good? Well, perhaps I've missed the point that we only *must* be good to those in the same layer that *we're* in (*according to the rules of the economy*). Hard to grasp? Let me give you a real-life example: I had an acquaintance called [REDACTED]

[REDACTED]

[REDACTED] And I can see, now: I was never on his level of the pyramid. I was never on the level of those people. I'm on the level below them. They're all good people, but I shouldn't expect them to be good to *me*.

Well, maybe I'm not making any sense.

No. The best place for me is apart; (*back to one of my other analogies*) on my parallel course to the humans, yet. The tyranny of distance can also be security of distance, depending on how you look at it. And I tell you all this to show you I'm still trying to learn, still trying to find my place. I'm committed and determined (*if only I was also lucky*). Thank you for your work.

Kindest regards,

Grant

Dear Jessica Kingsley Publishers,

Hello. I'm Grant Beaven, here in New Zealand. On the 23<sup>rd</sup> of February this year I sent your London office a query letter for publication of my book Citizen.Robot. With the letter, I included a copy of my book for your consideration. But I know the stitches of the world's seams have been strained, making connections (*already a fraught activity in my case*) more difficult. It could be my letter to you is yet to arrive, or is lost. It could be it *has* arrived but has been assigned a place in your system likely complicated, slowed, or adapted to new ways of doing things. It could be I forgot to include my contact details. Whatever the case, I've not had contact from JKP in return.

It could be I need to try to get with the program, interact digitally. Please allow me to resubmit my query here with a copy of the original letter I sent and a pdf copy of Citizen.Robot for you to read. Thanks so much for your time, and for your consideration. Please find my letter (*below*) and my book attached.

Kindest regards,

Grant

Dear Jessica Kingsley Publishers,

My name's Grant Beaven, 44, diagnosed with Asperger's Syndrome at 42 here in New Zealand. I'd like to present to you my book 'Citizen.Robot'. I'd like to submit it for your consideration for publishing under the JKP banner.

Citizen.Robot was written right after our countrywide COVID 19 lockdown last year. At all times, it's important to be helpful. And during these especially hazardous times, helpful actions are the only actions which will do. So, I hope my book can help those diagnosed as being on the 'spectrum' grasp securely the intangible elements of the misconceptions, the confusions, the malalignments in their lives. I hope it can help those who are undiagnosed, too, as these are the scattered, harmed, lonely ones with nothing but questions they can't utter aloud. And I hope it can help ignite the empathy of those who aren't on the spectrum, especially employers, as it's where we work which can be the making or breaking of our happiness.

But it's difficult. The writing of it, I mean. To me, 'connections' are where it can all go wrong; they're in the shade, out of focus. Mystery, magic, hidden places, secret knowledge. I've tried to make the intangible tangible. I've tried to illuminate dim corners and make visible that which is both actively hidden and actively ignored. I've had to break some rules. I've had to get weird; parts of this book are from the perspective of a 'program' whose function it is to examine, diagnose,

then present solutions, like a coach, to a robot (*me*). The robot's purpose is to integrate the human population. But Citizen.Robot is not a Dr Tony Attwood epistle. It's me learning as I go, hopefully bringing the reader with me, whoever they are. Here, I think, is where its potential value lies. The 'feeling' of the experience of being like me is right at the surface, no digging required. Some readers will hear the tumblers finally click in place. Some readers will finally see themselves on the page and know that they can own their discomfort and shame, know that their discomforts have sources which, at last, aren't minimised, the hurt made worse. And they might see, despite all the evidence to the contrary, their unrewarded efforts towards being of value are in themselves *of value* - even if it's a book in their hands, rather than the people about them which shows them that. Other readers will discover what it's like to be like me, and what it's like to be like others who are like me. And that will be a very good thing.

When I discovered Dr Tony Attwood's 'Complete Guide to Asperger's Syndrome, 2006', at the time almost at the finish-line of writing mine, and compared it to my own book, my heart soared to see the true me written, at last... and then my heart sank. His work expressed my lived experience so accurately yet so differently to the way *I* expressed it that I felt I must've written mine all wrong. But I've since found his many talks on Youtube. In these he relates quite differently (*to the way he does in his book*), but I still see myself. I realised my work isn't wrong, it's exactly right. It could only have been written the way it is because I am the way I am. Dr Tony Attwood sees me with compassion, in detail, but his perspective is still an outside view, observational, a 'human' view with human expression. *My* book, *my* view has value because it's lived, distilled through my 'robot brain' and expressed in my 'robot way'.

Please consider adding Citizen.Robot to your stable of books. I think it would be a great fit for your publishing house. Your goals towards helpfulness are apparently aligned with mine. But where my mannequin-hands fumble in connecting my work to the world, your hands are sure. I've indie-published the book but there are no bookstores with it, yet. I printed 40 copies, 1 of which you have. If you decide it doesn't fit in your (*very good*) catalogue as a book you'd like to publish, please let your copy find its way to someone you feel could benefit from it over there.

Kindest regards,

Grant

Hi ██████,

Thanks so much for your email. I'm sorry to hear there's been such disruption for your team over there. It must even now be very frightening. It's hard to relate to from this safe (*up to now*) distance. I hope the danger hasn't come as close to you as it possibly might have come and I offer my sympathies if it has.

I admit, I've tried to circumvent your proposal submission system (*twice now*). I often find the filling

of forms, especially online forms or the doing of computery things very difficult, sometimes a barrier. But having spent some time on your website I'm almost sure the design of yours will take care of me. I'll give it my best shot. Thank you for your kind offer of help should I have any questions.

Regards,

Grant

Hi [REDACTED],

Phew. I think I did it. It took me all afternoon yesterday, but I think I was able to align myself (*more-or-less*) to the aims of your submissions template. It's a very well-presented document. Even so, it could be your assessors will be faced with answers to their questions landing at an odd angle. I'm sure they're up to the job of interpretation and I'd like to thank them for their work and their consideration, their imagination, here. I appreciate the opportunity to showcase my book. I'll look forward to a response to my submission in the coming months as their (*assessors*) workload allows.

At the risk of appearing to make an overstatement, I want to thank you for your offer of help. I leant on that offer; this was confidence enough to propel me throughout. It can be the little things, in my case, which make the daunting doings possible. Thanks again.

Kindest regards,

Grant

Hi Steve,

Thanks for your email. And I'm conscious you're emailing about stuff within your professional field, stuff which you'd ordinarily be remunerated for, so thanks. I should let you get on with your real work after this.

I hear what you're saying about 'finding my tribe'; I know that'd be wise. But, a few years ago, I made the painful, hard-to-justify/explain-to-people call to go A.W.O.L. It led to another period (*this current one*) of homelessness, and that's fine, it was bound to happen. It led to loneliness, too, and that's fine as well because I knew it would. I'm 'apart' on purpose, it's my own doing, my own choice. In my defence, I'll say my choices we're limited; I'd tried with all the resilience and integrity I could muster to find a way to integrate as an employee. No-go. Humiliated, extorted, mined. I was paid in shame. And so now I'm trying it *my way*, out here. But because I've abandoned my duty, abandoned the roles assigned to me, until I succeed out here, until I have credibility, I have to carry a different kind of shame. And while I'm shamed this way, I can't bring myself to try to re-integrate or integrate. I promised myself I would only come back on *my terms*. I've come too far in this, suffered too much to take a backwards step. It needs to be uncomplicated, simple, black and white. So, for now it'll be a bit black until I can make my way into the white.

I've thought I'd found my tribe many times. The fields I've worked in are almost classless. There's a certain degree of equity among operators. And I can make friends with nearly anyone, I'm an expert at making friends – building an instant rapport with people, with colleagues and with customers can literally be a case of life or death in the work I've done. I was a skilled operator. But I failed to play the game of work-politics, failed even to realise I was on the field. I was utterly outmatched. The weird thing, though, is that my colleagues wouldn't view it this way. Everyone thought they were competing fairly. Competition with an equal, competition on a level playing-field is perfectly acceptable. No-one knew I wasn't a match, maybe they'd have played differently, had they known. I don't blame them. Even *I* didn't know! I've been bullied to bits by individuals only to later be introduced to friends of theirs as "the coolest guy I know!" My old employers gush about me, too or invite me back. I don't understand; they broke so many laws in their treatment of me, all 80 or so of them did. But I miss the adventures. The fun times. So, yeah. I wanna join the adventure world, again. The lifestyle was amazing. But I can't go back until I'm financially secure, invulnerable to the hazards of destitution or homelessness. I can't go back until I've got nothing to prove or to lose. I can't go back until there's nothing for me to be ashamed about. 'Confidence' is knowing you aren't poor. A reliable income is credibility, and credibility is value. In my case, my reliable income can't safely be earned as an employee. So, I've put all my eggs in this 'writing' basket. And I'll see the world when I see it.

I think further info on the subject of 'me' can be found in my book. And I don't wanna soak up too much of your time, distract you from your work. If you've got any questions or any expansions re: passages of Citizen.Robot, please don't hesitate to get in touch. I know we both have a lot to say about 'shame'; where it can come from and how it can become what powers/harms us. I hope there's something in my work which will help you in yours. Thanks again for your email.

Kindest regards,

Grant

*(Letter to the Ministry of Business Innovation and Employee – bullying inquiry submission)*

Kia ora. My name's Grant Beaven, age 44, and I'd like to offer you my experience of bullying.

*(deep breath)* There's a moment in the film 'Million Dollar Hotel' when, eyes low, Mila Jovovich reluctantly whispers: "I'm fictional."

I've wondered the same thing about myself; exactly how real am I? Because I'm so far out of sync. Think, then. Investigate, discover, learn. Maybe... not 'fictional'... I'm almost convinced I exist, but not in the way you do. In the workplace, whichever workplace, I'm *stuff*; I'm a piece of equipment; a chattel. I'm the property of my employer in the same way the vehicle is, or the edge grinder, or the canoe; useful, of use, put to use, but like these other items, I'm discarded between periods of use and on equal footing, in terms of human rights. Robot, then; am I a robot? Sure, because this describes, identifies my employers' view and my own weird mechanical idiosyncrasies, too.

Asperger's Syndrome, since recently, is another way to identify me, though just as confusing a term because who understands what this\* is? Well, investigate, discover, learn. And now I can tell you the worst problem, the most consequential problem of Asperger's is a lack of credibility. Credibility of always seeking my owner's aims; moral, social credibility; credibility of accumulated knowledge and skills. I've no credibility. The nightly cycle wipes my slate clean, somehow; I must build credibility from scratch again, tomorrow. But the term Asperger's isn't the cause of this. My diagnosis came after my final period of work: work period number 103. There were other factors at play; cultural factors; the humans have permission to *be*, their value lies in their 'potential'; robots can only *imitate* humans, a robot's value can only ever be in its 'output'. Credibility is value. One can't have value without it.

You want to understand more about the issue of bullying in the NZ workplace. Here, I think I may be able to help as my work history has been defined by it. Will you accept 2 of my books? 1. *'Emperors and Gods'* was written between my last work period and my diagnosis. I'd become homeless again, rattled out the bottom of another job, another house, another town, another scene, another group of friends. I wrote it in a rather grumpy frame of mind, but still was careful to not exaggerate. All is true. It's everything I know and have experience of working in the adventure industry. 2. *'Citizen.Robot'* was written after my Asperger's diagnosis. I wanted to discover whether the workplace and Asperger's could in any way reconcile without harm. No; is what I found. Work culture reflects wider culture, and our wider culture is stretching itself skinny as it strains towards inequality. So, I wish you well. Good luck. Go get 'em. I don't know how you'll be able to make positive change with your work, but I hope you can. It's a big problem. I mean, it's a vast, complex, interconnected problem. It'll be like water held in your hands; parts mixed, parts whole, even contradicting; still, or dynamic; definable; indefinable. The way *I* did it was simply to write everything about everything. I hope this is how you can make use of my work. It's the problem, yip, *and* the context within which the problem exists, perpetuates, thrives. The one can't be without the other. I encourage you to view bullying this way, too. Bullies exist in the workplace because society allows them to, even rewards them. One person's bully is another person's pillar of the community. We're a 'dog eat dog' society deep down. But we're hedonistic, too. We can't illuminate a bully's departure from the community's stated values without risking harm to their happiness. So, people can be bastards without risk. There's no such person as a bad person in the culture we have.

*\*As it turns out, Tony Attwood does; Tony Attwood understands what Asperger's Syndrome is.*

I know you'll work your guts out on this. I'm not worried about ya. Thank you. And thank you for the opportunity to contribute.

Kindest regards,

*The following is an excerpt from Citizen.Robot...*

***I know there is no Bogey-man.*** I know I'm not targeted by 1, but I *am* defenceless. I don't feel affected by systemic discrimination\*, but I *am* a constant victim of opportunists who seek to gain advantage. I'm careful not to exaggerate or embellish my harms, but I've no credibility. My concerns are minimized, disbelieved. I don't know what to do. I can't keep throwing myself to the wolves, but nor can I convince anyone that the wolves have my scent. I can't even convince anyone that they *exist!* Because, to ordinary people, they *don't* exist. They only seem to exist for me. We believe what we see, what we feel, what we experience. We wear our own shoes and rarely try on the shoes of others. We must be hedonistic. Huh, a thought... I've been told many times: "You have to be realistic!" But perhaps what was truly meant was: "You have to be *hedonistic!*"

*\*Hmm, this isn't always black and white. Sometimes I **do** feel systemically discriminated against. Certainly, it's easier to not take my Disadvantage in the workplace personally if I choose to feel a victim of a broken, inhumane system, rather than a victim of bullying individuals. And by the standards of the community, these individuals are good people. So, there's no opportunity to feel attacked in person – by people – I haven't permission to feel this way. I haven't the Right. I **am** harmed, though, and find myself wishing to push back at that which pushes me. But if the system is going to take the blame, does this absolve individuals of the harm they perpetrate? Won't the status-quo only be re-enforced, this way? Of-course, a tiny robot like me can attack the system, let off steam, without fear of further personal harm. I could beat at its steel walls and it wouldn't even notice me, let-alone fight back. A different story if I choose to defend myself against an individual. Here, there **will** be a fight. And a fight where allies will rally not behind me, but behind the person of status. The 'good' person. How do I know this for sure? Because I have and continue to live through it.*

Dear Mr Hosking,

My name's Grant Beaven. We've never met, nor corresponded, but I think you know me. I mean, I think you *believe* you know me. No. Not the way to start. My name's Grant Beaven and I follow your work. You're very good. You're one of our community's leading voices; with hard work your opinions have gathered a gravitational and compelling force. Impressive. Admirable. In fact, what I've admired most about your work are the few times you've walked back on your words. Admitting when we've been in error is a true expression of integrity. And it's this strength of your character which I hope to appeal to here.

You wouldn't say you're a bully, of course you wouldn't. How could you be considered one? A bully will benefit personally, cement or increase their sense of status from the harm they inflict, and they can only do so by being aware of it. They'd have to witness this harm first-hand to be a bully, right? So no, I can see you'd not consider yourself one. Harm inflicted over the airwaves and in print is flung far enough away that evidence of its impact would be tiny dots on the horizon of your consciousness. Insignificant, of no account. And I'm sure this lack of apparent harm, or the lack of rebuttal from your victims must give your words a kind-of correctness, rightness, legitimacy in your eyes. Well, Mr Hosking, *I* am harmed, and here and in my book *Citizen.Robot*, I present my harm to you.

I know you're a friend to business, a servant of it. I know you have a meritocratic point of view. I know you believe in the economy as a sort-of God, inviolate, holy, and that our purpose as individuals is to serve *it*, rather than the other way around. True citizenship is equal parts obligation, reward, and protection. For a person of my class, citizenship is expressed in employment. And after 103 periods of employment I know that my citizenship isn't whole as I've felt neither reward, nor protection. The worst thing one can be in this country is lazy. If to be successful all one has to do is work hard, those who don't succeed mustn't have worked hard enough. This is the trap I've lived in all my working life. I've been enslaved by my own values. My values which are based on *your* values. You see, I have Asperger's Syndrome. I'm an imitator of the neurotypical. I'm an imposter human. I've studied your human values and made them *mine*, my system parameters, my robot program. In my study, my careful observation, I've learned things which I wouldn't have if integration was a simple thing for me. I've discovered I'm tethered to your aims in a way which disadvantages; I'm far less adaptable than neurotypicals are. I can't step away from my system parameters the way you can. I can't reduce or divide my commitment to integrity while still believing it remains whole, intact. Here I describe your hold over me. This is the point I become your property - your malfunctioning business chattel. You can have your cake and eat it; I'm useless to you while simultaneously ever at your disposal, which means I'm in a situation in which I can never win. This is the truth of our competitive, competitive, competitive culture. The winners don't just beat the losers, they beat them down. The game of our modern economy is played this way. Our community's stated values - for the winners - aren't guidelines or commitments, they're instead both camouflage of mischief and weapons of control. I see your role as part of this. This is how I can say that some of your comments cause me harm.

Of-course, you'll be as attached to your views as I am to mine. Your views are clear. They're public. Can I offer you another point of view? I want to show you what your business-owning friends have done to me, what those who share - and act on - your beliefs, your world view have done. I hope you'll read my book and understand my side of this story. And I hope you'll understand my fear in presenting it to you. Because I could be making errors of my own: assuming you're a good person who's at times misguided by harmful beliefs; or giving the bully his power.

Kindest regards,

11/12/2018

To whom it may concern,

I'd be very grateful if somebody from the MBIE could take some time to read my book. I've had to leave the adventure industry, but I have friends who yet remain. They're more resilient than I am. I'd like you to see for yourself exactly how resilient they need to be.

Emperors and Gods provides advice to new business owners of the adventure industry. I've not written it as I wish the world to be, but rather as the world *is*.

I don't think adventure industry employers are bad people, but I do think they engage in bad behaviour. Currently there are greater rewards for bad behaviour than good.

Perhaps you could prevent the adventure industry from continued harming of its personnel, further short-selling of its customers and from the determined undermining of its own future success.

Kindest regards,

Grant Beaven

## **LAST WILL AND TESTAMENT OF GRANT BEAVEN**

### **14/7/2021 last update**

*Like a scene in a production, I picture this document being read in a space filled with people – people of disparate variation in economic resource by their dress, but undeniable physical resemblance, otherwise. Familial resemblance. Harried characters, relaxed characters, bored or with a competitor's focus – a badly-written play in its first act, when I've played my last...*

*Much of my life was spent on the periphery, on the edge of things, yet none-the-less swept up. I often felt like a leaf on the wind, beholden to adults, then when I grew up, beholden to the designated, the **true** adults. I never liked this feeling. So, one of my wishes, one of my 'death-wishes', is that at the reading of this are everyone, no matter their age or family status, directly descended of Lynne and Ray Beaven, and those who are officially connected to these descendants. Can one of the adults please ensure the picture I have in my head is the reality (though, personal choice should be accounted for, of-course). Thank you.*

*Now, let's begin – along with the lolly-scramble, I would like to have my say...*

Before the turn of the last century, before 1900, the average life expectancy in Europe was only 17yrs. Society was intractably stratified in a way we now, here in this time, can scarcely relate to (*in our bewildered state*). The aristocracy, the elite were a separate species of human in thought, in activity, in moral outlook to those beneath the hard line, the giant space which delineated them from everybody else. The economic system was simple: there were landowners, there were industrialists, and there were those who worked for the landowners or the industrialists. To work for a landowner was, in effect, to be 'owned' by them. Chattels. The industrialists, though much newer on the scene than landowners, made sure that laws were enacted which, in effect, gave them ownership of their workers, too. This societal structure was extremely secure because it was the cultural norm, universally accepted, with moral assumptions made of every level of wealth – so to be poor was a death sentence; it was un-survivable. Capitalism, perfect capitalism.

But as time went on, as the gap between the 'haves' and 'have-nots' was actively increased, ruthlessly, brutally defended, and as the torture of those owned as property became less and less bearable, the 'mob' began to stir. Eventually, these stirrings couldn't be ignored, anymore. The elites saw the risk. The 'enemy' must not be they. The enemy must be 'the other'. Nationalism was born. Or if not born, we might say the scab of nationalism was scraped off. The misinformation, the alternative facts, the propaganda, the lie: those who felt oppressed weren't oppressed by their owners, no, their oppressions, tortures, were the doing of foreigners in foreign lands.

World War One, The Great War enveloped the globe. Nations wielded their people like broadswords. But this was no ordinary, chivalrous war. The impact was such a colossal jolt that the people were shocked loose in their elites' grip. By the war's end, the people were bled dry – of their limited wealth, of their trust in their leaders, and for millions - of their lives. New ideas began to flourish in the minds of the survivors. Individuals valued themselves differently, now. They hadn't been glorious soldiers for a mother nation, they'd been canon, machine-gun and mustard gas fodder for the elites. And then came World War Two. Germany had been humiliated by the conditions of their surrender of WW1 and they suffered in punitive deprivation. So, again nationalism there was ignited. This version of nationalism quickly turned arrogant, then turned

cruel, then turned evil. Reluctantly, the other countries of Europe and elsewhere made their stand, bringing the resources of their empires to bear. But who was there left to pay for it? Only the elites yet had any money. And this was a mechanised war – the machines needed machine-builders, a workforce. Finally, workers were in a position to demand reasonable conditions of labour. It was here that a middle class was born. By the end of the war empires were shattered, the elites were drained, and the workers were empowered. A new economic order prevailed. Governments carefully controlled the financial systems and capitalism, at last, was held in check.

A few decades now of relative security, relative stability, and steady economic growth. Societal equality was as even as it perhaps had ever been\*. Work and remuneration now became a basic equation of this for that. Folk worked for what they had, earned what they had. Here was a relatively healthy version of capitalism (*besides some residual inequities – a whole gender in the case of women - and the ruination of our environment*). One's 'value' is due reward of contribution.

*\*Not so for those who had long been slaves. Slaves were redefined, society wouldn't accept this terminology anymore, but slaves they remained in truth if not in name. A culture with an in-built structural inequity is a culture with a cancer. Eventually, this cancer will spread because this is what cancer does – this is what we are seeing - and society will not survive... unless it heals itself. Let's talk about cancer...*

But there are capitalists and there are capitalists. Some will always want more than they need. Every society has its elites and soon, at last, these elites won their long battle for deregulation of the banks. Banks – banks were forever able to manufacture money from nothing, from mid-air with loans, but there had always been government restrictions. They'd had to back these loans with actual physical money. In the 1970s these bonds were loosened. By the mid-1980s the entire banking sector was deregulated, unfettered. Casino-ized. Money buying money. A global orgy of banking bad behaviour ensued. Debt became a commodity, then a toxic commodity. Eventually, debt is the system's foundation – though the truth of this is hidden, disguised by bankers, misunderstood by economists and politicians, and utterly unimaginable for anyone else. It was a pyramid scheme. For a business, profit is an essential concern, but now becomes the *only* concern. Workers in this new climate were suddenly viewed not as assets to a business but as a cost to a business. The elites turned their favourite war machine, the media on the workers, shattered the worker unions, isolated, trained individuals in individualism, taught the populace to seek the dream of singular 'success', eroded established, hard won working conditions, exhausted workers, destabilised them, pit them against each-other in competition, a race to the bottom (*and globalization ensured competitors play opponents across the planet in this winner-takes-all game*). Our society's culture is redesigned, guided by values of greed, winning, fashion, consumerism, spending, hedonism. At the same time the elites convince us, fool us that we're all in it together, suffering for a glorious collective purpose (*Stop. Look around at faces. The truth of my statement here will be in the disbelief written on some of them*). But the elites have always known that wealth is not in earning (*beside extreme, outlier cases*) but in owning. They pluck their money, as they always have, from thin air, but they don't put it towards 'productivity', they put it instead into assets. They leverage these assets for yet more money, buy more assets, drive up the asset prices, leverage these assets for yet more money, but even though there's more and more money in the world, it becomes less and less productive. It does society no good. The power of the elites grows. Now they alter tax law. They believe, they say: "Only the poor pay tax." And they make sure they're right. A nation's infrastructure is paid for by taxes on wage labour only, because that's the only income the governments can get their hands on. Those who contribute the least to society ensure through deception, false representation, that they must be valued the most, rewarded the most with status. Corruption. This was our fall.

How were the people led again to their own enslavement this way? With a middle class had come universal education. We knew our history, now. We wouldn't be so easily drawn into throwing our lot to the goals of the elites. We became too smart for that. But what if knowledge can be made useless? What if stated values and hedonism could be weaponised? We *could* be enslaved again. But how? Intangibility. Insubstantiality. 'Truthiness', where no statement is truly false, and no statement is truly true. Discomfort comes, harm comes. We feel both. But the early feelings are vague, dismissible, can be minimized. We try to express our felt harm, but hedonism keeps us quiet. We try to catalogue our harms, but intangibility makes it impossible. And when we try to hold the perpetrators of our harms to the templates of our stated values, to the law, their insubstantiality and our commitment to hedonism allows them to slip through our fingers.

Time rolls on. The haves have children. The have-nots have children. The children of the haves are supported by their elite parents, opportunities abound. The assets are passed to them. The children of the have-nots look around and see little opportunity. There are no assets for them. They must work for a have. They must be grateful for the scraps; they must know their place. And finally, we have come in a full circle. Our elites are become our aristocrats. There are asset owners, industrialists, and there is everyone else: the people who belong to them. Once again, to be poor is a death sentence.

Sheesh.

If you're reading this, I've died. Is this not bummer enough? Why pile bummer upon bummer with a big bummed-out story of my understanding (*albeit abbreviated*) of our bummed-out economic history? Because this is a will. A will is meant to transfer my wealth upon my death to those close to me. But I wonder: 'Is this the right thing to do?' Does this not perpetuate the status-quo? Does this not support inequity? Well, it might if I had any wealth. It's my belief that to be an employee is a risk to life. But we have the society we have. One must be able to spend if one is to survive. I don't want the people close to me to be caught in the grooves of our society, harmed, mined, put to worthless use, shamed. I want you to be free of those grooves. To be your own guide, led by your own values, not live by the values nor work towards the misguided, selfish aims of others. I make assumptions here of your goodness – I want you to seek your own aims. For this you will need 'spend-ability'. Because with spend-ability comes credibility and with credibility comes value. I want you to have value to society – whatever society becomes - while living on your own terms. Maybe this way you can challenge the status-quo from a position of invulnerability. Make society better.

In my 5<sup>th</sup> to last year of school, 3<sup>rd</sup> form, I entered a new world. We 'Turds' (*3<sup>rd</sup> form, turd form*) had entered a world of hazing. Hazing as a rite of passage. And this was the accepted reality by everyone, even the faculty. If our suffering became obvious or if we complained, we were told (*straight-faced*) to look forward to next year when we'd metamorphose from 'victim' to 'perpetrator', like caterpillar to butterfly - a natural progression of ageing. I chose not to metamorphose. I failed to learn the lesson of hazing and when I left school this failure made me the economy's victim. Here's why: Our economy is a Ponzi scheme, a pyramid scheme, a pyramid. Each new layer of the pyramid arrives at the bottom. One can't raise themselves from one layer to the next because the pressure which comes from above is too great. But one *can* descend. To stay in place requires the active torture of those in the level below. Now, we might recoil in horror at this thought. But we don't need to. We don't need to because we will still be 'good'. As judged by the values, the laws of the economy/society, we will still be good, as long as we are good to those who live with us on our own level. To hate those on the levels below is as natural and acceptable as teenagers hazing each-other.

This is the truth of our economy/society, and of the one we had before the one we have now. I don't want to help you better survive it, to help you haze with more confidence, I want to help you in being free of it.

I expect, knowing many of you, here, that a certain degree of eye-rolling is going on about the room. Well. I can only say that in terms of the way the economy relates to the people it captures, indoctrinates, rules, consumes, our family is one in which individuals have, as they say, 'drunk the cool-aid.' I've tried to not hold this against you. In many ways, my not drinking the cool-aid ruined my life. But I charted this course not as a choice but because following my expected, ascribed, assigned path had been inexorably and definitively ruining my life!

Finally, we're at the point of our being here. I have some stuff which might soon become yours. Not much stuff, and lots of it likely will be of little use to many of you. But as a person of small means, my purchase decisions weren't frivolous. The items I own are the best I could afford. Some are extremely specialized to certain activities, and within those activities I myself was specialized. Little of my stuff is for general purposes; one of my snowboards is only any good for riding street rails, it doesn't work on the mountain – however, as an 'art object', it's great because it's got a really-cool design on the base. The same goes for the board I actually used: it's a famous 'park' board with pro-model 'street' bindings, but it has a beautiful base and top sheet. My snowboard boots, too, are classics of their type. My soft gear for the snow is top of the range as well, if well-used. My helmets: 2 multi-use, 1 climbing, 1 white-water. A sport-climbing harness, shoes, chalk bag, descender, crabs. Camping gear – in fact my camping gear could be considered as part of my river-guiding kit; all highly specialized, cherry-picked for the way I liked to work. Water-proof gear bags and cases. Tent, bivvy-bag, sleeping bag, Thermarest, cooker, gas bottle, chilly-bins. Even most of my kitchen stuff has 'camping' crossover. 2 beautiful kayaks - top of their respective lines, 2 splash-decks, 1 great paddle. 2 white-water rescue-vests, 1 white-water customer vest; other rescue kit. Art stuff, including actual (*so-called*) art; get into it. I feel like some of my 'things' will have value to individuals among you, I hope not too much of it is thrown away. Go through my clothes, shoes (*size 8*), take what will have use. I don't have a great deal of ordinary 'house' belongings (*furniture*), I don't have a house, I'm homeless. But this could be for the better; people who have houses have their own house stuff, people without their own houses will have nowhere to put any. Take what you like of what little there is, though. And I *mean* that. This is why I wanted the whole gang here. I want everyone who's here to benefit. Go to where all the stuff is so you can see it, so you can imagine what individuals might do with it. Figure it out amongst yourselves. Advocate. Self-advocate. Be empathetic, be fair, be generous, be imaginative.

My camper should go to [REDACTED] and [REDACTED] and [REDACTED], as it was *they* who paid for it. Maybe my computer should, too.

Books. I have a pretty-neat magazine collection. Fashion, pop-culture. Magazines take up heaps of space and they're heavy, but they're important, in their way. My magazines were chosen as good examples of the form. There must be someone here who likes magazines. And my book collection as a whole – not as large as some, but there are books within which should be a part of every personal library. Some titles, admittedly, are crap – you don't have to keep everything. Talk amongst yourselves. Try to keep related genres together would be my suggestion, but you'll figure it out. Though, I will say, as a stipulation from beyond the grave: I want my science fiction collection\* to stay together and to stay in the family, not get split up or sold off, and don't let those amazing covers fade in the light. Somehow sci-fi has a dismissible image of make-believe, incredibility, low-brow popcorn entertainment born primarily of its mostly magazine publishing format between the 1940's and 1980's of last century. This unflattering view is true in some cases

but is wrong and misses the point in most. Because it's in science fiction or in speculative fiction or in fantasy that we truly express, examine and reflect the collective consciousness of the human species. This is an important job to do, the most important job that art has. So, please keep this part of my collection together. I'm proud of my collection. Of all the items I own, this collection is my most valued possession. I owned it, grew it, and kept it with me even while homeless. In fact, homelessness made having this collection even more important.

*\*Science fiction includes speculative fiction, fantasy, space opera, the 'future', the 'paranormal'.*

Lolly-scramble done. I hope you've all got some stuff which will do you good. Something you want. Thanks for your calm, fair, generous organization.

Now for my big item (*if it could be termed 'big'*). At time of writing this, my writing – my radio-plays, my non-fiction, all of it owes me around \$5,000. Of-course, I don't include my time in this figure, only what I've spent in cash. But maybe this won't always be the case. My work exists, it's real, it may one day have value to someone in a monetary sense. I bloody hope so. And if it has value then I've something of value to pass on. Here's where I get to the point of my history lesson earlier. From what I could tell, most of the doings I did in life were already washed away, minimised, credited to others or forgotten long before I passed. But as a Writer, I got to make my own monument. And if any of it can be managed in a way which earns money, then perhaps it can provide a way for individuals of this family to cut their own path in safety, free of the harms of the economy. Think of it as a money garden. Perhaps someone in the family tends it, earns a fair remuneration for their efforts. But everyone in the family can/must benefit from it. I don't know how this would be best arranged, how it would be best structured, but it's my wish for some official entity or quasi-official entity to exist. Do you do it yourselves? Do you employ a management company to do it for you? I bequeath these decisions and any future benefit of my writing to all in this family line.

If you're not now one who, like me, is harmed by the way our economy functions, you *will* be (*economic cancer, remember?*). Unless something is changed, unless the trajectory of this economy is deflected from its current course, we will *all* end up enslaved. In a world of haves and have-nots, it's better to be a have. Only the haves have any power. Only the haves have choices. The have-nots have no power, their choices are made *for* them. But there's one way this might change: If we accept that a fundamental element of our economy is 'merit', that we live in a meritocracy, we can begin to see a way to change our course. In a meritocracy we can believe we are being fair. As humans, our relationship to merit is strong; one earns value by earning merit... though this can be misunderstood because the merit-to-value equation is applied unequally. And in our highest echelons it can be utterly askew. There is a point an individual can come to believe they've 'earned' everything they have, single-handedly – as if the infrastructure of their world wasn't designed, built and kept running by others. As if they'd have been able to focus on their goals, work towards their goals even if they were, in fact, in a community of one. That they somehow strove without assistance before they met their aims. That there were no systemic advantages. That there were no singular advantages of luck (*such as to whom they were born and into which kind of body*). Individuals of a meritocracy can delude themselves that it's possible to be 'self-made' in our interconnected world. This is because of the way we reward merit. So, a have can believe the have-nots could better themselves if only they worked hard enough, if only they weren't so lazy, ignoring the fact that the haves are advantaged by the system they've built to enable and protect their wealth – wealth and position earned for them by the sweat, the

enslavement of the have-nots. A meritocratic society is a capitalist society. There are elements of capitalist motivation in human nature. Fine. But the only way for there to be 'winners' in a meritocratic societal system is that there are 'losers'. Our human natures *also* teach us that all are equal. Capitalism overpowers this notion, though. If our world can become one in which people understand that they're a part of their community, succeeding only if *all* in the community do, then we will at last arrive at a social democracy.

So, take the income my writing earns with my blessing - grow it, share it fairly, equitably among yourselves; use it to simplify your lives, use it to make life better, to meet your goals, to escape enslavement, to improve society. But don't go thinking you deserve it. Or you'll only be a part of the problem.

Love Grant