

BUILDINGTODAY

THE OFFICIAL MAGAZINE OF THE REGISTERED MASTER BUILDERS ASSOCIATION



VOLUME 27 NUMBER 10

NOVEMBER 2017

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REGISTERED MASTER BUILDERS



IN ASSOCIATION WITH CARTERS

APPRENTICE
OF THE YEAR

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WAIKATO
APPRENTICE
WINS NATIONAL
TITLE

DAVID KELLY:
KIWIBUILD AN
AMBITIOUS AND
POSITIVE MOVE



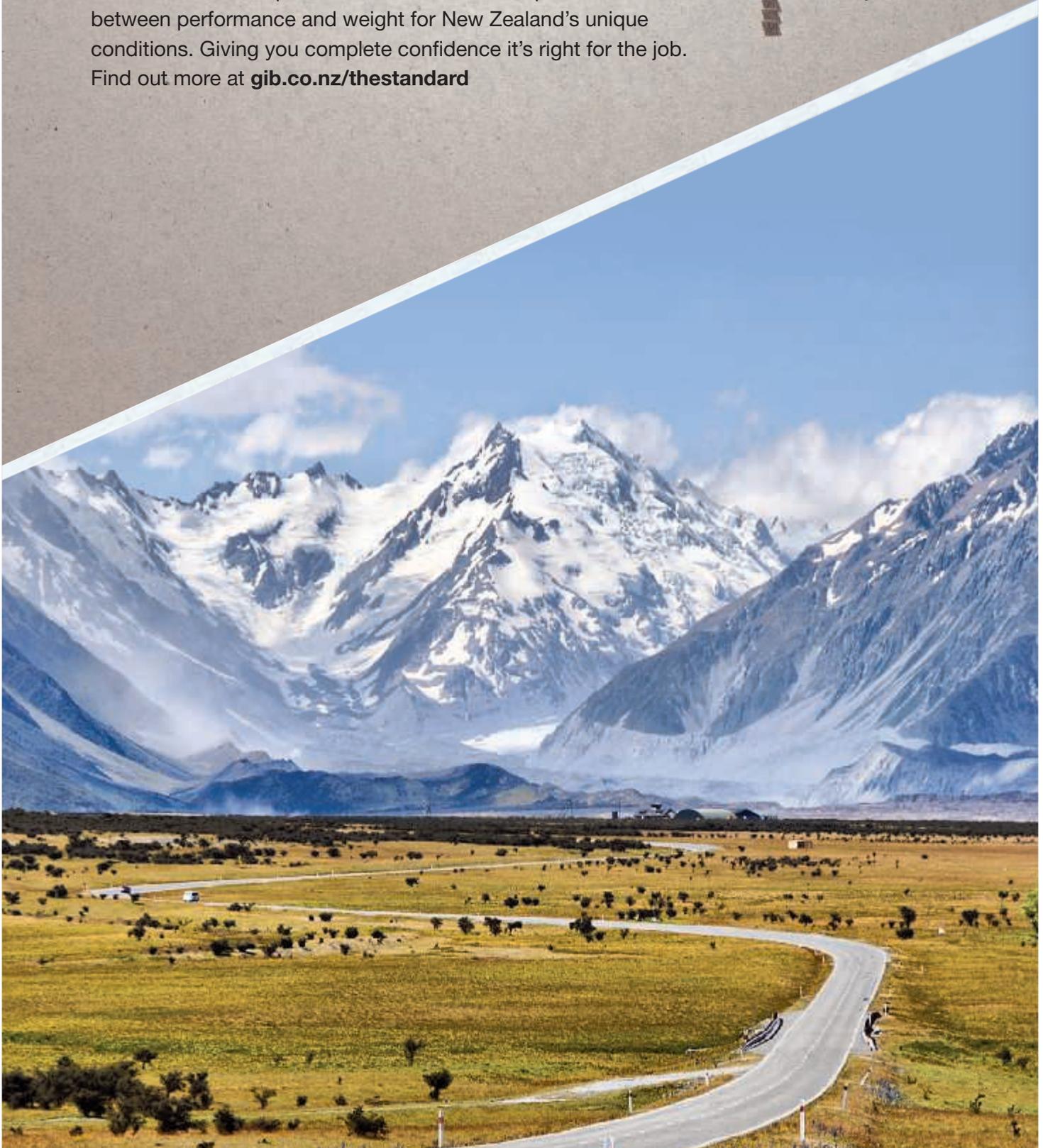
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BUILDINGTODAY

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There will be many in the industry asking how the newly-elected government is going to impact their livelihoods.

What effect will Labour's reduced immigration policy have? Will its proposals to build 100,000 affordable homes over the next 10 years, to create an Affordable Housing Authority, to grow the building workforce, and to invest in warm, dry homes come to fruition?

While Phil Twyford is the Minister for Housing and Urban Development, Jenny Salesa is the new Minister for Building and Construction. We briefly profile her background in this issue, and will cover Labour's industry policies in future issues.

Also this month, look out for results from the prestigious RMB CARTERS 2017 Apprentice of the Year national finals held in Auckland recently.

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KiwiBuild — an ambitious and positive move

Chief's Chat

By CEO David Kelly

The incoming Government has put housing and construction at the top of its priorities with the new \$2 billion KiwiBuild scheme.

With a target of building 100,000 new affordable houses in the next decade, it is undoubtedly ambitious.

All three parties in Government campaigned heavily on increasing housing supply, improving the quality of housing stock, and strengthening the built environment.

Many will judge the Government's performance in the first term almost solely on whether they can clear the way, particularly from a regulatory perspective, to build more homes.

Minister of Housing and Urban Development Phil Twyford, who was involved in the recent all-of-sector Constructive Forum, highlighted that the KiwiBuild scheme aims to build 100,000 high-quality affordable new residences over the next 10 years.

We support the Government's intentions, and believe the key to achieving them will be forming public-private partnerships with the sector.

Minister Twyford has already announced he intends to work with New Zealand companies to implement KiwiBuild. This is good for the sector, and for New Zealand.

He has already met with prominent building companies who are members of the Association. We believe greater collaboration between the sector and Government will help drive greater innovation for the sector as a whole.

The new Government will also need to have a meaningful look at planning, including infrastructure, land availability, and finance.

We have previously commented about the poor co-ordination and lack of consistency between planning documents such as the Resource Management Act, the District Plan and design guides.

We believe the current planning system is not fit for purpose. It results in land and sections priced at a level that makes it near impossible to build affordable housing.



Another key issue is skills. Labour has said the KiwiBuild programme would be implemented in conjunction with a KiwiBuild Visa to address current skills shortages in the sector.

The KiwiBuild visa scheme is, however, limited to between 1000 and 1500 at a given time. Whether this is enough remains to be seen.

We are pleased to hear that any proposals to limit immigration must be balanced by the needs of the sector.

Fostering the sector's ability to recruit and retain talent is vital. This is not just an issue for large commercial builders, but also residential builders. There is a need to develop a more responsive training system.

Labour has previously signalled that it will require contractors on Government building projects to have apprentices on their staff. They will also channel social welfare payments to businesses to take on apprentices. We welcome both measures.

We are also encouraged to hear the incoming Government recognise the importance of construction in New Zealand.

There is much at stake for the sector and for New Zealand, and we look forward to working with them in the coming months.

New man at the MBS helm

Scott Matthews was recently appointed Master Build Services General Manager. *Building Today* caught up with him to find out more . . .

When did you take up the position of MBS General Manager and what attracted you to the job?

I joined Registered Master Builders on October 2, 2017 as General Manager on the guarantee side of the business, so I'm still relatively new and learning lots every day.

The first month has been challenging (whilst I get up to speed and learn more about the business) but fantastic.

There's a great culture, I'm working with smart, committed people, and there is a real focus on supporting members grow their businesses, whilst promoting the interests of members.

Having spent the past seven-plus years of my career with a New Zealand member business, I was keen for a challenge in a similar organisation.

Whilst the RMBA is proudly more than 100 years old, it is even more relevant in today's changing environment. The guarantee product has been providing valuable piece of mind to home owners for more than 25 years, and I feel privileged to lead this side of the business.

I also wanted a role where I could continue my education and continue to learn new skills, so was particularly excited to work with RMBA chief executive David Kelly and the Guarantee Board.

They all have a wealth of experience. and you don't often get a chance to work with people of that calibre.

What is your priority going forward for Master Build Services?

I have four main priorities over the short-to-medium term:

- To review the guarantee product to ensure it is still the benchmark product in New Zealand construction, providing value to our members and confidence to consumers whilst further strengthening the Master Builders brand.
- Looking at enhancing the guarantee web site to ensure it is fit for purpose, truly reflects our values and history, and it truly engages members and customers in an informative and structured manner.
- Developing and launching online services to allow builders to view guarantees relating to their customers, and potentially lodge guarantees electronically in the future.
- Finally, and most importantly, to visit and



truly engage with the membership, by getting out to meet members whenever possible.

Are there any major changes you'd like to implement regarding the Guarantee?

Given that it's been a little while since the last review, I think it's good to ensure we are providing the very best possible product to our members.

I have already developed some thoughts and ideas around the guarantee and, whilst in the initial stages, it's safe to say that we will be making some significant changes and enhancements early next year.

I also want to focus on making it easier to lodge and review guarantees, so will be looking to develop digital solutions for the member initially and, potentially, the home owner, to view their guarantee online.

The recent Government change could once again raise the issue of compulsory guarantees, as this has been adopted in other parts of the world.

Whilst the wording and guarantee documents are good, I believe that we can be better, so will be looking to continue the great work we have started in making all our documentation informative, logical and easy to understand.

I also want to ensure that every time a member or home owner talks to us, they receive the very best customer experience possible. Therefore, we will continue to invest in training and technology to ensure we keep that promise.

There are other building guarantees in the New Zealand marketplace now competing with the 10-year Master Build Guarantee. What makes the RMBA's product stand out

amongst the competition?

The market is ever changing but competition is always good as it causes us to question what we offer and ensure that we are still relevant and providing value.

I believe that our 100-plus years as a member organisation and 25-plus years of claims experience is invaluable and unique in the marketplace, giving us important data and insights.

I also believe we are fundamentally different, in that we exist to protect the home owner only if a member is unable to support a claim — I strongly believe this produces better outcomes for home owners.

It's about doing what's right, paying claims, and looking after the home owner if things haven't gone to plan.

We have an independent board of experts from the industry who lead and provide governance to the business, independent actuaries, healthy cash reserves to meet any future claims, and we file annual reports to the Reserve Bank of New Zealand.

Can you outline your previous employment positions within and outside the construction industry?

During my 20-plus years in financial services I have long been heavily involved with mortgage lending and, as such, have dealt with the new build segment of the industry on several occasions.

Whilst my actual construction experience is limited to a month working for a relative's business, I believe that all businesses are based on the same essential foundations — honesty, integrity, relationships and strong products.

What interests/hobbies do you have away from the workplace?

Having left the UK 13 years ago to move to New Zealand, I have spent the past eight years living in the awesome Wairarapa, where I purchased land and was lucky enough to have Paul Southey Construction build our home.

When not at work, commuting or being a taxi to my 13-year-old daughter and nine-year-old son, the Wairarapa is an amazing playground, and I can often be found tramping, at a winery, or planting that "last" tree for my wife.

Waikato's top carpentry apprentice wins national award



Registered Master Builders CARTERS 2017 Apprentice of the Year Vincent Hubbard from Hamilton.

Vincent Hubbard from Hamilton has been named the country's top carpentry apprentice, taking out the title of Registered Master Builders CARTERS 2017 Apprentice of the Year at this year's national competition.

The 10 national finalists took to their tools for a six-hour practical challenge recently. They were tasked with building "puppy palaces" which will be donated to the SPCA.

Vincent's puppy palace impressed the judges enough to take out the top prize, and was crowned the 2017 Apprentice of the Year.

Vincent, 24, is employed by Urban Homes, and trained through the Building and Construction Industry Training Organisation (BCITO).

Second place was awarded to Jack Clifford, 24, from Napier, who is employed by Christie Builders and Joiners, and trained through the BCITO.

Third place went to Logan Alderson, 20, from Manurewa, who is employed by CS Building, and trained through the BCITO.

Judges were impressed with Vincent's all-round knowledge of the industry and excellence in all competencies.

"Vincent had a very solid submission and spoke well about his project in the interview. His passion for his project and the industry really shone through," they said.

"He had a calm temperament throughout the entire competition and handled the pressure extremely well. This was evident in being the only apprentice to complete the puppy palace on time.

"His puppy palace was completed to a very high standard of craftsmanship — a worthy winner of the 2017 Apprentice of the Year."

The two-day national competition saw each of the 10 finalists undergo a 45-minute individual interview with the judging panel.

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Registered Master Builders CARTERS 2017 Apprentice of the Year placegetters, from left: Logan Alderson, winner Vincent Hubbard, and runner-up Jack Clifford.

This was followed by the challenging practical component, the puppy palace build, which took place in front of an audience of family, friends and the general public at the ASB Showgrounds in Greenlane, Auckland.

The gala awards, hosted by Mike Puru, were held later that evening.

Registered Master Builders chief executive David Kelly says it was fantastic to see the level of talent and skill across the young apprentices, and the support of their employers who are essential in supporting the growth of New Zealand's construction industry.

"Apprentices and employers have a fundamental role to play in ensuring we meet the growing demands on the industry. With one in 10 business enterprises in New Zealand in the construction sector, employers can provide apprentices with sustainable career options within a growing industry," Mr Kelly says.

"Apprentice of the Year is a great opportunity to recognise our most talented apprentices, and celebrate their employers who are supporting and growing New Zealand's construction industry."

Supporting the competition for the 13th year running is principal sponsor CARTERS. CARTERS chief executive Mike Guy says CARTERS is honoured to have been a part of launching the careers of skilled apprentices for



Registered Master Builders CARTERS 2017 Apprentice of the Year finalists with one of the "puppy palaces" they were tasked with building.

more than a decade.

"Apprentice of the Year reflects CARTERS' ongoing dedication to supporting New Zealand's apprentices through investing in training and mentoring," Mr Guy says.

"New Zealand's construction sector is booming. Attracting young talent to our industry is key to its ongoing success," he says.

"We congratulate Vincent on his win, and look forward to seeing all the finalists launch their careers and make their mark on the industry."

Apprentices, employers and young people aspiring to be a part of the construction industry are encouraged to join the Facebook

page at www.facebook.com/registeredmasterbuilders.

For more information, visit www.apprenticeoftheyear.co.nz.

The Registered Master Builders Apprentice of the Year competition is made possible thanks to principal sponsor CARTERS, the Building and Construction Industry Training Organisation (BCITO), and supporting sponsors the Ministry of Business, Innovation and Employment (MBIE), and APL through their Altherm, First and Vantage brands.

• **Apprentices/Training feature, pages 24-27**

REGISTERED MASTER BUILDERS

HOUSE OF THE YEAR

Winning Grey Lynn renovation a contrast of modern and historic

A villa refurbished to blend together old and new has taken out a Supreme Award at the Auckland Registered Master Builders 2017 House of the Year competition.

Broswick Builders Ltd was awarded the Auckland Registered Master Builders 2017 Renovation of the Year, a Gold Award and Category win for the Renovation over \$1 million award.

As well, the company also won the Craftsmanship Award and the Sustainable Home Award.

Broswick Builders Ltd's Todd Wickenden says winning the Supreme Renovation Award was an exciting moment for his team.

"It was a really great moment. We were quite surprised actually, but really happy to come away with this result," he says.

The existing villa was refurbished and extended to include a modern three-storey extension, blending together historic and new elements.

"We upgraded the home to include new sustainable technology, including above-code insulation, solar powering, and a Tesla battery to allow the home to operate off the grid," he says.

Mr Wickenden says the level of detail and contrast in the home, and its use of different materials, created challenges for the team, but it also created its most stand-out features.

"There were strong contrasts between the materials and finishings used, from the cedar cladding and the restored existing weatherboard cladding.

"Everything was incredibly detailed with zero tolerances, so it required a high level of craftsmanship," he says.

Judges praised the blend of contrasting materials, and their comments show they were impressed by the quality of workmanship.

"The winning renovation was a traditional Grey Lynn cottage located close to the street, which gives little away to what's happened behind. Both old and new blend in an interesting way, making the home full of surprises," the judges said.

"Exquisite detailing, both inside and out, a mix of quality materials, along with exposing some



This Grey Lynn renovation was awarded the 2017 Auckland Registered Master Builders Renovation of the Year, a Gold Award, a Category win for the Renovation over \$1 million award, the Craftsmanship Award and the Sustainable Home Award.



of the structure internally, clearly shows everything has been thought through and executed perfectly.

"A new master suite, a large kitchen, living and dining area make this a very comfortable home. A joy to inspect."

Mr Wickenden says he is looking forward to the national competition, and wants to see how his project compares to those around the country.

"Winning this award is great for the profile of

our company, and really reinforces the standard of work we provide," he says.

As a Registered Master Builder for seven years, he praises the Registered Master Builders Association for its reputation of quality and its ability to network other members.

The Awards are made possible through the support of PlaceMakers, Master Build Services, GIB, Nulook, CARTERS, Plumbing World, Resene and Bunnings Trade.



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Queenstown home's beautiful craftsmanship impresses

An impressive and beautifully crafted Queenstown home has won a Supreme Award at the Southern Registered Master Builders 2017 House of the Year competition.

Trinity QT Construction Ltd was awarded the Southern Registered Master Builders 2017 House of the Year, a Gold Award and Category win for the New Home over \$2 million award.

Roy Van Leeuwen of Trinity QT Construction Ltd says winning the top award was an amazing feeling, especially given the calibre of entries in the region.

"We were really shocked — the competition was so hot in the region, especially in the over \$2 million category. This was our first regional supreme win so it was definitely a proud moment for the team," he says.

Mr Van Leeuwen says the result reflects the collaborative effort made by the home owners and builders, and the quality of workmanship which makes the home a stand-out.

"There were a few challenges throughout the build — the site was quite difficult to navigate with the access out on the side of the hill, and the amount of ground water we had to contend with and control," he says.

"The owners took a lot of pride in the home, and we worked really hard to maintain the high level of quality throughout. We are really pleased with the end result."

The home spans two stunning sections on Queenstown Hill with panoramic views of Lake Wakatipu and the surrounding mountains.

The judges were impressed with the design, craftsmanship, and the way the build responded to the local landscape.

"Local schist stone strongly anchors the home into the hillside, and the use of cedar cladding and blue stone paving helps the home blend into the natural surroundings," the judges said.

"The home offers a wonderful flow, commencing when you first step into the entry foyer and past the wine cellar which flows up the stairs.

Spacious, glazed corridors lead you onto hidden courtyards and into a majestic living room."

"The extensive use of dark oak tongue and



This Queenstown home was awarded the Southern Registered Master Builders 2017 House of the Year, along with a Gold Award and Category win for the New Home over \$2 million Award.



grooved timber wall panelling, timber flooring and basalt stone throughout gives spaces a sense of warmth and material quality."

"This home is beautifully crafted, and one that the builder can be extremely proud to have created for the owners."

Mr Van Leeuwen looks forward to the national House of the Year competition later this month, and praises the Registered Master

Builders Association for the support and assistance it provides to members.

"The quality of construction in New Zealand continues to get better every year, so it's great to be recognised amongst the best," he says.

The Awards are made possible through the support of PlaceMakers, Master Build Services, GIB, Nulook, CARTERS, Plumbing World, Resene and Bunnings Trade.



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NEW ZEALAND COMMERCIAL PROJECT AWARDS

Striking award-winning building inspired by local legend

Inspired by local legend, the new administration building for Mangatawa Papamoa Blocks Incorporation took out the Value Award under \$2 million and the prestigious Special Award at the 2017 New Zealand Commercial Project Awards.

The legend tells of a baby whale and its parents who become stranded in Tauranga harbour, and are turned to stone after drinking from a magic spring, and go on to form the local hills.

Dean Ewing of Form Building & Developments says winning the awards for the Mangatawa Tari project was a proud moment for the team.

"It was really exciting for everyone. It was a design and build project so there was a lot of collaboration throughout the process, and it was great for the entire team to get the recognition for that," he says.

The Special Award is given at the discretion of the judges for a specific outstanding project or element of a project they feel is worthy of recognition.

Mr Ewing says the project's unique story and execution of this made it stand out from the competition.

"The entire design evolved from the legend of Mangatawa. We met with a carver at the beginning of the project who created three carvings which were integrated within the design right from the get go," he says.

These three carved Pou average more than five metres in height, and represent the three whales of The Legend of Mangatawa.

Mr Ewing explains that the shape and detail of the design made the build more challenging.

"The shape of the building was really unique, particularly with the roof in the shape of the whale's tail. There was also a large amount of detail in the facade that required a high level of craftsmanship," he says.

"However, the team worked really well together throughout the project, so the overall execution went really smoothly."

The judges were impressed with the building's striking design inspired through its strong cultural connection.



The new administration building for Mangatawa Papamoa Blocks Incorporation was awarded the Value Award under \$2 million and the Special Award at the 2017 New Zealand Commercial Project Awards.



"This legend drove a design in the shape of a whale tail, with a tall sweeping wall of glass facing the spectacular view across the Bay of Plenty," the judges said.

"The project took the legend to heart, never allowing practical considerations to water down the concept.

"The result is a striking building which is a great source of pride to the community it serves."

Mr Ewing says winning the awards lifts the profile of the company on a national level.

"The awards give us great recognition amongst our peers and reflects the quality of the work we produce."

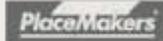
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Building and Construction Minister Jenny Salesa: A backgrounder

Labour has appointed Jenny Salesa as the new Minister for Building and Construction.

Ms Salesa has become the first-ever Tongan-born and raised Cabinet Minister, and also assumes responsibility for the Ethnic Communities portfolio.

She is also Associate Minister for the Housing and Urban Development, Health, and Education portfolios, and is the MP for Manukau East.

"I am immensely proud, as an immigrant and as a Pacific woman, to show that anyone who comes here can dream big and can be successful, through perseverance and hard work, at whatever they set out to do," Ms Salesa says.

Ms Salesa's family came to New Zealand when she was 16, and the next few years were spent sharing homes with other families in overcrowded conditions.

She attended the University of Auckland, and graduated with degrees in Education and Law, as well as helping to found the Pacific Island Law Students' Association.



New Minister for Building and Construction Jenny Salesa.

"New Zealand was a land of opportunity for me, and as a Cabinet Minister I can play a part in ensuring it remains so for everyone who chooses to live here."

Back in March this year as Labour's Skills and Training spokesperson, Ms Salesa said construction firms reported that it was harder to find skilled workers, showing the Government's failure to invest in training was contributing to the housing crisis.

"The construction industry is finding it hard to get the workers it needs, with 58% of firms reporting vacancies in hard-to-fill jobs, according to Statistics New Zealand," she said.

"We need to build a lot more houses, and that means a lot more construction workers. Labour will introduce Dole for Apprenticeships to incentivise construction firms to take on apprentices.

"We'll also make three years' tertiary education and training fees free, which will help more people get the qualifications the construction industry needs.

"Training and upskilling our construction workforce is a key plank of Labour's comprehensive housing plan. It will facilitate our 100,000-house KiwiBuild plan, and our commitment to building thousands more state houses," Ms Salesa said.

• **Mike Fox: Opportunity lost if Housing New Zealand buys 3000 prefabricated homes worth about \$1 billion from Irish company FastHouse — page 34.**

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Concrete comes together



Former Minister for Building and Construction Dr Nick Smith, flanked by Concrete NZ chief executive Rob Gaimster and Concrete NZ chair Glenda Harvey.

The New Zealand concrete industry has come together to promote concrete as the resilient construction material of choice for a modern New Zealand.

Concrete New Zealand (NZ) was launched in August at a Parliamentary function in Wellington, and incorporates founding member organisations the Cement & Concrete Association of New Zealand (CCANZ), the New Zealand Concrete Masonry Association (NZCMA), the New Zealand Ready Mixed Concrete Association (NZRMCA), Precast New Zealand (PCNZ) and the New Zealand Concrete Society (NZCS).

Concrete NZ chief executive Rob Gaimster says concrete, in its many forms, is the foundation (and heart) of the majority of residential, commercial and infrastructure construction throughout New Zealand.

"The recent earthquakes have demonstrated the benefits of appropriately designed and built concrete structures. It is simple — concrete is functional, resilient and sustainable. In New Zealand, concrete is the ideal fit-for-purpose building material — it has no rival in modern construction.

"Concrete NZ is being launched at a time of unprecedented construction activity, with work across all sectors forecast to remain strong for the immediate future," Mr Gaimster says.

"New Zealand's cement production is world-class, as are our ready-mixed concrete and precast operators. The concrete industry is capable of meeting the expected rise in future demand.

"The idea of a single consolidated association for the concrete industry emerged several years ago. As an industry, we want to be better placed to promote excellence in all things concrete, in an efficient and effective manner that provides better value for all. I am very pleased that we have been able to realise that vision," Mr Gaimster says.

Concrete NZ aims to be a highly respected and valued association, supporting industry to position concrete as the resilient construction material of choice for a modern New Zealand.

This will be achieved through a consolidated voice that brings confidence, knowledge and leadership to members, industry and regulators.

"As a consolidated association, this new organisation speaks with collective authority on behalf of its members," Concrete NZ chair Glenda Harvey says.

"Stakeholders within government and amongst professional groups can now liaise with a single concrete industry association."

Through a pan-industry work programme, Concrete NZ will strive to improve perceptions, raise standards and promote quality through its consolidated voice. Areas of activity will include regulatory advocacy, knowledge transfer and Standards development.

"We are very excited about what Concrete NZ can help its members achieve in the future. A key outcome of the consolidation will be contributing to a resilient and prosperous New Zealand," Ms Harvey says.

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IPENZ transforms into Engineering New Zealand

The Institute of Professional Engineers New Zealand (IPENZ) has become Engineering New Zealand, a new name that chief executive Susan Freeman-Greene says explains much more clearly “who we are and what we stand for”.

“It’s our job to bring engineering to life and deliver greater credibility, influence, recognition and connection for our members. This means transforming preconceptions about who engineers are and what they do.”

Engineering New Zealand has also launched a new membership pathway, which creates a professional home for engineers from all disciplines at all stages of their careers.

While Engineering New Zealand currently has a record 20,000 members, Ms Freeman-Greene says it wants to attract even more engineers so it can better speak out for the profession.

“We want to encourage senior managers, academics, engineering geologists, technicians and technologists to join, as well as engineering professionals from rapidly growing fields like mechatronics and software.”

“As well as designing buildings and infrastructure, today’s engineers are creating screens from nanoparticles, launching rockets and mimicking nature to kill predators,” Ms Freeman-Greene says.

Read more about the new membership pathway for engineers at www.engineeringnz.org.

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Property Council: Urban development issues need attention now

The Property Council of New Zealand says if the incoming government does not address three key factors blocking effective development of our cities, the country's current growing housing crisis will be the least of our issues.

PCNZ chief executive Connal Townsend says the Property Council has identified the systematic road blocks to urban development which need to be rectified now if New Zealand is to have well-functioning cities in the future.

"Currently our planning system is ineffective, and those within it are working at cross-purposes," Mr Townsend says.

"Councils are struggling with outdated funding tools which have led to ongoing under-investment in public infrastructure, and the construction industry is facing rising input costs, poor procurement practices and skills shortages.

"All those factors together mean that getting development projects to completion is expensive, difficult and increasingly lengthy. The result is we're not building enough homes, schools, transport and social spaces in our cities to cater for those who need them.

"We're seeing that manifesting in rising housing unaffordability in our main centres that will, increasingly, spread to the regions, and we're seeing councils struggling to fund vital public infrastructure because the current system of charging residents via rates or developers via levies just isn't keeping up with the need for new infrastructure.

"And we're seeing decisions that affect the liveability of our future cities being made by councils and government departments with often opposing desired outcomes, resulting in lengthy tugs of war within the system.

Mr Townsend says it's not all doom and gloom, and that considerable progress has been made in many parts of the country— projects such as Wynyard Quarter and Hobsonville Point in

Auckland, and Christchurch's SCIRT have provided vibrant hubs supported by shops, restaurants, homes and businesses.

However, it has been these systemic issues over time which have created the current housing crisis.

Mr Townsend says if they're not addressed then councils and government will struggle to provide critical public infrastructure, and demand for housing will continue to outstrip supply.

The Property Council has made 10

recommendations in a manifesto launched last month to address the issues, and calls on the incoming government to play its part in addressing the growing problem.

"There's been a lot of tinkering over the years — new legislation tacked on, new working groups and organisations. All it's done is add to the complexity and lack of co-ordination.

"We're asking the new government to work alongside local councils and the property sector to, together, address the issues that have created the current development bottleneck."

The 10 PCNZ recommendations

The Property Council's 10 recommendations for removing urban development barriers are:

- *Replace the one-size fits all district planning system with a flexible, dynamic system that enables home and infrastructure affordability, and is an effective response to growth and a changing future.*
- *Integrate the urban planning system to ensure alignment with economic development, environmental protection and infrastructure investment by making the Resource Management, Building, Land Transport Management and Local Government Acts work together, rather than at cross-purposes.*
- *Replace traditional funding mechanisms such as rates with a suite of funding tools that can be used on their own, or combined, to reignite investment in public infrastructure.*
- *Review the commercial property tax system to ensure alignment with other capital-intensive sectors.*
- *Amend the overseas investment screening*

regime to level the playing field for investment in commercial property, so that funding is available for quality buildings in New Zealand cities.

- *Simplify the building consent process so that it focuses on risk rather than detailed box ticking, so building better buildings (and upgrading existing ones) is more efficient and affordable.*
- *Improve construction industry productivity by building quality housing at scale near job hubs, and multi-modal transport connections to increase liveability and affordability of cities.*
- *Champion the role of technology and use of alternative products and innovative building construction methods.*
- *Liberalise the approved building products regime, especially for quality international products from reputable businesses and countries.*
- *Support upskilling and education within the construction industry to address lack of skilled labour, and ensure employees are equipped with the skills they need into the future.*



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These needs can also be acoustic. Owners with a high requirement for privacy may be looking for ways to minimise disturbance between rooms.

Even owners whose focus is on entertaining may still have a focus of particular areas where acoustic insulation is desirable.

To learn more, and to test the advice generator for yourself, go to www.pinkbatts.co.nz/recommends.

Regulating alternatively sourced and overseas building materials

As demand in the construction industry increases and companies face mounting pressure to build quickly and cheaply, the use of alternatively sourced and overseas building materials is on the rise.

However, with this, issues with quality, regulation and liability have also surfaced. Indeed, substitution of inferior products is one of the most pressing issues facing Auckland Council inspectors.

Stephen Walker, New Zealand Business Manager for CSR Hebel and a board member of the New Zealand Building Industry Federation, confirms that overseas product “provides great opportunity for cost reduction”.

However, “there should be adequate policing to ensure imported products and materials are up to the same Code and Standards requirements that are observed by New

Zealand manufacturers.”

In addition to imported material filling the demand gap, prefabricated construction is on the rise and, according to PrefabNZ chief executive Pamela Bell, is “viable for the rapid delivery of high-quality buildings”.

But prefab construction is also subject to the potential use of substandard products. The lesson is to understand the regulations that apply to alternatively sourced material, and ensure the proper diligence prior to purchasing, substituting or fitting material is undertaken.

Mr Walker and Ms Bell will address the challenges of alternatively sourced building materials during the Building & Construction Law Conference on March 1, 2018, in Auckland, organised by Thomson Reuters.

The conference addresses a number of other



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critical topics, including the new earthquake-prone buildings regulations, how to effectively secure council approval, and liability for defective building construction.

For more information, visit www.thomsonreuters.co.nz/events.



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BT's Back in Time

20 years ago:

- Hawkins Construction, one of New Zealand's largest construction companies, was registered under the international Quality Standard ISO 9002.

Quality assurance manager Robert Finlay said the registration was the result of two years' effort by management and staff nationwide.

"ISO9002 certification reaffirms the quality service we have offered in the past as well as being a guide to enhance our present and future operations," Mr Finlay said.

15 years ago:

- The New Zealand Construction Industry Council set out an action list of priority measures it considered necessary to raise standards and fully restore public confidence in the construction industry.

"Our prime objective is to lift standards and work practices throughout the industry," Council chairman John Pfahlert said.

"None of our members want to see again such

an unfortunate and extensive catalogue of difficulties over weathertight housing problems that have been reported during the past months.

"We agree with the Hunn report that there is no one single cause, and are of the view that most homes and apartments constructed over the past decade are sound and will meet the expectations of owners.

"But it is abundantly clear that there has been a marked and unacceptable decline in standards of performance from which no one section of the industry has been immune," he said.

10 years ago:

- Architects, designers and building officials were among the attendees expected at a series of seminars to be presented by senior BRANZ scientists Nigel Isaacs and Michael Camilleri, and Department of Building & Housing Building standards advisors Nick Locke and Stephen Ward.

The seminars focused on changes to Building

Code Clause H1 (Energy Efficiency) and their impact on house design and construction.

"Everyone involved in the design and consent process needs to understand the changes to H1 and what they mean in practice," BRANZ science communications manager Chris Kane said.

"No matter what the public demands, consents will not be issued unless designs meet the new H1 requirements. It is in everyone's interest that architects, designers and building officials are able to understand the changes from each other's perspectives," he said.

5 years ago:

- There was a cautious optimism that a gradual upturn in the fortunes of the New Zealand construction sector was starting to occur.

The Building and Construction Industry Training Organisation (BCITO) said Christchurch was going to be a hub of activity since insurance money from the earthquakes was finally starting to flow.

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Considering alternative funding streams



BCITO chief executive Warwick Quinn

By BCITO chief executive Warwick Quinn

The BCITO has a whole bunch of ideas and initiatives that we believe need to be addressed to improve skill development in construction.

One of the more controversial proposals relates to alternative funding streams to support those employers who train.

Only 10% of firms currently train apprentices, and we must grow that number. But we shouldn't continuously be going to the Government with our hand out as the industry has an obligation to play its part.

The industry training system requires all ITOs to be co-funded by their industries as well as the Government.

This is an important principle as it ensures our industries have "skin in the game" and, consequently, that our standards and qualifications reflect genuine industry demand.

However, this cost can also dampen the willingness and ability of individual employers to take on trainees.

As well as the direct financial cost involved in training, employers effectively provide a significant "in-kind" contribution when they take on a trainee — in the form of lower staff productivity, the cost of materials required for rework, and the like.

While larger employers may be able to carry this relatively easily, it can be an excessive burden for the SMEs that constitute the majority of construction firms (more than 90% of firms have five staff or less).

There are a variety of ways in which the need for an industry contribution can be reconciled with making training more financially sustainable for employers.

Within our industry, some support exists for the introduction of a training levy on employers from which a training subsidy might be paid.

The UK government recently introduced an apprenticeship levy on the payroll of large employers. Western Australia and Queensland operate similar schemes.

Not only does this system make training more accessible for smaller businesses, but it encourages firms to train in order to gain benefits from the levy funds that they contribute to.

Apprenticeship Reboot initiative

The possible effect of providing direct support to employers can be seen in the impact of the 2013 Apprenticeship Reboot initiative.

This scheme provided an additional public subsidy for employers' training costs when apprentices signed up, and saw apprentice numbers grow by 92% and employer numbers by 73%.

This suggests that a relatively modest subsidy — under the Reboot scheme this was \$1000 or \$2000 per apprentice, depending on the trade — can have a significant impact on the willingness of firms to take on trainees.

The concept of an industry-wide levy is not new to New Zealand — we already have a building levy that is used for various purposes.

Similarly, the Primary ITO has long used a levy model to supplement the funding secured from individual clients.

A levy system is not the only way of providing direct support for employers, but it provides a model in which such subsidies effectively come from the industry itself, thus preserving the key principle of industry contribution.

As a starting point, trialling such a system could perhaps involve the use of surplus funds from the existing building levy.

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More businesses need to commit to training

Team Cabling director Dave Burt implores more businesses to take on apprentices.

So, there is plenty of work, the construction sector is looking strong and the medium-term outlook is good.

There are plenty of drivers that underpin the positive outlook, such as a buoyant commercial sector, a housing shortage and leaky building issues that are largely yet to be addressed.

And, as I look upon the Auckland skyline, I see dozens of cranes busily building structures.

However, there is only a small percentage of these buildings that are filled with finishing trades — air conditioning, plumbers, fire contractors and, of course, electricians, the best of all trades.

At some point in the not-too-distant future sub-trades will flood into these buildings, all frantically attempting to keep up with challenging programmes and deadlines.

The issue I can't quite get my head around is, where are all these people going to come from? Certainly not from immigration!

Everyone is busy, no one has spare capacity, there are record numbers of advertisements for experienced tradies and, on top of that, we are recovering from an extended downturn induced by a Global Financial Crisis that saw many businesses turn away from taking on apprentices.

It looks to me like we are building for a perfect storm, and for those who have over-committed, well, they may just find their ship sinking, or at least taking on water.

Before we all throw our hands up in the air and admit defeat, I believe there may be a solution for businesses in the construction sector. Why not train someone, why not take on an apprentice?

I know, it's challenging and "you don't have time to spend training someone", just the same as when, back in the distant past, someone trained you.

Personally, I have always lived by the mantra: "Necessity is the Mother of all Invention".

In the summer of 1940 Britain had its back to the wall. The all-powerful enemy was attacking. The country was vastly outnumbered regarding planes and trained personnel — people who could fly the planes, repair the damaged aircraft, and build new planes and weapons.

While I may only have a cursory understanding



Team Cabling director Dave Burt

of history, I'm pretty sure Churchill didn't put advertisements in the paper looking for skilled pilots and aircraft engineers, hoping to poach them from the Germans.

Nor did he admit defeat. In a few short years, the country had geared up its armaments factories, built a new air force and turned the tide against its enemies.

What annoys me the most are those businesses that show no commitment to the industry, never train, and yet are happy to cherry-pick from those who do train.

And it didn't do that with experienced trained personnel. Women with little experience worked in, and ran, the factories.

Young men still in their teenage years fought off the enemy over the skies of Britain and ran bombing raids over Germany. And when those battered aircraft returned it was young engineers that repaired them so they might fight another day. If you want something badly enough, you will find a way to make it happen.

So really, is it so hard to train an apprentice to fit off an electrical switchboard, braise a copper pipe, bend some sheet metal or fit a door into a jamb and all of the other skills required?

I guess the answer is, it just takes some time, generally around three and a half years, and

some commitment.

At last count, our business had 38 apprentices currently in training. We have always been trainers, even in the down times. What annoys me the most are those businesses that show no commitment to the industry, never train, and yet are happy to cherry-pick from those who do train.

As for the young generation being different — yes, they are. Their world is different, the pace of information that they are subjected to is light years ahead of when I was a young apprentice.

I am never ceased to be amazed by what these young people can achieve when given the opportunity. All it takes is commitment, providing the right opportunity, the right environment and the benefit of our experience.

I see them enter the business on day one, a bit like a possum in the headlights, then I see them grow in confidence, and in just a few short years I see them as outstanding young tradespeople.

I get the most pride of all from seeing them qualified and training yet another generation.

As a footnote to parents, did you know that algorithms and artificial intelligence in computing will see far fewer jobs in accounting, law and many other industries?

So, before you encourage your sons and daughters into a lifetime of student debt, not to mention the debt incurred to the country, why not consider a trade?

They will earn while they learn and most likely never be out of work — and just consider the future business opportunities available to them.

So, I say forget a double degree in accounting and law. Consider plumbing along with a marketing degree, or an electrical apprenticeship and a business degree because, let's face it, electrical is the best trade.

In summary, we need more businesses to commit to training, and we need the best and brightest from the school system to see the construction sector as the excellent career path that it is.

Let's face it — we haven't stopped building stuff since they started putting pyramids in the desert.

Why separate education from work?

By Industry Training Federation chief executive Josh Williams

Apprenticeships are back, and it's about time too. New Zealand — like quite a few other places — is remembering that we used to take many of our young people straight into the workforce from out of school, under the wing of a skilled person, and give them a trade to forge out a career, make a decent living, and secure the future of the industry.

Apprenticeships teach people the right skills in real world situations. They save taxpayers a bundle, and help our young people avoid the trap of student debt.

We need more apprentices. And for every apprentice, we need an employer. It's employers that take on apprentices, and it's employers' time and commitment that develops the skilled workforce we all rely on.

We know it's a commitment, especially in the early months and years when new trainees and apprentices are just learning how to fit in at work, let alone be productive in your business.

We're working closely with the new government on how its "first-year free" policy will support employers with the first years in the apprenticeship system.

This year marks 25 years of the Industry Training Organisation (ITO) system and, looking around the world, it has been one of the most stable and successful vocational training systems.

ITOs provide access to quality assured training in businesses large and small, linked to qualifications that are nationally and internationally recognised. They work with employers and training providers to make sure people get the right skills and get qualified.

We now have the same proportion of apprentices (43,000) in the New Zealand workforce now as we did in the 1980s. And on top of apprentices, we have more than 100,000 traineeships in 25,000 wide-ranging New Zealand businesses.

We reckon it's time for companies, communities, schools, and mums and dads to question the sense behind separating education from work — is this the best way to meet our future skills needs? Does holding young people back from the workforce until their mid-20s do us or them any financial favours?

Let's get them going in the world of work, so

they can discover what sort of work aligns with their talents and interests, and then we can add the skills as and where and when they are needed.

You can always get that degree later should you feel the need, and when you are in a better position to afford it.

If our young people are going to be in a high-tech workforce for 50 years doing lots of different things, how does giving them big expensive qualifications before they've even got their foot in the door make them more employable or future-proof?

Some employers wait for the education system to get it right and complain that it never does. They say they don't have time to start people from scratch, but they end up doing just that.

But employers who take on trainees and apprentices are being the education system.



Workplaces are the best classrooms, with real equipment and settings, giving people technical and employability skills.

Employers don't just train people for the job but for the industry, creating highly productive and employable workers.

Don't get me wrong — education institutions and training providers have a big role to play, helping people to train and retrain, or to step up or change their career.

They work with employers to do the bits that are handled better off the job — basics, underpinning theory, the critical thing you need but doesn't happen in that firm, and not to forget the cutting edge, the high-end research, increasing automation and how we respond. It all adds up to skills.

Think back for a second. Back in the day when you were green as grass, someone gave you a chance. I bet you can remember their name. They set you on this path, and they weren't just helping you, they were keeping the industry afloat for the next generation.

So at a time when business is booming and skills are short, it's time to give a young person a chance. Take on an apprentice today.

Learn the basics to run a successful business

By Trades Coaching New Zealand's Terry Sage

Twelve months ago in this same feature I bleated on about the lack of real world training within the apprenticeship models.

I gave credit to the quality of trade skills that are taught, but noted the system fell short with regard to how to run a trades-based business.

There was feedback as well, which always makes a writer feel appreciated and, in this case, it was agreeable feedback — which is even better!

So what's changed? Have all the curriculums been rewritten since my startling revelations? Can every graduating apprentice run a successful construction business? Have I been swamped with million dollar offers to reform training models?

The answers are — and in this order — nothing, no, no, and unfortunately, no (but I live in hope). This is, of course, not a surprise, and I am not 100% sure I am correct with my answers as some minor changes may have occurred or are being discussed.

It is a huge ask to redesign a full trade

apprentice curriculum to include what I believe are essential business learning outcomes, so there is absolutely no surprise it has not happened yet.

Where does that leave the latest graduates, the ones just about to be released, and all the ones coming through the system?

Well, it leaves you in the same place as all your forebears — alone, wanting, and drifting in the current of business mayhem.

If your first thought is "well, thanks for nothing, you so-called business coach", I certainly can't blame you because wholesale change has been asked for for years and has not been forthcoming.

But does that mean you are destined to float in the current forever? Of course not — it just means you have to grow up quickly and make your own destiny, and not rely on others to do it all for you. Harsh words, but that's the reality here folks.

So while you are learning your trade — yes "while", not after, or when the hounds are at your door — get the basics sorted. The basics

Continued page 27

The quest for new apprentices

By Tertiary Education Commission chief executive Tim Fowler

At the Tertiary Education Commission (TEC) our mandate is to invest in and champion the value of tertiary education in all forms — from nano courses, to degrees, to on-the-job learning and trades training.

As the country experiences its biggest ever construction boom and other industries face significant growth, we are tackling the need for more apprentices head-on by funding trade careers programmes, and providing up-to-the-minute information on www.careers.govt.nz.

Gateway is one of the TEC's dynamic programmes for connecting secondary school students with local employers and industries that interest them.

We're proud of the programme's ability to give students the opportunity to experience real workplaces and help them gain practical skills and knowledge.

And for the businesses themselves, Gateway

From page 26

are all you need to run a successful business. Okay, a full BA in business would be preferable, but let's get real here — do you really want to spend another four to five years at Uni?

The basics are a short course in business planning, effective systems, human resources, cost-effective marketing and financial planning — all of which can be found without too much difficulty within the adult education sector.

Names and costs will vary and, to be honest, the quality will as well, but we won't know this until afterwards.

There is something else you really must seek out as an essential skill, and this is communication and people management — a skill set sadly lacking with many business owners which all comes down to attitude.

So, the bottom line is you are on your own for the foreseeable future when it comes to best business practices, but you're not on your own when it comes to finding help.

The training is out there and there is, of course, the ongoing support from the business coaching fraternity. All you have to do ask.

But do it early, not when all the staff have bolted and the bills to pay are higher than the debtors list.

offers the chance to explore the benefits of workplace training or apprenticeships, particularly those small businesses with no previous exposure.

Programmes such as Gateway and Work Inspiration offer young people real-world interactions with employers and industry professionals — often sparking untapped skills and talent at a crucial point in their career — when making those first big job decisions.

Maori and Pasifika Trades Training (MPTT) is another valuable scheme the TEC is proud to invest in.

Its success as a targeted programme for Maori and Pasifika learners aged 16 to 40 years to gain level 1 to 4 qualifications — and from there to secure apprenticeships — is helping to produce rising talent across trade industries.

Since MPTT started in 2015, it's helped more than 1432 trainees to learn a trade, and is looking for more women to join.

Around 50% of the working-age population in New Zealand is female — and MPTT's 2020 goal is that 30% of their graduates are women.

Investing in and championing NZ's growth industries

There's no doubt that trades careers have seen a huge resurgence in response to significant industry growth, particularly in construction and infrastructure.

MBIE projections show around 56,000 more people will be needed in construction-related occupations in the next five years, taking the total number to more than 571,300 in 2022.

So, how do we attract this scale of people to trade apprenticeships? At the TEC, we do this in two ways — by investing in trainees, and championing national initiatives with solutions to the apprentice shortage.

Recently, Industry Training Organisations (ITOs) submitted their investment plans for 2018 and 2019. All demonstrated a strong commitment to respond to industry needs through the upskilling of existing workforces and training new staff.

The TEC has allocated \$178.71 million to ITOs for 2018, with an additional \$6.7 million available to support further growth next year.

We're encouraged by the close work ITOs are doing with schools and tertiary education providers to provide programmes linked to Vocational Pathways, Trades Academies, Gateway and our DualPathways Pilot — the latter enabling school students to work

towards a vocationally-focused industry qualification at level 2 or 3.

Through this collaborative approach to the education to employment pipeline, young New Zealanders are starting their journey in the trades early and developing essential industry skills.

And it doesn't stop there. A significant amount of work is being done throughout New Zealand to promote the trades.

Skills Hubs

The Got a Trade? Got it Made! annual campaign is doing a stellar job in raising awareness of on-the-job training and apprenticeships, as are the new cross-government Jobs and Skills Hubs.

These Auckland-based Hubs are supporting recruitment and training in areas where there are sizeable projects that create jobs and opportunities to grow a skilled workforce. Right now, the focus is on servicing the needs of the construction sector in Auckland's building boom.

Henderson-based Nick MacDonald is an example of someone who's achieved many opportunities through the Hubs.

He was referred to the CBD Hub, and within a week was successful in securing a job in Wynyard Quarter Panuku Development (which leads the urban regeneration), and was then offered a BCITO apprenticeship with Wallace Construction after only three months with them.

The fact the Hubs have placed nearly 500 Aucklanders into employment, facilitated more than 2000 training opportunities, engaged with more than 80 Auckland companies and facilitated 32 apprenticeships, speaks to the headway being made to address the shortage of skilled workers in the construction industry.

Looking to the future, there are many exciting initiatives going full throttle to attract New Zealanders to apprenticeships and trades training, I am very optimistic about what we can jointly achieve.

Find out more:

Gateway: www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/gateway

DualPathways Pilot: www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/dualpathways-pilot

Work Inspiration: www.workinspiration.nz

Maori and Pasifika Trades Training (MPTT): <http://www.maoripasifikatrades.co.nz>

Registrar's update — RANZ How-to Guides and skills maintenance



By Building Practitioner Licensing registrar Paul Hobbs

I was recently asked about ways the Roofing Association of New Zealand (RANZ) How-to Guides can be drawn on for fulfilling Licensed Building Practitioners' (LBPs) skills maintenance requirements.

I've explained below how you can use these for the elective and the on-the-job learning aspects of the LBP scheme.

Elective activities

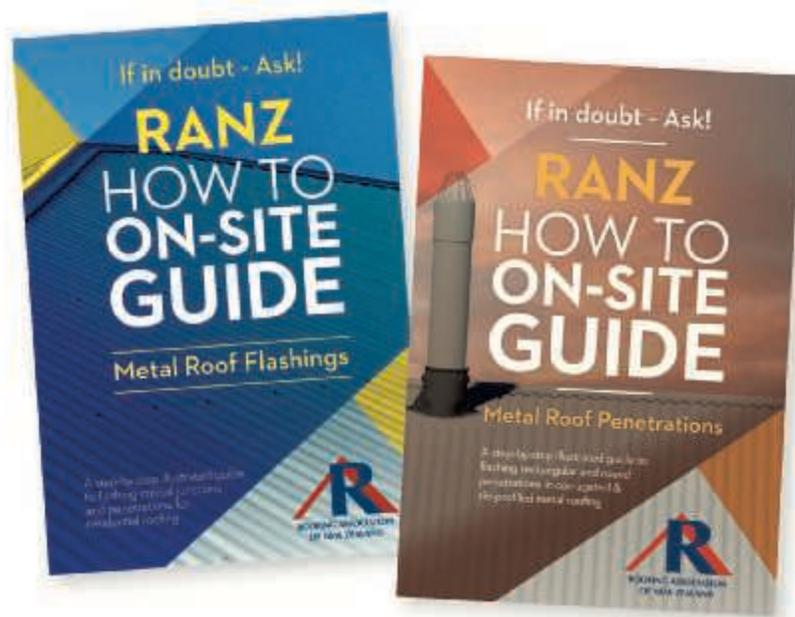
Elective activities are best thought of as those activities that relate to improving LBPs' knowledge or understanding of a task or method of construction, or a regulatory setting.

Reading the How-to Guides are just that, and count towards the elective component of LBPs' skills maintenance, so it's important that you draw on any reading you do.

As suggested in the name, elective activities are activities you choose to do, and could include reading trade magazines or technical guidance material, much like the RANZ How-to Guides.

As well as elective activities, skills maintenance also includes compulsory activities such as on-the-job learning and reading the mandatory Codewords articles.

Reading general technical content is valid learning. Most Roofing LBPs require 12 hours of elective activities over a two-year skills maintenance cycle, and the RANZ How-to



Guides may be used to fulfil a portion of this requirement, depending on how much time is spent and what is learnt from them.

On-the-job learning

Another part of LBP skills maintenance is on-the-job learning. This relates to the actual on-site application of new learnings.

The step-by-step How-to Guides produced by RANZ represent a means of completing an elective learning (by reading the How-to Guides) and on-the-job-learning, which is when the work is physically carried out.

The below diagram explains how the elective and on-the-job learning aspects of skills maintenance can work together when using the How-to Guides.

The learning process



For example, two to three hours could be gained by referencing the How-to Guides during a two-year skills maintenance cycle. As a flow on, two examples of on-the-job learning could be captured when you first implement the learning on site.

Continued page 30



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Roofingsmiths are trained installers of Euro-Tray, Heritage Tray and Solar-Rib.

www.roofingsmiths.co.nz

RANZ How-to Guides and skills maintenance

From page 28

The diagram at right is an example of what a Roofing LBP's completed skills maintenance record could look like.

Can I use this article as an elective activity?

While this article is not a mandatory read, you can use it as an elective activity, and you can record the time you've spent reading it in your skills maintenance diary.

In practice, it is likely to be easy to capture and record the combined time spent reading a particular publication rather than record time spent on an article-by-article basis.

Please note that you may record your skills maintenance online through the LBP portal or through a third party, such as an industry developed app, web site or on paper.

As you'll know, the building industry is changing constantly and rapidly. One of the benefits of skills maintenance is that it enables licensed people to keep current on rule and technical changes that may affect them.

The Ministry of Business, Innovation and Employment regularly creates and publishes "mandatory read" articles on regulatory, technical, and health and safety practices as part of the LBP skills maintenance programme.

These articles feature in *Codewords*, and are

	Skills Maintenance Requirement	Example of requirement being fulfilled	Points/ hours spent
Optional activities	Elective activities	Referenced the RANZ How-to Guides on various occasions during skills cycle	3
		Read technical material in <i>Rooflink</i> publications 77, 78, 79, 80, 81,	5
		Attended the 'BRANZ answers seminar'	3
		Attended the 2017 Buildex LBP seminar	1
		Total	12
Mandatory activities	On-the-job learning	<ul style="list-style-type: none"> Completed a CO8- rectangular undersoaker (level) roof penetration Completed a R07- rectangular over flashing with cricket 	
	Codewords	Read and completed the quizzes for the relevant 'LBP knowledge' articles featured in <i>Codewords</i> and <i>Build</i> magazine	

An example of what a roofing LBP's completed skills maintenance record could look like.

tagged with the relevant LBP icon they relate to.

With respect to the mandatory reading for roofers, you can log in to the portal at www.lbp.govt.nz, and the mandatory articles will be presented to you in your "dashboard", along with the quiz to complete.

Ensure you've done them all, either in the

portal or through another method mentioned above. This'll make it easy to relicence when your skills maintenance is next due.

- This article was first published in the Spring 2017 issue of *Rooflink*, the journal for members of the Roofing Association of New Zealand, and is reprinted with the permission of RANZ.

New roofing programme on the way

By Karl Sutton, Skills Industry Manager for Roofing

Here at Skills we're always looking for ways to improve training in the roofing industry, and we're on track to release a new roofing training programme in 2018.

The updated New Zealand Certificate in Roofing (Installation) (Level 4) came about after carefully assessing the industry's needs.

We recognised the need for training to better reflect today's practices, and have an emphasis on staying in touch with up-to-date legislation.

Some of the key changes in the new programme include:

- Reducing the number of strands from seven to five. For example, Roof Membrane Systems

has been condensed from three strands into one.

This will allow for a more streamlined training experience.

- Increasing the credit value range to 180 – 210 (in the previous programme, the range was 104 – 161).

This update means there will be more content covered in the programme, the strands will be on a more even playing field, and the training will be more aligned to Licensed Building Practitioners.

Important step

We recently passed an important step in the process, with NZQA approving the programme. We're now well into the next stage, which is to develop resources.



We're really excited about what this will bring to the industry, and believe it's a great move for roofing trainees.

If you have any questions or want to have a chat about it, email me on karls@skills.org.nz.

- This article was first published in the Spring 2017 issue of *Rooflink*, the journal for members of the Roofing Association of New Zealand, and is reprinted with the permission of RANZ.

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Numerous roofing material options available in NZ

When considering new or replacement roofing, there are some critical decisions to be made that include performance and cost.

Geographical location, environmental conditions and good design are key factors when considering roofing options, as are durability, longevity, maintenance and the pitch of the roof.

Getting all the elements right the first time could save thousands down the line.

There are many factors to consider when pricing a roofing project. Each home is different, and variations on costs can occur for many reasons, including site access, elevation, scaffold hireage, and unusual roof shapes.

It should be noted that for all roofing jobs a scaffold or edge protection is mandatory. This can add a significant cost to the project, so make sure this cost is factored in up front.

If you are changing a roofline or an existing roofing product on a house you must apply for a building consent.

Conversely, no building consent is necessary if a "like-for-like" roof cladding is being installed, or for repair work or normal re-roofing where a roof is more than 15 years old.

Metal

The traditional galvanised corrugated iron has largely been superseded by zinc/aluminium alloy-coated mild steel. It's lightweight, easy to install, and comes in a wide range of colours and profiles.

While each design profile will have specified minimum slopes, some metal roofs can be laid on as little as a 3° pitch.

As a simple rule of thumb, if you can see the sea from your house it's best to use an aluminium substrate. Avoid using copper/brass and stainless fixtures with galvanised steel, zinc/aluminium coated steel or pre-painted steel as water travelling from copper or brass can hasten corrosion.

Metal roofing materials also come as pressed tiles. They're typically made from G300 grade zinc/aluminium, alloy-coated mild steel, formed into individual shingles or tiles, or into modular panels that mimic a row of shingles or tiles, with a natural stone chip protective coating or a pre-painted finish. They are suitable for roof pitches over 10°.

Membrane

Butyl rubber membranes are suitable only for flat roofs (between 1° and 10°). Membranes can also be used on curved roofs.

They are lightweight, tensile, easy to repair, and resistant to UV rays, ozone and weathering. Some products are 100% recyclable, thus environmentally-friendly.

Butyl or the wider EPDM rubber is fitted in two sheets over a plywood or concrete substrate. They can be lap joined by rolling, or "welded" using hot air.

Torched-on bitumen products have elastic polymers and a fibreglass component for extra strength, are thicker, and are joined with a naked flame, leaving a seamless finish.

These membrane sheets range from 2.1 to 6 metres in width. Larger sheets reduce the amount of seams and the cost of labour.

Concrete and clay

Concrete and terracotta clay tiles are extremely durable, require less maintenance than most other roofing products, and are conducive to all environments and steep pitched roofs over 10°. A wide range of tile colours and profiles is available.

Concrete and clay tiles do not rust, warp or corrode. They are impervious to frost and ice, and can handle high winds.

Another plus is that they are up to 30 decibels quieter than iron, which is handy in high density housing situations. The downside is that they are 30% heavier than iron/metal, so extra truss costs should be factored in.

Concrete tiles are not suitable for curving roofs, and walking directly on the tile is not recommended.

The thermal mass of concrete roofs will effectively reduce heat loss. The laps in a concrete tile roof allow the roof space to breathe so moisture can escape. They are naturally inert so, therefore, any drinking water collected from them will not contain zinc or aluminium ions.

Slate

Slate tiles are hewn from actual stone. They have been used for centuries all over the world and, as such, have stood the test of time in saltwater locations and extreme temperatures.

Slate roofing meets building code requirement in all corrosion zones. It provides good fire protection, is low maintenance, resistant to rot and insects, and can last up to 400 years.

Available in different sizes and colours, slate is very heavy and requires expensive extra support. It's suitable for roofs with a minimum pitch of 25°.

A lighter weight and cheaper alternative to slate is synthetic slate. It's made from 80% post-industrial recycled rubber and plastics.

Synthetic slate tiles are at least as strong and possibly more durable than traditional slate tiles.

They meet the Class C fire resistance code, and can sustain winds up to 160 km/h. They require a plywood substrate, and are suitable for steeper pitches.

Ashpalt

Asphalt shingles are one of the fastest growing roofing choices on the market. They are made from fibreglass-reinforced asphalt, with non-combustible fibres and a ceramic-coated metal or stone chip surface.

Resistant to corrosion and rot, they can weather harsh conditions and are generally low maintenance. Some heavier weight shingles boast warranties of 25-plus years.

A 15° to 18° pitch is recommended as a minimum, but with special installation they can be laid to pitches as low as 10°.

They are installed over a plywood substrate (with stainless nails and a bitumen-based adhesive/sealant), and can be physically bent into shape to provide workable solutions for complex roof profiles.

During installation, temperatures need to be at least 10°C or they can become brittle and crack.

Timber

Timber shakes and shingles are similar products cut from treated or naturally durable timbers.

Shingles are tapered with relatively smooth front and back faces, while shakes have a more textured, rustic surface.

While most timber shakes and shingles are imported western red cedar, locally-produced, first grade ACQ-treated radiata pine products are also available.

Both provide low maintenance durability with low thermal and moisture movement properties.

Timber shakes and shingles may have a limited lifespan of between seven and 10 years in damp conditions, but will last much longer in a drier climate.

They can be laid on 18° or steeper pitches (25° to 30° pitches are best for effective water dispersion).



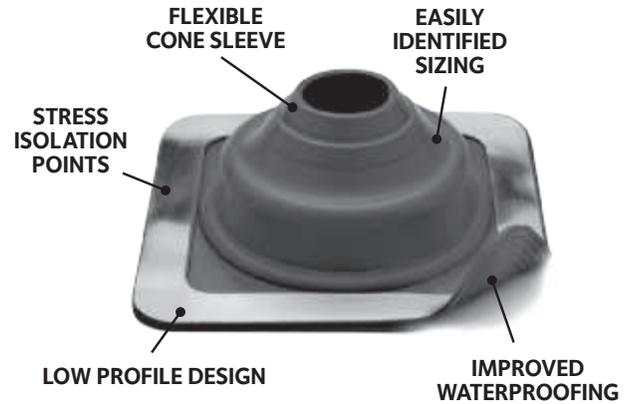
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Luck of the Irish not so great for NZ industry

Building Today columnist Mike Fox says if Housing New Zealand buys 3000 prefabricated houses from Ireland it will be a once-in-a-generation opportunity lost to the New Zealand construction industry.

I am sure many readers will have seen the recent news that Housing New Zealand (HNZ) is poised to order 3000 prefabricated homes worth about \$1 billion from the Irish company FastHouse.

I can see you all shaking your heads in disbelief, but if the rumours are correct, this is, indeed, what's about to happen.

If HNZ go through with this, it will be selling the potential for the local market to build at scale down the proverbial, not just for the foreseeable future but, quite possibly, for the indefinite future too.

In its defence, HNZ will have been under immense political pressure to do something quickly about the housing crisis that the previous government refused to acknowledge existed.

It could be saying that no one is currently building at that scale in New Zealand, so we had to look offshore.

However, it's at least 50 years since an order for housing of this magnitude has been made available to the industry — so it's little wonder we here in New Zealand are not building at scale.

I checked out the technology and systems that FastHouse are using, and there are providers here in New Zealand that are using similar systems and methods right now.

No brainer to build local capability

The only thing these local operators are missing is the invitation to scale up to meet the demand here, by keeping jobs, building capability, and the money within the shores of New Zealand.

It's a no brainer that with a work pipeline like this, New Zealand operators could build capability within the country, and have a viable industry at the end of the cycle that could then export houses.

Why on earth would we feather the beds of the Irish who, I suspect, could even be getting export subsidies from their own government to keep prices down and maintain capability within their own country.

HNZ's previous procurement model was to order small numbers of homes from lots of



Mike Fox

different suppliers at the cheapest possible price.

The pipeline was never any further than 12 months out, and there was no guarantee of continuous work.

As a result, our builders remained small and nimble as they endeavoured to cope with fluctuating workloads, and were unable to invest in technology or scale.

As the country's biggest housing client, and by its own actions alone, HNZ has, inadvertently, curbed the ability of Kiwi firms to build modular homes at scale.

That is, of course, until now with the change to three-year pipelines and large-scale orders.

Opportunity lost offshore?

However, this once-in-a-generation opportunity for the New Zealand industry to scale up to provide social and affordable homes for deserving Kiwis will be lost if HNZ proceeds with its plans.

It beggars belief that this opportunity could be lost offshore, and if the new government

allows this to happen it will have fallen at the first hurdle.

With its admirable "jobs for kiwis first" mantra and the promise of 10,000 affordable homes per annum, this is where the rubber meets the road — and the first cab leaves with this opportunity to build New Zealand capability for modular construction.

Existing construction methods are already tapped out, so the extra houses aren't going to come through that portal — and they certainly won't be that affordable.

It also beggars belief that the construction industry will passively watch while an opportunity like this is squandered.

Tractors on the steps of Parliament

Can you imagine the uproar from the farming community if the Government decided it was going to import a massive order of dairy and beef products from Ireland?

There would, rightly, be tractors on the steps of Parliament, and every politician in the land would be told in no uncertain terms about this.

Builders are too polite and, for a hardy bunch, are disappointingly soft at pushing back at the raw deals successive administrations have dumped upon them.

This is a golden chance for the new government to partner with our industry and walk the talk, get runs on the board and make a difference.

Let's hope they can deliver on the rhetoric, see how important this is to New Zealand to have the ongoing ability to house itself, and seize the opportunity.

• This article contains the author's opinion only, and is not necessarily the opinion of the Registered Master Builders Association, its chief executive or staff.

• Correction: Mike Fox's article in *Building Today* October 2017 stated the following:

On a \$6 billion industry, that is \$12 dollars of fees that go directly from our industry into the coffers of the MBIE annually.

This should have read "\$12 million".

Decision clarifies who is liable for meeting design objectives

Timothy Bates and Sabine Boyd of Auckland law firm Legal Vision, review a UK decision where a contractor has an obligation to meet design objectives even if the supplied design is inadequate to meet that design objective.

Under review this month is the August 2017 United Kingdom Supreme Court decision of *MT Højgaard A/S v E.ON Climate & Renewable UK Robin Rigg East Ltd* and another.

Background

MT Højgaard A/S (MTH) designed and installed foundational structures for two wind farms which failed shortly after the completion of the project.

The question posed was whether MTH was liable for this failure. This was an appeal by E.ON Group ("EON").

The relevant provisions of the Technical Requirements and J101

In May 2006, the appellants, EON Group, sent documents to MTH, which included Employer's Requirements and Technical Requirements ("TR"), and set out the "general description of works and scope of supply, and the key functional requirements".

These included designs which could withstand operational and environmental conditions for a lifetime of 20 years without any aspect having to be replaced.

Subsequent events

MTH completed the construction of the foundation structures for the two wind farms. This work was completed by February 2009. However, later in 2009 a problem arose with the wind farms' foundations.

In determining who would pay for the remedial works, MTH argued they had exercised reasonable skill and care, and had complied



with its contractual obligations so should not bear the costs. EON said MTH had been negligent and had breached the contract.

The cost of the remedial work amounted to £\$26.25 million.

Put simply, the reason for the failure of the foundations was the use of grouted connections rather than shear keys, which were not of sufficient strength to manage the structures.

In particular, whilst the TR requirements enabled MTH to make its own decisions on using grouted connections rather than shear keys, it transpired that the strength of the grouted connections had been over-estimated in the specific engineer's calculation by a factor of about ten, which meant that its strength was substantially over-estimated.

It follows that shear keys ought to have been used in the foundations rather than the grouted connections.

The meaning of a 20-year design warranty

The question for the court was whether, in light of the design warranty, MTH was in breach of contract, despite the fact it had complied with the design specification.

When the natural meaning of the design warranty was considered, it involved MTH guaranteeing that the foundations would have a lifetime of 20 years.

In deciding this question, the court had to apply ordinary principles of contractual interpretation to the provisions of the particular contract and its commercial context. Several cases were discussed.

The courts generally give effect to the requirement that a work is produced to the requested standard on the basis that, even if the customer has specified the design, it is the contractor who will take the risk if he agreed to comply with a specific design which would make it incapable of meeting the performance criteria to which he agreed.

If the design specification was not able to meet the design performance criteria, MTH would be liable for the failure to comply with the required criteria, as it needed to identify the improvements needed to meet the design performance criteria.

The court said it is no excuse to say a contract was poorly drafted, and that the intention of the parties can be construed from the interpretation of the language and the relevant factual matrix.

In this case, when interpreting the design warranty, it uses natural words as to the 20-year design life of the works, and imposes a clear duty on MTH.

Further, it is difficult to argue that a contractual provision should not be given its natural meaning.

In addition, the Supreme Court ruled that where a contract imposes two different standards/requirements, rather than the court concluding that they are inconsistent, the court ought to impose the more rigorous standard upon the contracting party.

In conclusion, this English decision says it is not enough for a contractor to slavishly follow a design specification.

If due consideration is not given by a contractor as to whether the design specification will meet the design performance criteria, then the contractor will be liable for the works not reaching the said performance criteria.

This decision (whilst English) will still be a highly persuasive authority for any New Zealand court charged with deciding upon this issue.

Note: This article is not intended to be legal advice (nor a substitute for legal advice). No responsibility or liability is accepted by Legal Vision or *Building Today* to anyone who relies on the information contained in this article.



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Looking forward to the end of the year?

Terry Sage of Trades Coaching New Zealand says for some businesses, the end of the year is a time of dread, stress and pending financial ruin — but it doesn't have to be like that.

The end of the year is nye! That's the end of the year, not the end of the world, although after the antics of a certain few in our capital, some might actually believe the world is coming to an end.

Don't get me started here please. There is that saying — never talk about politics, religion or sex, and you won't upset anybody.

So I will leave those words to braver souls — and not tell you the one about the three politicians having a threesome while praying the other two are . . . — and get back to the end of year topic.

"The end of the year". What does that mean to businesses? For some, it evokes warm fuzzy feelings and something to look forward to. To others, it's a time of dread, stress and pending financial ruin.

They are two opposite ends of the spectrum, and many can comfortably say they sit somewhere in the middle. But why are there some at the not-so-desirable end of the scale?

I could sum it up quite simply in several words, and say "they're crap business people". But that would not be fair and, in the main, not true — although it does certainly hit the nail on the head for some.

There can be, and certainly are, a plethora of mitigating circumstances that add up to hard times around the holiday season, some within our control and some not.

There are two biggies that cause the most stress to business owners, and it doesn't take rocket science to work them out — one is time and the other is money.

Ah yes, wouldn't we all like more time and money, nothing new there. So why is this always a big issue come year end?

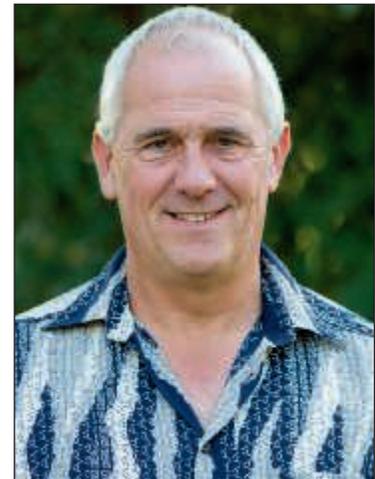
Well, it's because everyone wants jobs finished before Christmas, and everyone wants their invoices paid before they go on holiday.

And your gang wants time off and you have to dish out holiday pay and there's no money coming in etc.

Very expensive time for everyone

It's nothing new and it's never going to change — that's just the nature of the end of the year, coupled with a long-awaited holiday season and a very expensive time for everyone.

Back the bus up here and listen to this. "It" can't change, but "you" can.



Nine out of 10 clients who complain bitterly about their end of year situation all have one common denominator — they never planned for it.

They left it until December 15 to start thinking about it and wonder why by December 24 they are looking for the Stanley knife and rolling up their sleeves above the wrist.

It does not take much planning if you start now — okay, four months or even four weeks ago would have been better, but now's still not too late.

Make a time schedule and don't over-promise and under-deliver. If it is physically impossible to finish that job, tell Mrs Bucket now and not when she rocks up with the furniture truck on Christmas Eve.

Work out a cash flow forecast and see what is needed to keep everybody happy, and chase your debtors to keep your bank balance healthy or, if need be, have a chat to your bank.

A tip here when it comes to banks — asking before you need it is 100 times better than asking when the balance is bright red on their screen.

So that's the end all of having a great end of year — start the process now.

If it's already in the too hard basket, then ask for help with it, or hide all the nearby sharp objects!

• Sport Today returns next month.

Become a fully-trained Business Coach

There is an opportunity to be a part of Trades Coaching New Zealand Group and become a fully trained business coach.

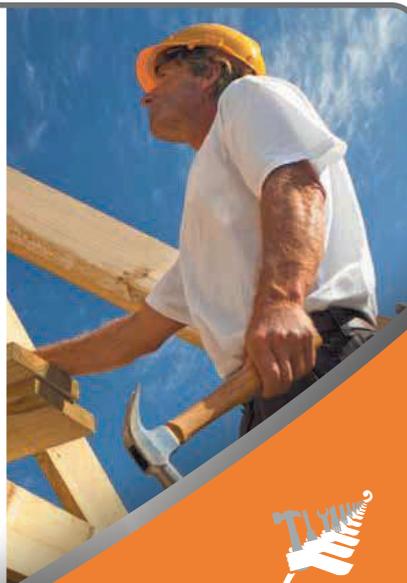
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THE BUSINESS SIDE OF CONSTRUCTION

A failed performance

Architect Don Bunting asks: Does New Zealand have a performance-based building code? Well, yes, but . . . actually, no.



Ask most involved in the construction industry what our building code is and you are likely to receive either a slightly wary look, or “It’s 3604 isn’t it? Isn’t it all those acceptable solutions and standards? Is it the BRANZ publications?”

The enactment of the Building Act in December 1991 and the associated Building Regulations of 1992 (containing the Building Code clauses) introduced a new national building code and a new body (first called the Building Industry Authority (BIA), and now part of the Ministry of Business Innovation and Employment (MBIE); until the new government disestablishes the super ministry) to administer the new legislation.

The MBIE takes a mainly inactive stance, except when making a determination on the compliance of a design, product or system.

Managing the consent process are council-based Building Consent Authorities (BCA), with only a light hand applied by central government.

The Act, Regulations and Building Code have remained largely unchanged, with only minor but important adjustments — such as the introduction of Licensed Building Practitioners (LBPs).

The apparent robustness of the legislation is more a reflection of the code’s irrelevance in practical terms rather than its effectiveness as a useful, usable guide to good practice and performance.

One word

Changing one word in the 2004 amendment to the Act — substituting the word consent for code — meant BCAs were required to use compliance with the original consent rather than compliance with the building code, when issuing a code compliance certificate.

While a sensible change, it has led to BCAs demanding vast amounts of manufacturers’ technical information to support and supposedly help record their original consent decision.

Cooking the books

Our industry’s actions are essentially governed by a series of prescriptive approved documents. These are known as acceptable solutions and verification methods — cookbook solutions to specific aspects of the building code, with no hint of anything

resembling performance.

They are also generic, and bear only a passing resemblance to manufacturers’ individual design solutions.

In addition is the government-backed CodeMark scheme for building products which, along with the approved documents, must be accepted as establishing compliance with the Code.

There are also a couple of well used documents, neither of which have any statutory status — appraisals and producer statements.

An appraisal, whether by BRANZ or any other expert body, is an opinion on whether a product might comply with the code under certain circumstances. However, appraisals are not project-specific and, therefore, of limited relevance to a particular project.

Producer statements, introduced in the original Building Act but removed in 2004, are project-specific statements of compliance by an expert recognised by an approving authority. But their legal status is unclear.

Currently, councils, acting as BCAs, are requesting producer statements going beyond the original intent in the 1991 Act — now requiring them to show fulfilment of building code performance, rather than mere compliance with, to quote, “certain technical specifications”.

The Building Code

The NZBC comprises 37 chapters, inexplicably called clauses, each containing objectives, functional requirements and performance statements.

The performance statements are, or should be, the key to compliance. There are some 147 performance statements, ranging from structure, via external moisture, to energy efficiency. Each clause has associated acceptable solutions and verification methods.

Most building practitioners ignore the performance statements and rely instead on acceptable solutions and, occasionally, the more technical verification methods — effectively throwing the performance baby out with the code bathwater.

So what’s the problem?

Let’s look at a few obvious reasons:

- The inordinate cost (and time loss) of the current compliance process.
- Defective buildings (leaky or otherwise), continuing well after the 2002 Hunn Report on weathertightness issues.
- Defective and non-compliant building products.
- Substitution of alternative and often non-complying products during construction.

But the major downside of a lack of focus on performance is loss of innovation. The construction industry remains stalled in the mid-20th Century, with antiquated design, approval and construction processes, leading to slow and expensive building processes.

So what is the answer?

None of the following are new, but hopefully their time is coming:

- A single, central Building Consent Authority, offering consistency and ensuring the best intellect is applied to each project, during the compliance process and construction phase.
- Building consent fees based on the size of the project and not the time taken to confirm compliance.
- A BCA online web site sophisticated enough to check completeness of documents provided for consent, avoiding the time-consuming and expensive process of Requests For Information (RFI) and subsequent delays in approval.
- Rewriting clause 14G of the Building Act so that product manufacturers accept their responsibility to show what and how their products comply with the Building Code. BCAs battling through piles of general (ie not project-specific) technical information on building products to confirm compliance is difficult, time-consuming and inaccurate.
- Statutory support for the MBIE Product Technical Statement (PTS) proposal as a means of summarising a product’s compliance with the code.
- Establishing a national database of compliant construction products.
- Introduction of brand-specific acceptable solutions.
- Full involvement of the design team in the construction phase.
- Rewriting the Building Act to remove that confusing and unnecessary word “reasonably.”

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Building Consents Information

For All Authorisations, September 2017

Dwellings \$1,192,514,000
Domestic Outbuildings \$20,246,000

Total Residential \$1,212,759,000
Non-residential \$546,296,000

Total All Buildings \$1,759,055,000
Non-building Construction \$39,691,000

Total Authorisations \$1,798,746,000

Number of new dwellings consented

	Sep 2017	Aug 2017	Sep 2016		Sep 2017	Aug 2017	Sep 2016
Far North District	29	21	20	Horowhenua District	21	32	25
Whangarei District	64	83	46	Kapiti Coast District	18	19	21
Kaipara District	26	19	30	Porirua City	42	24	26
Rodney District	58	92	64	Upper Hutt City	17	20	27
North Shore/AlbanyWards	220	268	380	Lower Hutt City	28	19	22
Waitakere Ward	81	36	47	Wellington City	132	129	179
Auckland Wards	288	459	97	Masterton District	21	17	5
Manukau/Howick Wards	75	121	61	Carterton District	15	9	7
Manurewa-Papakura Ward	87	115	91	South Wairarapa District	9	7	7
Franklin Ward	59	93	76	Tasman District	44	38	35
Thames-Coromandel District	29	36	21	Nelson City	14	20	16
Hauraki District	7	17	10	Marlborough District	32	27	26
Waikato District	48	74	69	Kaikoura District	5	2	5
Matamata-Piako District	13	11	18	Buller District	0	2	1
Hamilton City	108	99	116	Grey District	1	6	3
Waipa District	41	78	36	Westland District	3	10	2
Otorohanga District	2	6	3	Hurunui District	15	9	7
South Waikato District	5	6	5	Waimakariri District	44	60	49
Waitomo District	3	4	1	Christchurch City	222	244	242
Taupo District	38	25	32	Selwyn District	137	139	112
Western Bay of Plenty District	51	44	43	Ashburton District	13	9	10
Tauranga City	150	132	134	Timaru District	21	20	25
Rotorua District	14	25	6	Mackenzie District	11	9	5
Whakatane District	11	12	9	Waimate District	1	2	2
Kawerau District	0	0	0	Chatham Islands Territory	0	0	1
Opotiki District	2	0	1	Waitaki District	11	12	8
Gisborne District	7	7	3	Central Otago District	47	35	36
Wairoa District	1	1	1	Queenstown-Lakes District	91	111	84
Hastings District	18	37	24	Dunedin City	34	45	37
Napier City	33	28	13	Clutha District	6	3	1
Central Hawke's Bay District	2	6	3	Southland District	12	7	9
New Plymouth District	36	42	46	Gore District	2	0	1
Stratford District	1	2	1	Invercargill City	11	8	14
South Taranaki District	2	5	2	Area Outside TA	0	0	0
Ruapehu District	0	5	3				
Wanganui District	19	5	10	Total	2770	3166	2614
Rangitikei District	2	0	4				
Manawatu District	12	19	11				
Palmerston North City	48	38	22				
Taranui District	0	1	1				

- Based on 2006 census areas
- Each dwelling unit in a housing project is counted separately
- Figures in these tables may differ from published statistics

Source: Statistics New Zealand

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- › CEMARS Product Certification, achieving a carbon footprint of 5.62kg of CO₂e per kg of Aluminium on a Cradle to Grave assessment (1.21 on a Scope 1 and 2 basis). The industry average is 11.5 for Scope 1 and 2 emissions only, which is only a portion of 'cradle to grave' or full life cycle assessment.
- › Omega[®] by McKechnie[®] is the first NZ Aluminium joinery manufacturer to achieve third party CEMARS product certification by Enviro-Mark Solutions Ltd.

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