

BUILDINGTODAY



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APPRENTICE
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FROM THE EDITOR

It's an ongoing problem for the New Zealand construction industry — the lack of manpower required to build the thousands of homes the country desperately needs.

In this issue we speak with industry organisations striving to fill the need for more apprentices, including the BCITO, whose chief executive Warwick Quinn outlines a number of initiatives that would help future-proof industry training.

Industry Training Federation chief executive Josh Williams reveals the cost of on-the-job industry training compared to campus-based tertiary learning, and finds the industry training model much better value for money.

And we cover the RMB CARTERS 2018 Apprentice of the Year, and offer our congratulations to national winner Peter Ravn from Christchurch.

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Understanding construction procurement in NZ

Chief's Chat

By CEO David Kelly

Recent high-profile failures of some of our largest construction companies have shone a light on poor procurement practice in New Zealand.

Addressing this requires all parties to change their practices — from clients through to lead and subcontractors, and the lawyers who advise each side.

Registered Master Builders is working closely with the Society of Construction Law (SCL) to facilitate discussions around the country with sector leaders, to enable debate on procurement practice.

The sessions bring together developers, building owners, construction companies and the lawyers representing them, with the discussion focusing on areas including procurement approaches, contract provisions and risk mitigation.

We will be sharing our Lead Contractor Guidelines, which were launched at the recent "all-of-sector" Constructive Forum, to help ensure contractors understand the risk they are taking on when they sign contracts.

The guidelines were developed by the Vertical



Construction Leaders Group.

This group includes the chief executives of New Zealand's leading commercial construction companies, and advocates on a number of broader policy issues, including risk transfer, procurement, and retentions.

The group, led by the RMBA, is committed to

working closely with the sector, and many will be in attendance at the meetings held in Auckland, Wellington and Christchurch.

We have held two initial sessions in Auckland and Wellington, with Hazelton Law presenting on key aspects of construction contracts and special conditions.

Enthusiastic response

It is important that our members understand these contracts and some of the traps that might be in the contracts they are signing.

There has been an enthusiastic response to these sessions, and we look forward to the upcoming sessions with SCL.

It is up to all of us to step up. We cannot expect the change to only come from clients — we can do more to educate them and put an end to their focus on the cheapest price.

As a sector, we also need to be mindful of the types of projects we are taking on.

We need to ask the right questions and ensure we get the time to fully understand the risks involved in the contracts we are taking on.

We need a long-term solution to ensure a strong and sustainable construction industry that can serve New Zealand now and into the future. This is your chance to play a part.

Industry associations banding together to offer practical advice

The Registered Master Builders Association (RMBA), the NZ Specialist Trade Contractors Federation (NZSTCF), and Civil Contractors New Zealand (CCNZ) have come together to offer practical advice to builders and subcontractors to help transform the construction sector.

RMBA chief executive David Kelly says they are working closely with the NZSTCF and the CCNZ, who share similar concerns about the state of the sector, and believe the key to resolution is for the industry to work better together.

Margins are too low

"No one is winning in the current environment. There is not enough cash in the system, contractors have no certainty, margins are too low, they are taking on too much risk, and there is a lack of schedule of quantities," Mr Kelly says.

"This affects not just our Master Builders, but

the subcontractors and other industry professionals as well.

"The cheapest price will very rarely result in the best value outcome," he says.

NZSTCF president Graham Burke agrees, saying members of all organisations need to be mindful of the types of projects they are taking on.

"The industry knows only too well that there is a lot at stake here," he says.

"We are calling on all contractors, whether they are the lead on the project or the subcontractors, to make sure they fully understand the contracts they are taking on."

CCNZ chief executive Peter Silcock says there is some very good practice out there.

"The best results are achieved when everyone involved works together — property owners, designers, engineers, contractors and subcontractors," he says.

"There are opportunities for everyone to add

value over the course of a project. With this as the focus rather than lowest cost, we can achieve great results."

Current issues complex

Mr Kelly says the collaboration with the NZSTCF and the CCNZ is only one part of the puzzle, and more is needed across the industry.

"Our current issues are complex and multifaceted. They require the industry to work together, and with Government, to navigate the changes required.

"This is too important an issue to get wrong. We are talking about more than just buildings — these are the homes, workplaces and communities our society is based on.

"We were pleased to see the industry come together at the all-of-industry Constructive Forum recently, and look forward to putting the solutions discussed into practice."



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Christchurch apprentice wins Registered Master Builders CARTERS 2018 Apprentice of the Year



Peter Ravn from Christchurch has been named the country's top carpentry apprentice, taking out the title of Registered Master Builders CARTERS 2018 Apprentice of the Year at this year's national competition.

Peter Ravn from Christchurch has been named the country's top carpentry apprentice, taking out the title of Registered Master Builders CARTERS 2018 Apprentice of the Year at this year's national competition.

Peter went head to head with nine other national finalists in a tough six-hour practical challenge. They were tasked with building a complex garden station that put their skills to the test.

Peter, 26, is employed by Armitage Williams

Construction Ltd, and was trained through the Building and Construction Industry Training Organisation (BCITO).

Corbin Mills, 22, from New Plymouth, employed by B D Hill Building Ltd and trained through the BCITO, placed second in the competition.

Third place was awarded to Kyle Tonks, 22, from Porirua, who is employed by Tonks Residential Construction Ltd and also trained through the BCITO.

The competition judges said Peter was an outstanding all-rounder, and gave a solid performance throughout the competition.

"To be successful in this industry, you must be an all-rounder. Peter demonstrated high competency across all aspects of the competition," they said.

"Peter had a good submission, was a great communicator in his interview, and displayed high quality skills in the practical challenge.

"He shows maturity and passion for his craft,



From left: Registered Master Builders CARTERS 2018 Apprentice of the Year runner-up Corbin Mills from New Plymouth, winner Peter Ravn from Christchurch, and third placegetter Kyle Tonks from Porirua.

with a clear vision to be an industry leader. His professionalism is admirable — he is a worthy winner of the 2018 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. This was followed by the challenging practical component, the garden station build.

All 10 garden stations will be donated to local schools, and are designed to help children learn about growing food. The challenge took place in front of an audience of family, friends and the general public at the ASB Showgrounds.

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

Registered Master Builders chief executive David Kelly says it was great to see the young apprentices demonstrate such a high level of skill so early in their careers.

“For 14 years, Apprentice of the Year has been showcasing and rewarding the best and brightest of our industry’s apprentices,” Mr Kelly says.

“They are our future leaders, and have demonstrated high craft standards throughout the competition. They are an inspiration to those looking to join the industry.”

Mr Kelly also says the competition acknowledges and celebrates the employers that contribute to the industry by investing in young talent.

“We need more employers to invest their time, skills and energy into training apprentices.

“It’s great to see so many companies entering their apprentices into the competition year after year, and we applaud them for their ongoing and continued investment in young talent.”

Supporting the competition for the 14th year running is principal sponsor CARTERS. Chief



Registered Master Builders CARTERS 2018 Apprentice of the Year winner Peter Ravn has won the use of a brand new XLT Ford Ranger for one year, proudly provided by principal sponsor CARTERS, a \$5000 CARTERS Business Tools Grant to go towards furthering his career, an Apple iPad worth \$1000 and access to the full set of regulatory compliance documents from the Ministry of Business, Innovation and Employment, and travel, accommodation and tickets to attend the Registered Master Builders House of the Year national awards gala dinner in Auckland on November 24.

executive Mike Guy says they were incredibly proud to be involved in helping support the careers of such a talented group of apprentices.

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

“Attracting young talent to our industry is essential to the success of New Zealand’s booming construction sector,” he says.

“We congratulate Peter and all the finalists for their commitment and passion for the industry, and we look forward to seeing them 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 sponsor the Ministry of Business, Innovation and Employment (MBIE).

• Apprentices/Training feature, pages 42-49

Hamilton renovation scores top award

Urban Homes has proven its building expertise, with its Hamilton renovation winning the Waikato Registered Master Builders 2018 Supreme Renovation of the Year.

It also achieved a Gold Award and a category win in the Bunnings Renovation \$500,000 - \$1 million category.

Urban Home director Daniel Klinkenberg was thrilled with his company's success.

"Our team was incredibly proud of the job we did, so it's great to be recognised for it," Mr Klinkenberg says.

"We were up against some exceptional projects, so to take out the overall win was a really cool feeling for all of us."

The original 1970s farmhouse proved to be a great foundation for an extensive renovation. However, the builders faced several challenges working around an existing structure.

Every window had to be adjusted to allow more natural light, while the roof had to be completely replaced and repitched.

Mr Klinkenberg says one factor that helped the project stand out in the competition was the build's entirely new feel and look.

"We promised the client that the home wouldn't look like a renovation. When you walk in, you shouldn't be able to tell it was an old home. I think we hit the brief, and the client loves it."

Judges said the renovation seamlessly created a new character home with modern conveniences.

"The house was completely modernised. It gives the impression that it is a new house — it is impossible to see what was old and what was new.

"The renovation was beautifully designed and seamlessly constructed, creating a better insulated, modern home that maximises the sun and fantastic views.

"This a beautiful renovation that has been finished to a very high standard, a worthy Supreme winner."

Urban Homes has achieved several wins in past competitions, including 16 regional and national category awards. But this is the first Supreme win for the company since 2011.



Urban Homes won the Waikato Registered Master Builders 2018 Supreme Renovation of the Year Award with this Hamilton entry.



"We pride ourselves on entering these awards and showing consistency year after year. We're actually the most awarded Registered Master Builder in the Waikato," Mr Klinkenberg says.

"Winning these awards helps provide peace of mind to our clients, proving that while we're rapidly growing we aren't compromising on the quality of our construction."

Urban Homes has been a Registered Master Builder since 2010, and Mr Klinkenberg says the relationship is incredibly beneficial to their business.

"Being able to enter House of the Year is definitely a key benefit, as well as the Master Build 10-year Guarantee and the contract documentation.

"Being a Master Builder is also great for our clients' own peace of mind, because they understand there is a third party who has their back if there are any issues or concerns."

House of the Year is made possible through the support of PlaceMakers, Master Build 10-Year Guarantee, GIB, Nulook, CARTERS, Plumbing World, Resene and Bunnings Trade.



National Sponsors



Four-year Queenstown home build wows judges

A J Saville Builder Ltd has demonstrated its construction know-how, winning a series of awards for its luxury Queenstown home.

The build was awarded the Southern Registered Master Builders 2018 Supreme House of the Year, a Gold Award and category win for the New Home over \$2 million award.

It also took out two lifestyle awards, the Craftsmanship Award and the Heart of the Home Kitchen Award.

A J Saville Builder Ltd owner and director Allister Saville says it was great to build a home that was appreciated not just by the owners, but by others in the industry too.

"Everyone involved in the project was pretty stoked with the win. It was great to be able to bring our owners' vision to life and then be recognised by the judges," Mr Saville says.

The winning House of the Year won over the judges with its immaculate detailing and craftsmanship.

"The collection of different building types, functions, cladding and internal finishes are all clustered around a courtyard orientated to maximise views and sun," they said.

"The buildings are connected by curved, double-glazed, full-wall units, which required special handling and precise positioning. Everything is immaculately detailed, requiring bespoke construction techniques mostly to follow the curves, in this four-year build.

"The contractor, A J Saville and the team, should be justly proud of achieving the highest levels of workmanship from the demanding project requirements."

Mr Saville says throughout the construction he was always conscious of the owner's specific vision. He had to balance a traditional Central Otago aesthetic while incorporating the flavour of specific locations that the owner had visited all over the world.

Being a four-year build, the project faced several challenges.

"The duration of the build meant we had to endure four winters and four summers, so the building process took a lot of planning on our part.

"We had to separate it into multiple stages that each had to be carefully linked together, so



AJ Saville Builder Ltd won the Southern Registered Master Builders 2018 Supreme House of the Year Award for this luxury Queenstown entry.



aspects like building the roof in parts proved to be quite a headache."

Mr Saville says the win is another notch in the belt for the company, which has been entering and winning awards since 1999.

The company has previously been awarded the Platinum Award for receiving five national awards, as well as the Sapphire Award for receiving three regional Supreme Awards.

"This award demonstrates the consistency and quality of our builders, and their ability to build something 'out of the box'."

A J Saville Builder Ltd has been a Registered Master Builder since 1999, which Mr Saville says has been a huge advantage for the business over the years.

"There are some great benefits in being part of a widely recognised association, especially with the training and education that Master Builders can provide to its members."

House of the Year is made possible through the support of PlaceMakers, Master Build 10-Year Guarantee, GIB, Nulook, CARTERS, Plumbing World, Resene and Bunnings Trade.



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Challenging work site proves no match for award winner

Hawkins Construction has proven its planning and building expertise, taking out a Gold Award and category win for the PlaceMakers Tourism and Leisure Project at the 2018 New Zealand Commercial Project Awards.

The high-profile project saw the company successfully complete a Terminal South extension at Wellington International Airport.

This was the first major work done on the airport's main terminal building since its opening in 1999. Its completion opens up the

airport to increase its passenger numbers substantially over the next decade.

Throughout the project, Hawkins had to adapt to a range of logistical issues that came with working in the middle of a busy airport.

"For us, the main complexity of the build was undertaking it within a live operational airport," Hawkins Construction project director Andrew King says.

"It was imperative that the airport was run

'business as usual' — and we were sometimes working within 15 metres of operational jets.

"There were many stakeholders we had to manage and ensure were not interrupted — retail outlets, airlines, operational aircraft, baggage handling — so it took a lot of forward planning and communication on our part."

Hawkins was faced with problems from day one. This included learning how to work around baggage handlers operating directly through the building site.

"This issue meant our work site was split in half right from the get-go. Builders had to use a security pass when crossing the baggage road just to get to the other side of their construction site," Mr King says.

"This proved logistically challenging to manage, as we had up to 200 people and a multitude of construction equipment on-site, which was crossing into an airside environment."

Competition judges were impressed with how the builders took on these challenges, creating a final build that was brilliantly designed.

"This sensitive addition to a much-admired building was carried out in a complex series of phases to ensure the building was fully functional throughout the process," they said.

"Creativity and detailed planning ensured passengers and baggage handling could pass through the area of the works without compromising safety or security.

"The result is an addition so well integrated that it looks as though it was always intended as the completion of the southern end of the building."

Mr King says this award provides great recognition for his company, and proves it has the know-how to plan and implement complex projects in tough environments.

"This project was a high-profile job — all Wellington Tier 1 Contractors tendered for it, and we won it. So it was great to prove our expertise and show we can do the job," he says.

The New Zealand Commercial Project Awards are owned by the Registered Master Builders Association, and sponsored by PlaceMakers, Altus, GIB, Allied Concrete, CARTERS and Construction Marketing Services.



Hawkins Construction took out a Gold Award and category win for the PlaceMakers Tourism and Leisure Project at the 2018 New Zealand Commercial Project Awards for its Terminal South extension at Wellington International Airport.





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Regional manager appointed to lead RMBA company's new strategic direction

Registered Master Builders company Leighs Construction's market position in Auckland will be further strengthened with the recent arrival of new regional manager Greg Ford.

Mr Ford has extensive experience working with leading construction delivery teams on some of New Zealand's largest construction projects.

He will be charged with driving Leighs Construction's "new generation" strategy, which will see the company taking on large-scale, complex projects for the Crown and large corporate partners.

"We're thrilled to have someone of Greg's calibre leading our new approach," Leighs Construction managing director Anthony Leighs says.

"Greg's significant expertise in large-scale project delivery, coupled with our own growing client base and market share, will position Leighs well for growth in Auckland."

Since entering the region in 2015, Leighs has worked hard to establish the right team of people to suit the Auckland market.

"You can't deny Auckland is a tough market. The fact that some of the country's largest construction companies have teetered or failed here is testament to that," Mr Leighs says.



Leighs Construction regional manager Greg Ford.

"Leighs has come into a heated market, fraught with issues around risk and capacity, and succeeded largely because of the investment we've made in hiring the right people and working with the right clients," he says.

Leighs Construction is currently delivering

\$350 million worth of projects in Auckland, including a 52,000sq m mixed-use facility for Fisher and Paykel Healthcare, the new Mt Eden Corrections facility, and a project for Les Mills.

Leighs has also recently completed the B:Hive project at Smales Farm on the North Shore.

Since its establishment in 1992, Leighs Construction has grown from two employees to a national team of 350 staff, delivering \$700 million worth of projects for New Zealand communities.

"Leighs is the company behind some of New Zealand's most significant construction projects," Mr Leighs says.

"When we delivered the new Burwood Hospital in Christchurch in 2016, it was the largest capital development project ever undertaken in New Zealand's public health sector.

"Currently, we're delivering the new dental school for the University of Otago, the largest capital development project in the university's history."

Leighs has also been named preferred contractor on the new Lincoln University/ AgResearch joint facility project which, once completed, will have significant importance for the future of New Zealand's agriculture and primary sector.

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Unsafe levels of lead found in readily available NZ tapware

Master Plumbers are calling for the Government to undertake an urgent comprehensive review of plumbing products sold in New Zealand following the “lead crisis” in Australia and independent testing which demonstrates similar issues in New Zealand.

Master Plumbers recently commissioned independent testing on five tapware products sold in New Zealand.

They found the level of lead leaching from one product to be 70% higher than the allowable limit in drinking water product standard (AS/NZS 4020:2005).

Although this standard has recently been superseded by AS/NZS 4020:2018, the allowable lead limit remains the same.

Master Plumbers chief executive Greg Wallace says although four of the five products passed the test, one product with that amount of lead is unacceptable.

“This product was bought online. It’s been removed from that source but we believe it is still readily available to New Zealanders,” Mr Wallace says.

“We do not know how many of these taps have been sold and installed in the homes of New Zealanders, but these test results show that New Zealanders’ health is at risk. We need the Government to undertake a full testing programme to understand the extent of the issue,” he says.

“Young children are particularly vulnerable to the toxic effects of lead,

and can suffer profound and permanent adverse health effects. The World Health Organisation (WHO) deems that no level of exposure is safe.”

Master Plumbers tested a small sample of products following concerns raised by members. “Our members are concerned about the quality of some products available in the marketplace,” Mr Wallace says.

“We are also closely watching the lead crisis unfolding in Australia. Lead leaching brass fittings were discovered at Perth Children’s Hospital recently, and we are concerned that the exact same fittings were sold in New Zealand.”

Master Plumbers selected five readily available products purchased in-store and online. These were tested by an independent lab, which conforms to international testing standards.

New Zealand standards adherence voluntary

The comprehensive testing was carried out on water run through the taps, and two samples of each product were tested. Master Plumbers contacted the distributor, and the failed product has now been withdrawn from sale.

“Currently New Zealand adherence to standards is voluntary. Products are not being tested and, as a result, there is a high risk that unsafe products are readily available to consumers in stores and online.

“We believe that there will be other tapware and pipe systems out there that will also fail this standard. These products may be being used in our homes, schools and hospitals.

“We are very concerned about the impact this could have on the long-term health of New Zealanders,” Mr Wallace says.

“We are the representatives of the plumbing trade, and it is our view that the current voluntary nature of standards for product safety are not working.

“We have informed the Minister of Health and the Minister of Building and Construction, and would like to see the issue of compulsory standards prioritised, due to the potential health concerns for New Zealanders.

Mandatory water mark introduced in Australia

“We are concerned that the current sector-wide building products review being undertaken by the Ministry of Business, Innovation and Employment is not the right place for dealing with this issue.

“In Australia, following several high-profile cases of poor-quality products in public water systems, a mandatory water mark was introduced in 2017.

“This process is generally working well and, in fact, of the five products we tested, the four that held the Australian water mark all passed.

“We believe there should be third-party verification required on all plumbing and tapware products sold in New Zealand. We understand that around 75% of products sold in New Zealand already hold the Australian watermark.

“However, the New Zealand and Australian standards are not aligned with international best practice, which effectively has a zero percent lead threshold.

“WHO deems that no level of exposure is safe. In the United States, for example, all five of the products we tested would have failed under global standards which have a zero percent lead threshold. We think this aspect of the standards also needs to be reviewed.

“The health of New Zealanders is at stake. We are concerned about the current voluntary system — and, as these test results show, this is too important to not get right.”



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Health and Safety Award winners announced

Businesses and individuals leading the way in health and safety have been recognised at the Site Safe Evening of Celebration, held at Alexandra Park in Auckland on November 7.

The annual event attracted more than 350 guests, and announced the winners of the 2018 Site Safe Construction Health and Safety Awards, as well as hosting the Site Safe Certificate in Construction Site Safety graduation.

Sione Lolohea took out the WorkSafe Safety Contribution Award for leading and inspiring a dramatic culture change at APS Ltd.

The judges said it was great to see businesses empowering people such as Sione to become leaders and true safety champions.

"As a role model for staff, Sione has made an invaluable contribution to the health and safety culture at APS," they said.

Mr Lolohea has gone on to pave the way for a raft of improvements in the company's safety culture, bringing a new level of realism and connection to the team's height training.

He has been instrumental in developing new safety products, including design improvements to roof anchors and APS' PPE safety kits.

Monadelphous Engineering scooped the Vertical Horizontz Safety Innovation Award for large businesses for their innovative pipe compaction frame.

The judges said this clever idea eliminates a significant risk by isolating workers from the activity, and saves time and money.



WorkSafe Safety Contribution Award winner Sione Lolohea (second left) and the APS team.

The frame removes the need for operators to work in the trench, eliminating the risks of engulfment, noise and manual handling.

The frame has also significantly improved the rate of compaction, bringing substantial productivity gains.

Pipeline and Civil was awarded the Teletrac Navman Safety Leadership Award for its leadership-led approach to health and safety culture.

The judges said the dedicated and hands-on approach to health and safety shown by the management team at this small business is truly impressive, and was one of the strongest applications they'd ever seen.

Led by its directors and managers, Pipeline and Civil has made a raft of improvements to health and safety. Leaders at the business have led by example and demonstrated their

care by being on site with workers to review safety processes and procedures.

Spiral Drillers Civil was awarded the Hawkins Safety Innovation Award for small-to-medium organisations for its clever rock core removal tool.

The judges said it was a compelling DIY idea — simple but effective, it reduces injuries, delivers unexpected benefits and has the potential to be used in the wider industry.

Designed by the crew on the ground and nicknamed the "shaker", the device eliminates the need for workers to use heavy-duty hand tools to remove rock cores from drilling barrels, reducing manual handling injuries and exposure to noise.

Total Traffic Management received a Judges Special Mention in this category for its illuminated stop/go sign, which has more than doubled the visibility of road workers.

This year Site Safe had a record of more than 320 graduates, many of whom attended the official graduation ceremony at Alexandra Park.

By participating in a range of Site Safe courses, students earn NZQA credits towards the Certificate in Construction Site Safety qualification, which leads to lifelong learning and the development of leadership skills in health and safety.

Site Safe: Spike in injuries cause for concern

The construction industry must take heed of an unexpected spike in serious injuries, Site Safe chief executive Brett Murray says.

Figures released by Statistics NZ recently revealed there were 72 serious work-related injuries in construction last year, up from just 45 in 2016.

Mr Murray says while the figures were raw numbers, rather than a rate, any rise was a cause for concern.

"Any serious injury at work means a massive impact on the worker, their family and their employer."

The spike bucks the general trend of recent years, Mr Murray says.

"Fatalities and serious injury rates in construction have been falling since 2013,

and we hope that these statistics are not signalling a reversal of that overall trend.

"Site Safe is committed to working with industry to make sure that the good progress we've been making is not lost.

"These are tough times for the industry, but this is exactly when we can't afford to take our eye off the ball.

"As we've seen lately, some of our biggest builders are facing significant challenges, and those pressures are reflected throughout the supply chain.

"There has also been a big boom in the residential sector, which is not going to change any time soon. These issues, combined with more new workers entering the industry, could well be reducing the focus on health and safety.

"Site Safe is committed to supporting the industry and government to ensure performance improves — we can't afford to be complacent about the safety of our people.

"Health and safety is not something that can simply be 'sorted out' once and then forgotten about. It's a constant effort to improve processes and find better, safer ways of working."

Mr Murray encourages any construction businesses with health and safety concerns to get in touch with Site Safe.

"We offer a free 'ask an advisor' service, and are happy to answer health and safety-related questions and provide guidance on tricky situations."

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New hazardous substances regulations about to take effect

Around one in three NZ workplaces use, manufacture, handle or store hazardous substances

On December 1, 2018, the Health and Safety at Work (Hazardous Substances) Regulations 2017 will come into force, addressing the safe handling and management of hazardous substances.

The purpose of the new legislation is to address the immediate harm to people and longer-term illnesses caused by hazardous substances in workplaces.

It is estimated that every year around 600 to 900 people die prematurely from workplace-related disease, including from exposure to hazardous substances, and it is for this reason changes are occurring.

As a result, business owners will need to review their current use, safe handling, storage, labelling and/or sales of hazardous substances.

A hazardous substance is any product or chemical that has explosive, flammable, oxidising, toxic or corrosive properties — and they're everywhere.

Around one in three New Zealand workplaces use, manufacture, handle or store them. This includes factories, farmers and growers, as well as printers, panelbeaters, hairdressers and retailers.

They are in commonly used products such as fuels and LPG, solvents, cleaning solutions and agrichemicals.

The new regulations are likely to be relevant to the practices and compliance costs of companies that store or use hazardous substances.

This is because everyone in those businesses will be expected to know what substances they are working with, the risks they pose, and how to manage those risks.

Key changes to the legislation include:

Inventory

There is a new mandatory requirement to keep an inventory of all hazardous substances used, handled, manufactured or stored in the workplace, including hazardous waste. The inventory must be current and available to emergency services workers.

Safety Data Sheets

Safety Data Sheets are a key source of information about managing hazardous substances, and details amongst other things,

HAZARDOUS SUBSTANCES INVENTORY									
YOUR INVENTORY PIN: _____					The Hazardous Substances Calculator will assign you with a pin so you can access your inventory again in future.				
NAME OF INVENTORY: _____								DATE: / /	
Name of product and UN number	Approval number and group standard name (if applicable)	Hazard classification (UN class and packing group)	Current SDS available?	Specific storage and segregation requirements	Container size	Open or closed container?	Gas, liquid or solid	Location (eg Flammable Goods Cabinet, Storage Room 02)	Maximum likely amount

An example of a hazardous substances inventory form. Under new regulations taking effect on December 1, 2018, there is a new mandatory requirement to keep an inventory of all hazardous substances used, handled, manufactured or stored in the workplace, including hazardous waste.

how the substance should be safely used, stored, transported and disposed of.

Businesses must have a Safety Data Sheet for all hazardous substances in the workplace, regardless of the quantity held (some exceptions apply).

Information, instruction, training and supervision

The regulations have specific requirements around providing information, instruction, supervision and training to ensure workers know how to safely use, handle, store and dispose of the hazardous substances in their workplace — and also what to do in an emergency.

Business owners must also keep a record of training and instruction provided to each worker.

Signage

There are some new requirements for signage which continues to be an important part of hazardous substances management, as they warn people in the workplace and emergency services that hazardous substances are on site.

Labelling containers of hazardous substances and hazardous waste

There are new requirements for ensuring

hazardous substance containers in the workplace are labelled, as well as maintaining the labels on substances supplied to a business.

Emergency plans

Whilst a business should already be managing risks to avoid an emergency, there is now a requirement to plan for one.

The regulations set out specific requirements about how to plan for an emergency, and also address all “reasonably foreseeable” emergencies based on the type and volume of the hazardous substances used or stored.

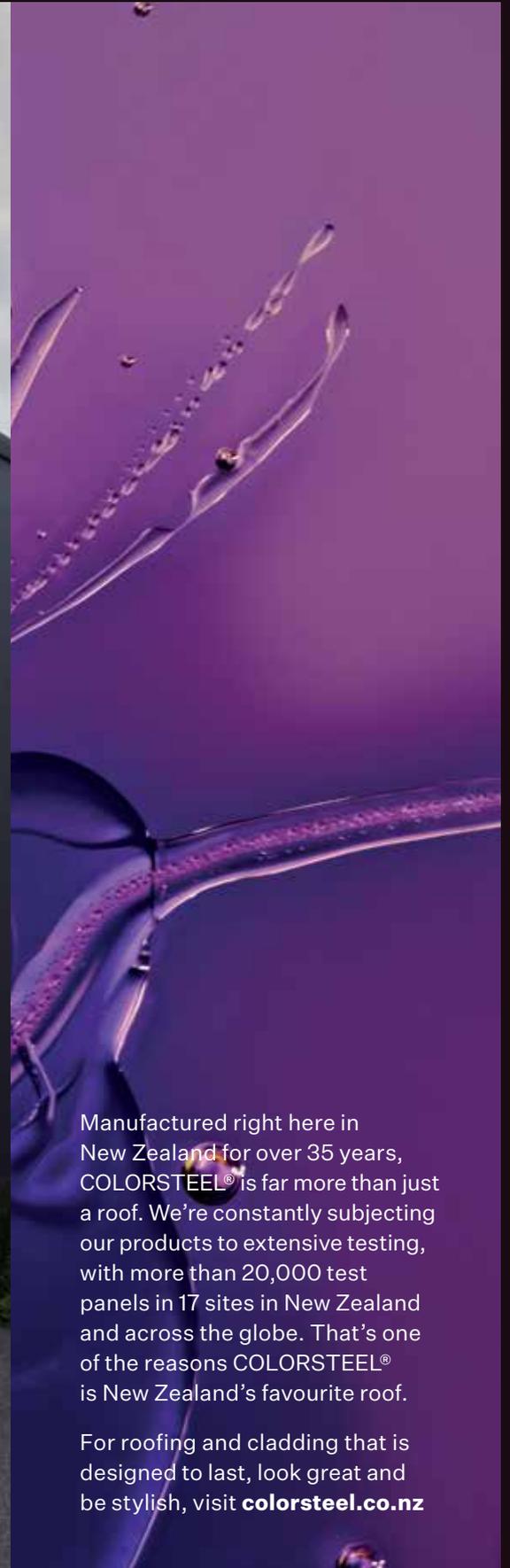
Workers’ understanding of procedures to deal with emergencies is also required.

Risk assessment and elimination or minimisation

It is important to manage the risks associated with hazardous substances and to review what the business has in place to keep people healthy and safe.

Eliminate risks if reasonably practicable, and minimise risk where elimination is not possible.

For further information about the new Hazardous Substances Regulations, or how your business is required to manage them, call 0508 424 723 or email info@safebusiness.co.nz.



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New Zealand's favourite roof.

Merger to shake up trans-Tasman project management sector

A merger of two of Australasia’s leading project management organisations, Xigo and TSA Management, looks set to shake up the sector on both sides of the Tasman.

The two companies are embarking on an ambitious growth programme backed by one of the UK’s top private equity firms, Livingbridge.

The merger — which involves TSA buying Xigo and Xigo shareholders reinvesting in the Group entity — sees both companies retaining their brand and governance structures.

TSA chief executive Andrew Wilson will serve on the Xigo Board, and Xigo director David Wilkie on the TSA Group Board.

Xigo-TSA will now collectively boast more than 250 project managers across five east coast Australia offices and three in New Zealand (Auckland, Wellington and Tauranga).

Commenting on the merger, Mr Wilkie says the transaction creates “a massive network of expertise and talent for us to better serve our existing clients, and to leverage new opportunities in New Zealand, Australia and

internationally”.

Mr Wilson says both businesses are very successful in terms of project and financial performance, staff attraction and retention.

“This is about extending our collective capability, our reach, and improving market access for TSA and Xigo,” Mr Wilson says.

“Both businesses are on a growth trajectory,” Mr Wilkie adds, “and this transaction fires up the afterburners.”

Livingbridge is a UK-based, mid-market private equity firm with a presence in the UK, US and Australia. It invested in TSA in 2017, its first Australian investment, and Xigo is its first New Zealand holding.

Mr Wilkie says he and fellow Xigo directors have met Livingbridge’s owners and are impressed with their sophisticated, no-nonsense investment approach and culture, while its global reach complements both companies’ international ambitions.

Mr Wilson says the transaction delivers significant value to both companies.

“This is about building on our collective strengths across the project management sector. They wanted to invest and expand into Australia, and we wanted to invest and expand in New Zealand.

“Both Boards have global ambition, and we’re excited about our extended capability and what we can achieve as a Group.”

Mr Wilkie says the merger represents a significant New Zealand investment in the bigger Australian project management sector.

“Kiwis are still owners and managers of a much larger trans-Tasman business,” he says, while TSA is getting access to the biggest infrastructure building boom in New Zealand’s history.

“Our strategy has been to grow 500% by 2023, organically and through merger or acquisition, and this transaction puts us on track to achieve our goal,” Mr Wilkie says.

“TSA has invested in our business and we’ve invested in the combined business, and we’re bound together to improve both companies’ performance.”

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Developer: Clear the red tape and you'll get 100,000 houses!

Developer Peter Cooney of Classic Developments puts the case to Minister of Housing and Urban Development Phil Twyford that he must cut through the ponderous pace and obstruction by council planners if he wants to solve the housing shortage.

There is no shortage of financiers wanting to invest in New Zealand housing developments. There is no shortage of skill within development companies.

Building companies can build the houses, but no one can get on with the job because council consent processes, with ever more layers of compliance and cost, prevent developers from getting started.

Until we have a minister who is prepared to cut away the burgeoning layers of bureaucratic nonsense, then we are going to have a housing shortage which pushes house prices up and creates crises in our communities.

Councils are not freeing land for development quickly enough, and new developments are being deluged with requests for information by council planners that don't want to take the risk of making decisions.

If we consider Tauranga for example, land runs out next year. There is no more land zoned for development so new house building stops.

That means electricians, plumbers, bricklayers and other tradies will all have to stop. It will impact carpet sales, furniture sales, lighting, drapes, paint, paving and anything else that is part of putting together a new home.

The multiplier effects of development and construction are woven into our local

economies and employment.

It is enough now. It must end. We can't advance as a nation and provide one of the basics of life — housing — if there is so much delay in getting good housing produced.

If everything goes well, it will take four to five years to get a proposed development through council processes. And it can take much longer than that.

It's a fallacy in the government's thinking that finance is the problem behind the housing crisis. The Government is working on a problem that isn't there and ignoring the one that every builder and developer is pulling their hair out trying to deal with.

"We can raise as much capital as we need, and we don't require Government help with that.

There are many financiers that would like to be part of the New Zealand housing market, but they struggle to justify investing when they can't be sure how long a development they might back is going to take to get through all the council processes.

The root of the problem with speed-to-market is the ever-increasing mountains of red tape and slow council decision-making or non-decision-making. And that's where the government's focus must be.

My solution is to ensure the new Ministry of Housing and Urban Development is staffed with people who have actually developed housing and actually built houses.

We have too many people in key decision-making positions in those key ministries without any idea of how to develop housing.

They might have had long careers in government and understand the "machinery of government", but know nothing about what makes housing tick. We need to change that.

I suggest the creation of housing "Czars" in each region, with the power to clear away bureaucratic barriers, and who have a direct line to the minister.

It would be their job to cut away useless time-wasting council processes, and put a spotlight on any situation where barriers were being created for spurious reasons.

Instead of consent officers seeing their job as hindering and slowing developers, we need a more collaborative style of governance where central government, local government, and private housing providers work together on agreed goals that work for all parties.

It can be done — it just takes leadership from the top and a required change in the way consent officers are tasked.

Feel the need for speed!



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Bigger isn't always better!

Generation Homes chief executive Kelvin Atkinson reckons that baby boomers require more choice in retirement living than is currently available.

Baby boomers sang along with the Beatles and the Rolling Stones, made space in their living rooms for the television, challenged the way we viewed race, religion and war, and saw the introduction of contraception and planned parenthood — and now they are changing the way we live in retirement.

Since baby boomers started retiring (even just planning their retirement), they have challenged the traditions of retirement and retirement living.

Many now plan to continue working well into their retirement, while others lobby for the retirement age to be brought down to cater for those who've worked in physical jobs and don't have the health or strength to continue working to 65 or beyond.

The accepted norms for retirement living have also been well and truly challenged.

Over the past 20 or so years we've seen the development of retirement villages offering licences to occupy, and a secure, cocooned lifestyle amongst fellow retirees, with services at their fingertips and continuity of care all but guaranteed.

We've also seen the development of a slightly different style of retirement complex where people own their own unit and have access to a range of on-site services.

At Generation Homes we're seeing increasing demand for family homes that can accommodate several generations of the same family — each enjoying their own personal space, but having communal areas where they can come together as a family.

We're also seeing many retirees who want to preserve their independence and live in their own home for as long as possible, just possibly not the same home that they have lived in until now.

They're looking for something new, warm and low maintenance (home and grounds), but somewhere that is still integrated into the community rather than being part of a complex, gated or otherwise.

Some of these retirees might choose retirement village living if they could afford it, but that's not an option that's open or appealing to everyone.

Many councils, land owners and developers are not yet taking this market into account, and



Generation Homes chief executive Kelvin Atkinson.

are still encouraging and creating subdivisions, with all the sections and homes too big for people looking to downsize.

Where sections are small, there is the expectation that the house built on it will be two-storey. We know from experience that there is strong demand for newly-built small homes on small sections.

New homes built in New Zealand have grown bigger and bigger — even when the sections are small — but there are plenty of retirees who want a smaller, single level home where they can age in the community they have chosen to spend much of their life in.

I'm convinced the answer lies in providing options that meet differing tastes and differing budgets.

The need for a wide range of options is important now, and will become even more relevant over the next 10 to 15 years as more baby boomers move into retirement.

Retirement commissioner Diane Maxwell recently highlighted the need to provide options for those reaching retirement.

She spoke about the need to provide "good housing stock" that is right for retirees and older New Zealanders. The important thing is the availability of options for those with the funds to choose.

Some of the retiree clients we've built for started out looking to downsize from the family home to a smaller house.

We regularly hear them say that finding an existing small property on a small section in

their existing neighbourhood is hard enough.

But then they look at the work that's needed to get that house to the standard they expect as they head into the next phase of their lives, and decide it isn't worth it.

In many of those cases, they end up building a home that's much larger than they originally wanted — but the house is new, has everything they want, and will hold its value till they need to recoup their investment.

This "downsizing" means downsizing of maintenance — inside and out — but with better planning we could be building smaller houses on smaller sections that are interspersed amongst standard family homes so retirees can live in a regular community wherever they choose to.

I'm thinking here of homes that are maybe 80sq m to 100sq m on sections of about 200sq m.

Smaller homes won't appeal only to retirees. They will also be a useful addition to our overall housing stock, and attractive to first-home buyers, who want to start out with a more modest and affordable home.

Making smaller homes on smaller sections easily available also means that when retirees sell up the family home they are likely to need less of that capital to purchase their next home, freeing up the difference to spend in their retirement.

Currently about 70% of people aged 65 and over own their own home without a mortgage, and another 14% own their own home but still owe money to the bank.

In 20 years' time housing affordability in this country means that more renters will be entering retirement and our need for options will be even greater.

As the retirement commissioner says: we need different models that will work for people.

I'm not advocating one style of living over another. What I am advocating though, is for the availability of choices.

For this to be really effective, We need to plan for it, rather than let it happen in an ad hoc way.

Land owners need to make provision for smaller sections, and developers need to make sure their design guidelines allow for single-storey, smaller houses so purchasers have more choices. Bigger isn't always better!

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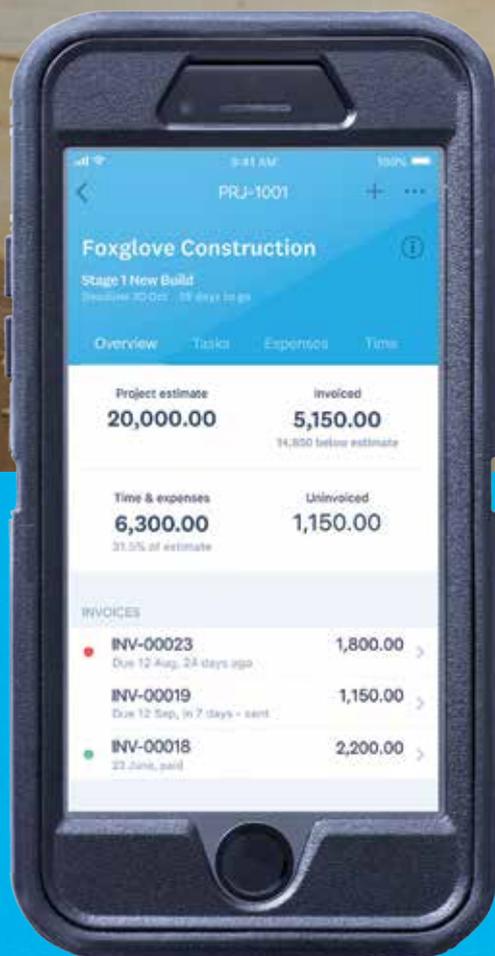


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The company supports its franchisees in their



day-to-day business management, giving them a monthly picture of their financials, and quality business advice to help them make great decisions.

Smith & Sons provides training and use of first class, faster software and systems that speed up estimating and quoting, whilst making accounting and job management a breeze.

They also promote their franchises (even whilst franchisees are asleep!), and give easy access to all kinds of branding materials, from uniforms to show stands to site signs.

Franchisees can then focus on turning

enquiries into jobs with a process that helps win and close sales. And with a better flow of customer enquiry, turnover will be set to rocket skywards.

So why not change four things instead of just one? Get the support needed to run a more efficient, profitable business, and improve financials, systems, exposure and turnover.

For builders with ambition, Smith & Sons offers all the support needed to make any franchise the go-to local renovations company in any area.

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BT's Back in Time

20 years ago — November 1998:

- The building industry applauded the Government's intention to reduce health and safety levies on employers to better reflect the cost of OSH services.

Employers paid a Health and Safety in Employment (HSE) levy of six cents per \$100 of payroll as part of ACC premiums, bringing in more than \$26 million, of which only \$21 million went to the Department of Labour's OSH service.

"The balance had been going into the consolidated fund," according to BCITO OSH manager Ian Shepherd. "That's a disgraceful misuse of funds collected for a specific purpose," he said.

"It is admirable that the levy is being reduced, therefore reducing the amount going into the public trough, but it still means there's \$1.5 million left over, which should be returned to industry to fund health and safety initiatives," Mr Shepherd said.

15 years ago — November 2003:

- A Building Industry Performance Group (BIP Group) had been established at the Building Industry Authority (BIA) to manage and strengthen the BIA's relationship with territorial authorities (TAs) and building certifiers, and to monitor, report and improve the performance outcomes of the

building regulatory system.

BIP Group manager Murray Sim said TAs should consider the BIP group their main point of contact with the BIA, just as the BIP Group was now the BIA's key point of entry into issues at TA and building certifier level.

10 years ago — November 2008:

- Standards New Zealand (SNZ) sought feedback from stakeholders regarding parts of NZS 3604:1999 — the key Standard for building timber-framed houses in New Zealand — that needed to be brought up to date.

SNZ was starting a project to revise the Standard, and was calling for nominations to the technical committee that was to revise NZS 3604.

The key objectives of the revision were to reflect industry needs, changes in materials and industry practice since the last revision was published, and changes in other related Standards such as those setting requirements for earthquake, wind, snow and other loadings that buildings should be designed to, and to consider the merits of a "whole building" design approach, as opposed to the "single member" basis of design.

5 years ago — November 2013:

- Chelydra Percy was appointed as chief executive officer of the BRANZ Group.

Ms Percy was previously with Callaghan Innovation where she was future products and innovation general manager.

"The BRANZ Board is excited to be working with Chelydra to continue the growth of the organisation," BRANZ chair Dr Helen Anderson said.



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Timber Design professionals' creativity honoured

Design professionals were honoured for their creativity and ingenuity at the 2018 NZ Wood-Resene Timber Design Awards evening in Auckland recently, which saw He Tohu Document Centre from Studio Pacific Architecture win the Supreme Award and Cymon Allfrey's Family Bach a worthy runner-up.

"In a market crowded with grand designs and wonderful claims for every construction material, New Zealand timber is proving just how versatile and cost-effective it is," Wood Processors and Manufacturers Association promotions manager Debbie Fergie says.

"These awards have again proved how imaginative design and structural integrity can combine to deliver beautiful timber buildings."

Entrants competed in 10 categories, covering everything from residential and commercial architectural excellence to engineering innovation, multi-storey construction and student innovation.

"The 2018 NZ Wood-Resene Timber Design Awards showcase some of the best examples of innovation in timber design that New Zealand has to offer," judges said.

"It's evident there is great collaboration between architects, engineers, suppliers, fabricators and builders to produce some outstanding and highly innovative timber buildings and structures.

"The real stand-outs were those that went a step further, displaying a mature professional approach, an evocative sophisticated outcome, or a surprising twist."

Entrants competed in 10 categories, covering everything from residential and commercial architectural excellence to engineering innovation, multi-storey construction and student innovation.

Structural performance and aesthetic excellence

Structural performance and aesthetic excellence were highlighted across all categories.

The Resene Supreme Award went to the iconic He Tohu Document Centre within the National Library, inspired by the form and function of a waka huia (treasure container).

"This is the perfect vessel to display the founding documents of Aotearoa," the judges said.

"Highly developed manufacturing technologies are woven together with traditional timber materials, showcasing how timber can deliver



Resene Supreme Award winners Studio Pacific Architecture, from left: John Gerondis (Resene), Lisa Webb, Evzen Novak and Lauren Jones.

technological, social and cultural value in a beautiful way."

This entry also won the Niagara Timber Products' Interior Innovation category.

Runner-up to the Resene Supreme Award was Cymon Allfrey's Family Bach in Hanmer Springs.

"An interesting redefining of the family bach as a series of separate yet interrelated buildings with shared common spaces," the judges commented. "A building where architecture hero's wood, and wood has hero'd architecture."

This entry also won the CHH Woodproducts Futurebuild Residential Architectural Excellence Award.

The Pukapuka Road house in Rodney won the NZ Farm Forestry Association's NZ Specialty Timber Award, with the Walton House in Tauranga commended.

Public buildings

Both entries showed what could be done with locally-sourced timbers that "make the most of their natural performance capabilities, aesthetics and durability," judges said.

Public buildings were a major feature of winning and commended entries.

TimberLab Solutions' Commercial Architectural Excellence Award was won by Te Wharehou o Waikaremoana.

Judges admired how this "carefully considered building sits beautifully in its idyllic setting."

By carrying through the conceptual ideas and references into every detail, both whenua and iwi are reflected," they said.

It also won the Wood and Fibre Creativity Award, sponsored by Scion Research.

The XLam NZ Multi-Storey Timber Building Award is a new category, requiring entrants to submit projects at least three stories high, and was won by Te Pa Tauria-Otago Polytechnic Student Village in Dunedin.

It was the first five-storey, all-timber building in the country, with judges pointing out that the highly efficient modular layout enabled efficient offsite prefabrication which significantly reduced construction time, minimised waste and reduced cost.

The Mt Pleasant Community Centre won the NZ Timber Design Society's Engineering Innovation category.

"By thinking differently about how timber products can be used for structural and interior cladding, the designers developed a system that was able to articulate much more than just a way of holding up the building through a seldom used yet highly efficient architectural form," judges commented.

The Exterior Innovation and Infrastructure Award, sponsored by Taranakipine Woodspan, went to the Kumutoto Pavilion in Wellington.

"The distinctive anvil form of Kumutoto hovers dramatically over the layered purple heart decking, providing shelter at the edge of Wellington harbour," judges said. "A fantastic student-led and delivered, collaborative project."

Plant and Food Research's Seafood Research Centre in Nelson won Nelson Pine Industries' Excellence in Engineered Wood Products category. Judges commented on the entire structure being

NZ Wood-Resene Timber Design Awards 2018



prefabricated timber and featuring highly refined joint detailing.

"This shows how versatile timber can be for both structural and non-structural applications."

Henry Fraser from the University of Auckland won Juken NZ's Innovation of Student Design award, for his entry for the Newton Central Primary School in Auckland.

"This highly sophisticated presentation shows how holistic design can deliver a project that maximises performance, while minimising the impact on the natural environment," judges commented.

Overall, the judges were delighted with the standard of entries, saying the awards showcased some of the best examples of innovation in timber design that New Zealand has to offer.

"The remarkable achievements of all contestants show how wood is the perfect material to deliver more sustainable and resilient buildings.

"It's fantastic to see the growing use of local

products such as CLT, glulam and LVL in a broader range of applications – with some stunning results."

The four judges were Prefab NZ founder and chief executive Pamela Bell, BRANZ structural engineer David Carradine, Warren and Mahoney principal Tim Melville, and Scion sustainable architect Andrea Stocchero.

The keynote speaker at the Awards was Dr Helen Anderson, QSO. Ms Anderson has a PhD in seismology from the University of Cambridge, and 16 years of active research experience as a seismologist.

She has a professional and personal commitment to designing and building for the future, especially concerning the resilience of buildings in disasters, and how we manage risk from our heritage buildings.

Currently she is chair of the Building Research Association (BRANZ), Scion Research, the MBIE's Building Advisory Panel, and a director of five other major organisations.



2018 Wood Warrior Owen Griffiths (left) is presented with his award by Wood Processors & Manufacturers' Association chair Brian Stanley.

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RESENE SUPREME AWARD



WINNER

He Tohu Document Centre, Wellington

Studio Pacific Architecture

Judges citation: This is the perfect vessel to display the founding documents of Aotearoa.

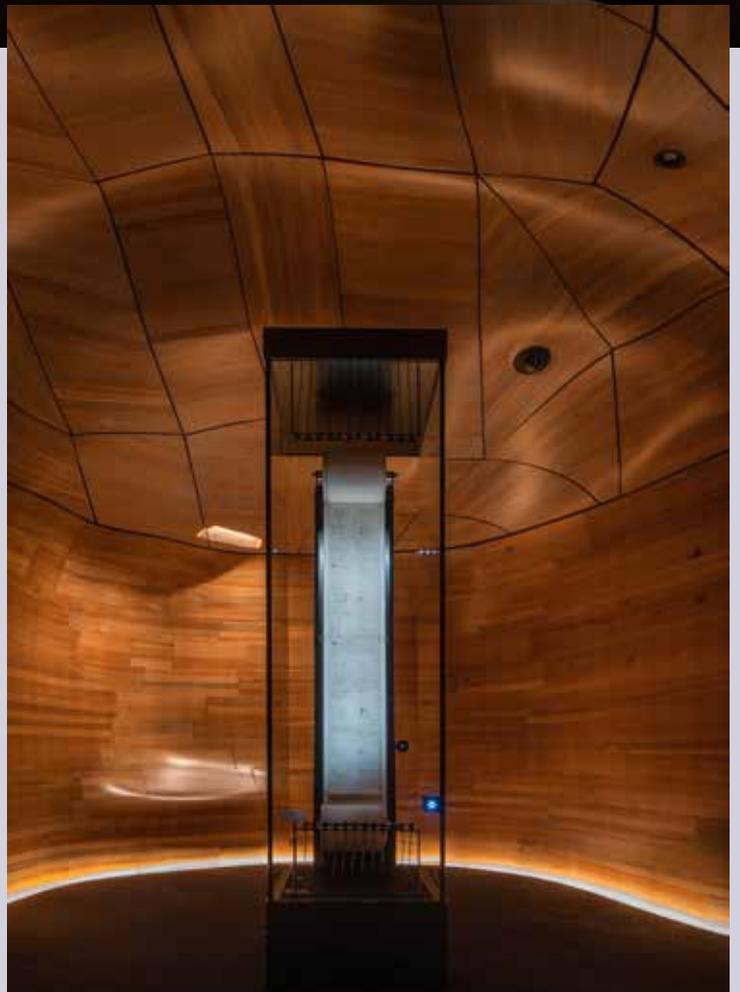
"Highly developed manufacturing technologies are woven together with traditional timber materials, showcasing how timber can deliver technological, social and cultural value in a beautiful way.

Images: Andy Spain

COMMENDED

Family Bach, Hanmer Springs

Cymon Allfrey Architects



RESIDENTIAL ARCHITECTURAL EXCELLENCE

WINNER

Family Bach, Hanmer Springs

Cymon Allfrey Architects

Judges' citation: An interesting redefining of the family bach as a series of separate yet interrelated buildings with shared common spaces. A building where architecture hero's wood, and wood has hero'd architecture.



COMMENDED

Madras Street, Christchurch

Image: Stephen Goodenough

Coll Architecture

COMMERCIAL ARCHITECTURAL EXCELLENCE

WINNER

Te Wharehou o
Waikaremoana, Rotorua

Tennant Brown Architects

Judges' citation: We admired how this carefully considered building sits beautifully in its idyllic setting. By carrying through the conceptual ideas and references into every detail, both whenua and iwi are reflected.



COMMENDED

St Andrews College Centennial Chapel, Christchurch
Architectus

Mt Pleasant Community Centre, Christchurch
Chris Moller Architecture + Urbanism

EXCELLENCE IN ENGINEERED WOOD PRODUCTS

WINNER

Seafood Research Centre,
Plant & Food Research,
Nelson

Jerram Tocker Barron Architects

Judges' citation: The entire structure is prefabricated timber, and features highly refined joint detailing. This shows how versatile timber can be for both structural and non-structural applications.



COMMENDED

Wellington International Airport Extension, Wellington

Warren & Mahoney

Image: Jason Mann

MULTI-STOREY TIMBER BUILDING AWARD

WINNER

Te Pa Taurira-Otago
Polytechnic Student Village,
Dunedin

Logic Group, Mason & Wales, Naylor
Love, Kirk Roberts, Tricia Love
Consultants

Judges' citation: The highly efficient modular layout enabled efficient offsite prefabrication which reduced construction time, minimised waste and reduced cost.

COMMENDED

Ara Kahukura, Christchurch

Jasmax & Powell Fenwick



ENGINEERING INNOVATION

WINNER

Mt Pleasant Community Centre, Christchurch

Chris Moller Architecture + Urbanism

Judges' citation: By thinking differently about how timber products can be used for structural and interior cladding, the designers developed a system that was able to articulate much more than just a way of holding up the building through a seldom used yet highly efficient architectural form.

Image: Dennis Radermacher



COMMENDED

Kaikoura District Council,
Kaikoura

A Buchanan PTL, Graeme Whimp,
Design Base, Nelson Timber Solutions

Callaghan Innovation
Laboratory, Lower Hutt

Chris Moller Architecture + Urbanism

EXTERIOR INNOVATION AND INFRASTRUCTURE

WINNER

Kumutoto Pavilion,
Wellington

Isthmus Group

Judges' citation: The distinctive anvil form of Kumutoto hovers dramatically over the layered purple heart decking, providing shelter at the edge of Wellington harbour. A fantastic student-led and delivered, collaborative project.

Image: David St George



COMMENDED

Tree Villa, Auckland

Matter Architects

Timber Cloud, Auckland

Jing Kun Ye with Andrew Barrie Lab

INTERIOR INNOVATION

WINNER

He Tohu Document Centre,
Wellington

Studio Pacific Architecture

Judges' citation: See page 44

Image: Andy Spain

COMMENDED

Shortland Health Clinic,
Auckland

Klein Architects

Wooden Oragami House,
Tauranga

Will Tatton Architecture



NEW ZEALAND SPECIALTY TIMBER AWARD

WINNER

Pukapuka Road House,
Rodney

Belinda George Architects

Judges' citation: This entry shows what could be done with locally-sourced timbers that make the most of their natural performance capabilities, aesthetics and durability.

Image: Simon Devitt

COMMENDED

Walton House, Tauranga

John Henderson Architecture



WOOD AND FIBRE CREATIVITY AWARD (REVISED)

WINNER

Te Wharehou o
Waikaremoana,
Rotorua
Abodo Wood

Judges' citation: See page 45

COMMENDED

X-Frame System,
Wellington
Ged Finch



INNOVATION OF STUDENT DESIGN AWARD

WINNER

Newton Central
Primary School,
Auckland
Henry Fraser, University of
Auckland

Judges' citation: This highly sophisticated presentation shows how holistic design can deliver a project that maximises performance, while minimising the impact on the natural environment.



Future-proofing industry training

By BCITO chief executive
Warwick Quinn

Current state

The current number of trainees across all sub-sectors is not sufficient to meet existing labour force demand, leading to a reliance on immigration and creating a strategic need to increase the number of people engaging in skills training.

A key feature of the New Zealand construction industry over the past 25 years has been its increasing specialisation. Particularly in new construction, “supply and install” subcontracting practices dominate many business models.

This is partly driven by firms de-risking their business to mitigate the impact of extreme market volatility, and partly by competitive pressures.

This “lowest price subcontracting” model has further perpetuated the growth of small specialist firms. Some 65% of all construction firms have no employed staff, and 91% have five staff or less.

Competition for work is fierce, and these firms are not incentivised to train by either the contracting signals they receive or the training options available to them.

The construction industry is also highly dynamic. A recent analysis by PWC shows that the industry has experienced significantly more extreme “boom and bust” cycles over the past 20 years than any other sector, and that the “birth and death” rates of firms in the industry are high.

These features have a significant impact on the ability of firms to engage in training activity even when clear demand exists. In turn, this creates challenges for meeting skill needs.

So what can we do?

Review the industry training framework

We believe that the current industry training framework no longer reflects how the construction industry and many other sectors operate.

This affects employers’ willingness to train, and restricts the industry training sector’s ability to attract and maintain adequate numbers of trainees.

We recommend that the Government reviews the current industry training framework to



ensure it is sufficiently flexible and responsive to meet today’s needs and future requirements.

Raise the profile of vocational learning

As with other trades, there is a level of inter-generational prejudice in New Zealand against pursuing construction careers. School leavers are commonly encouraged to pursue degrees if possible, with trades-based pathways seen as an inferior second choice.

Much of this parity of esteem issue is cultural and, therefore, difficult to shift. However, the Government can assist by explicitly signalling that it sees all pathways as valid, and providing equitable support for all career paths.

We believe there is also scope for considering the implicit signals sent by current policy settings.

For example, in the New Zealand Qualifications Framework a basic trade qualification sits at Level 4 and advanced trade qualifications at Level 5 and 6, while a Bachelor’s degree sits at Level 7.

In other words, entry-level academic qualifications are given greater formal status than even highly advanced technical education.

This sends signals that a “vocational” career is inferior to an academic-based one, affecting the decisions of potential learners and those who influence them, such as parents and teachers.

Cut constraints on ITO training

The most significant constraint is that, under the Industry Training Act (the Act), while ITOs can facilitate workplace training, arrange workplace-based assessment, and award standards and qualifications, we are prohibited from directly providing training.

The division between “arranging” or facilitating training in the workplace and “providing” it will become increasingly blurred in the future.

Greater use of digital learning and assessment technologies, and the growing use of work-integrated learning approaches by providers, will increasingly challenge what counts as “provision”.

This will make the Act’s restriction less and less relevant, and more of a compliance hoop for ITOs that provides little benefit for learners, individual firms, or industries.

At the same time, preserving this restriction prevents us from developing training models that better suit the industry and firms within it.

Specifically, permitting ITOs to train would allow us to develop flexible models that recognise and reduce the burden and costs faced by SMEs in taking on apprentices.

Given that the construction industry is largely composed of SMEs, this could significantly improve firms’ participation in training from the current 10% rate.

It could also provide a basis for strategies to retain trainees and apprentices during industry downturns (when employees would otherwise be laid off).

Alternative funding streams

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.

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, and 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.

Government policy incentives

In addition to its funding levers, the Government can play a significant role in encouraging firms to train through its other policy levers.

The Licensed Building Practitioner (LBP) regime, for example, is not simply a method of ensuring high-quality construction work in critical areas, but also provides a material incentive for construction workers to engage in training and professional development.

One straightforward, low-cost and low-compliance method of encouraging training is through the Government's own procurement policies, and we are pleased that after years of lobbying this has finally occurred.

While residential and private commercial clients might form the majority of construction activity in New Zealand, the Government is also a significant source of demand.

While private sector demand tends to be highly cyclical, government demand is far more stable.

Indeed, counter-cyclical government investment has been identified as an important potential method for smoothing out fluctuations in demand, and giving firms a more certain and stable industry environment.

This should help maintain apprentice numbers, particularly during downturns in private sector demand, and should be undertaken in conjunction with workforce planning forecasts.

Better workforce planning

Numerous reports are being, and have been, undertaken on the future of the construction industry and the number of workers required.

However, while these reports discuss the "demand" side of the skills equation, they do not address the "supply" side — whether we are training enough future employees to meet forecast demand.

This lack of co-ordination is a particular issue, given the previously mentioned nature of the construction industry.

As noted, the sector operates in a boom and bust cycle, and most firms are SMEs with little capacity to carry employees or invest in training when demand falls.

The industry therefore regularly suffers from skill shortages when demand rises, due to low training levels and skilled employees leaving



Broniek Szpetnar of Great Lakes Aluminium Taupo and apprentice Tamara Tuhiwai, who began her trade career in her early 40s.

the industry during the down-cycle.

Given the importance of the construction sector to the New Zealand economy, we believe there is a case for the Government to establish its own dedicated labour force unit for this industry.

This would continuously monitor, in partnership with industry, how the flow of enrolments and completions in construction-based formal apprenticeships, workplace training, and provider-based programmes reflect current and future need.

This would include considering the number of learners/apprentices that need to be in the system at any one time, with the ultimate goal of avoiding significant over- and under-delivery of skills.

Building a more diverse workforce

The construction workforce is largely older, white and male. As New Zealand's demographics change and our labour force becomes more diverse, we will need to ensure that, likewise, our industry becomes more diverse.

This will give employers a greater talent pool from which workers can be drawn, and make the workforce more reflective of the communities and customers we serve.

Although we believe that initiatives such as Maori and Pacific Trades Training could be reviewed and refined, we see these moves as fundamentally positive.

We are also aware that there is significant scope to make careers in our industry more attractive to people from Asian ethnic groups.

This will become especially important, given that Asian New Zealanders constitute a growing proportion of our country's young people — ie, the people that we rely on to form our industry's future workforce.

A particular concern for the BCITO is the low proportion of women in the industry. Only 2.6% of our apprentices are women — one of the lowest participation rates in all New Zealand industries.

We believe the industry needs to "widen the talent pond in which it fishes", and attracting more women into the sector is a key priority for us.

Training/Immigration alignment

Sector-based training regimes such as industry training are intended to be self-regulated by market demand — firms will invest in training when they need additional skills, and not invest when they have sufficient supply.

In theory, this means that industry does not significantly over- or under-train and, in the long term, experiences a skills equilibrium.

However, this equilibrium can be disrupted, when firms have easy alternative ways of securing skills, such as poaching trained staff.

In theory, firms and industries rely on skilled migration as a "safety valve" in the skills pipeline. Pre-trained migrants fill unanticipated spikes in skill needs until sufficient numbers are graduating from training programmes to meet those needs sustainably.

This is an example of how immigration and training complement each other well.

Volatility in the industry makes the training and migration relationship especially important. The rapid industry cycle results in firms shedding significant staff during downturns, and a lag in training investment post-recovery.

As the recovery period is commonly very sharp, the training system often cannot respond quickly enough to satisfy rapidly increasing skill needs during the upturn.

This leads to the industry often looking to immigration as a key source of skills.

We understand and accept this pattern of behaviour — skilled migration will always be necessary at points in the demand cycle.

However, we also believe there is a delicate balance to be struck between migration-based and training-based solutions to skills shortages.

If firms become over-reliant on immigration to satisfy skills needs, then we risk immigration being viewed as the primary pathway for meeting demand.

Avoiding this over-reliance on migration can be addressed partly by ensuring that government training policies and regulations better reflect the way in which the industry operates.

We believe there needs to be more explicit and strategic consideration of how immigration and training-based approaches to workforce supply and development relate to each other.

Uncovering the real cost of tertiary education

NZ's industry training and apprenticeship system is the education sector's 'hidden gem'

By Industry Training Federation chief executive Josh Williams



A new study uncovering the real cost of tertiary education clearly demonstrates that New Zealand's industry training and apprenticeship system is the education sector's hidden gem.

With 145,000 trainees and apprentices earning and learning on-the-job, this career pathway is the most effective and efficient way to deliver the skills New Zealand needs, when it needs them.

An on-the-job education is co-funded and supported by business. Employers put their own money and resources into helping people develop the skills and services their industry needs. Yet it seldom gets the credit it deserves.

We suspected that New Zealand's current tertiary funding system was skewed towards campus-based learning.

Hard to compare real taxpayer cost

But because the Ministry of Education reports data and statistics on industry training separately from other forms of tertiary education, it has been hard to compare the real cost to taxpayers of the different types of education and student support.

So we brought all the information together, crunched the numbers, and had our analysis and assumptions tested by the respected economic research firm BERL.

New Zealanders now have a transparent picture of their total investment in tertiary education. And the results speak for themselves:

- In 2016, the Government spent \$1.23 billion to support universities to provide their facilities, staff and tuition, and an additional \$680 million on loans and allowances — a total of \$1.91 billion, to support 146,000 domestic university students.
- In comparison, industry training received just \$171 million to support 147,000 trainees and apprentices — just 6% of publicly-funded tuition and training subsidies.
- In 2016, the industry training system qualified 306 people for every \$1 million of government investment. For the same level of investment,

polytechnics qualified 51 people and universities 19.

- Industry training delivers the highest number of qualifications per year of any part of the system — 52,485 in 2016.
- In comparison, universities delivered 36,085 qualifications, and polytechnics 45,650 qualifications.

In short, pulling together these numbers shows that developing vocational skills directly through workplaces comes at a much lower cost to the taxpayer than developing skills outside the workforce, in institutions.

So why is New Zealand's work-based system a hidden gem? First, because apprentices and trainees are hidden in the system.

Economic gems

They don't look like students because they have jobs and pay taxes. Their "campuses" are the 25,000 businesses who train them through Industry Training Organisations.

Second, they are economic gems because being in paid employment, they don't draw on student loans and allowances.

They don't need to be subsidised by taxpayers to survive the experience of full-time study.

They look like productive workers, because industry investment ensures they are.

Certainly, the qualifications and cost structures vary hugely between different providers, and it is vital our tertiary education system continues to offer a range of different pathways, skills and qualifications.

But at a time of critical skills shortages, we at least ought to notice that our trainees and

apprentices are not looking for work — they are already employed in the industries in which they are training.

They are improving the productivity of the existing workforce, they are gaining the right skills, doing the real thing.

Earning and learning is the new reality

Between automation, changing employment structures and an ageing workforce, earning and learning on the job and upgrading skills throughout your working life is the new reality.

Yet New Zealand spends considerable time and policy effort — and most of our public funding — on the full-time study options for 60,000 school leavers, and not nearly enough time and policy effort on increasing the skills and productivity of the 2.6 million people in the existing workforce.

There is no industry training without employers, and we need more of them to get on board.

We are looking for the government's current Vocational Education and Training review to establish an attractive set of incentives and support for more of New Zealand's employers to join the effort to train for their industries, and not simply leave it to institutions to train outside the industry.

We know that the growth in participation and performance in the ITO sector in recent years represents excellent value for money for the government and taxpayers, because industry itself is carrying much of the cost, through committed employers and financial contributions.

It's time to start re-balancing our education system. Front-loading skills into young people will not be enough.

We need our collective investments in skills to reach people as and where they are, and as and where the skills are needed.

And as this new analysis shows, if we moved the needle on the current investment in post-school education and training towards more workplace-based education and training, it would save students and taxpayers a fortune.

Fully interactive stats and graphs which demonstrate the real cost of tertiary education are available at www.tinyurl.com/costofprovision.



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The 'saviours of our industry' — what will work for them?

Terry Sage of Trades Coaching New Zealand wonders if anyone has asked today's teenagers what really works for them regarding construction industry recruitment?

They say don't start a discussion with an apology — it's neither polite nor good business etiquette.

Sorry, I forgot who told me that, but I'm sure it was someone of perceived influence.

My apology is based on your probable reaction to the following words. If you don't agree with it, blame my biggest fan (probably my only fan if I'm honest).

Mr C reprimanded me for not having an article in the September issue of *Building Today* (I promise, it was not my doing). He then went on to offer the advice to "spice it up a bit".

So here's a splash of spice — and if this ends up being my last article Mr C, I'll come knocking.

You may have already read the stories in this Apprentices/Training feature discussing the current state of play in New Zealand.

Apparently, this is the third such feature *Building Today* has published in as many years. So my question is: has anything changed in that time?

Of course, the answer is yes, there are definite stats to support change. The answer is also no, as we are still tens of thousands of tradies short.

According to an article I read recently, the BCITO has the highest number of apprentices on the books than at any other time. Fantastic job, and well done to all the training institutions.

We also have the highest number of job vacancies within the industry. I'm not sure if this is the highest ever or just the highest for a long time. Either way, the figure was a staggering 42,000 holes to fill. Wow!

Can we lay the blame for this predicament on anybody? Hell yeah, it's all your fault (maybe a bit too much spice there Mr C?) — "your" meaning everybody, and not just the poor reader who has just spilt coffee all over their stubbies.

The truth is, it's not a sudden problem as we've known it's been coming for a while.

It's not down to one issue or a lack of action on anybody's part. There are numerous issues at stake, and rather than lack of action maybe it's down to the wrong action?

Does the industry as a whole need to get out of the office and smell the roses on this issue? I say as a whole, because we cannot rely on the training organisations to fix the problem — it's too big for just them.

Before we get all hot under the hard hat here, is the problem fixable? Some will say yes, some no — either way something has to happen, so we have to try.

Do I have any answers? If I did I would be working in an odd shaped building, in a windy

city roughly in the middle of the country — and who the hell needs that in their lives?

So no, I don't, and neither do the current crowd down in the middle of the country. So let's look at it from the world of "keep it simple stupid".

When I'm coaching clients I try and keep every aspect of business as simple as possible, because the harder you make it, the harder it is to administer.

I'm going to offer up just one gem for you to think about. Forty-something years ago when I left school (got asked to leave school is probably more accurate), getting a trade was looked at as "wow you lucky geezer, well done".

It was like a step up, a prestigious step, kinda sexy almost.

Now you mention to a 15, 16 or 18-year-old school leaver "why don't you look at a trade" and they look at you as if you just stepped in something.

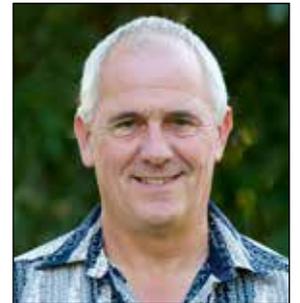
Come on movers and shakers, the construction industry is now most certainly not sexy enough anymore — we've been left behind by nearly every other industry.

If you really expect these lazy, couch-ridden, thumb-moving-at-a-hundred-mile-an-hour, arrogant, the-world-owes-me-a-life teenagers to get up off the couch, let alone get out of the house and seek an apprenticeship, well, "you're dreaming mate".

We've all been teenagers, but that doesn't mean we know what the "new" teenagers are looking for.

For all the marketing brilliance wrapped up in the construction sector, has anyone actually asked the lazy, thumb-moving, you-owe-me kids what will work for them?

There must be a couple of smart ones out there who are able to tell you how to sex up a hard hat and knee brace. And this is essential, because they are the saviour of our universe — well, our industry at least.



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THE BUSINESS SIDE OF CONSTRUCTION

Site Safe scholarship recipients announced

Site Safe has announced the 16 recipients of this year's Site Safe scholarships, including five Maori and Pasifika candidates, and five Women in Construction candidates.

They will embark on the process to complete Site Safe's most advanced health and safety qualification, the New Zealand Certificate in Workplace Health and Safety Practice (Level 3).

Site Safe chief executive Brett Murray says it is exciting to be able to provide recipients with this unique opportunity to develop their health and safety knowledge.

"Investing in people is something we really believe in at Site Safe. These scholarships will give 16 people the chance to expand their learning and gain an NZQA-recognised national certificate," Mr Murray says.

"These are real-life skills which will not only extend their individual career opportunities but enrich the industry as a whole."

The calibre of applicants was very high this year, Mr Murray says.

"The applicants were all really strong and well supported by their employers. It's great to see the industry backing their people and recognising the value of health and safety training."

Dominion Constructors' South Island construction director Grant Thomas says the company is proud to be Site Safe's scholarship partner.



Two of last year's scholarship winners, Kellie Ann Bullock (left) and Reem Barakat.

"Professional development and health and safety are two things that are really important to us at Dominion.

"So it's great to be able to help support this initiative, which allows people to not only build their skills, but to pass on that vital health and safety knowledge to their workplaces," Mr Thomas says.

All scholarship recipients receive complimentary training towards the Health and Safety in Construction programme, which leads to the award of the NZ Certificate in Workplace Health and Safety Practice Level 3, a dedicated Site Safe mentor to support them in their studies, and a complimentary ticket to Site Safe's annual gala event upon graduation.

Scholarship recipients for 2018 are:

APPLICANT NAME

Michael Sedden
 Jessica Drummond
 Jason Dunn
 Linsey Whitchurch-Kopa
 Allan Buckingham
 Rebecca Moss
 David (Veli) Lolohea
 Heamasi Vaioleti
 Aimee Muir
 Anna Winter
 Maria Plopa
 Bridgette Broad
 Andrea Martin
 Vanessa Lalich
 Bronwyn McNulty
 Amanda Mariani

CATEGORY

Maori
 Maori
 Maori
 Open
 Open
 Open
 Pasifika
 Pasifika
 Under 25s
 Under 25s
 Under 25s
 Women in Construction
 Women in Construction
 Women in Construction
 Women in Construction
 Women in Construction

COMPANY

Maiden Construction Ltd
 Miyamoto Internation NZ Ltd
 BCD Civil Carpentry
 Rilean Construction Ltd
 Cube Contracting
 Clyne & Bennie Ltd
 Commercial Concrete Placing Ltd
 Sole Trader
 Catalyst Consulting Ltd
 Individual
 Aspec Construction
 Cooney Construction Ltd
 Faulkner Construction
 Kelvin Lalich Builders Ltd
 Constructa Ltd
 Global Linings Ltd

BCITO: Diversity the key to construction success

Women make up just 2.6% of workers “on the tools” in New Zealand’s construction sector, and the Building and Construction Industry Training Organisation (BCITO) says correcting this imbalance is vital to addressing ongoing skills shortages.

Employment forecasts for the construction sector, which the BCITO covers, suggest there will be more than 80,000 new and replacement job openings in the next five years.

Sector crying out for skilled workers

Traditional workforce pools are not meeting industry demands for skilled workers, and record low birth-rates in 2003 are making competition for school leavers particularly fierce.

“The sector is crying out for skilled workers, and boosting gender diversity is vital,” BCITO chief executive Warwick Quinn says.

“Currently, less than 5% of BCITO employers take on women apprentices. We need more employers to broaden their scope and wake up to the benefits of a more diverse workforce,” Mr Quinn says.

“We also need more women to consider a career in the trades. We are concerned that not enough schools are encouraging young women to get involved.

Gender imbalance

“Although 96% of our women apprentices have strong job satisfaction, nearly three-quarters of them never had the chance to participate in construction-related courses while at school.”

To help address this gender imbalance, the BCITO has released a short documentary which explores and challenges stereotypes.

The “My Boss Legend” documentary reveals what it’s really like for employers, women apprentices, and those who have supported their decision to enter this male-dominated industry.

The campaign aims to encourage more employers to open the door to hiring women on their teams.

MB Brown Builders in Wairarapa employs Paris Ternent-James, 22, as a carpentry apprentice.

Owner Stephen Brown runs his business by the

core values of family, respect, equal opportunities and providing a positive and engaging learning environment.

Stephen and his wife Judy took part in the documentary.

Best person for the job

“I think you’ve always got to look at your company and employ the best person for the job at the time,” Ms Brown says.

Great Lakes Aluminium in Taupo employs apprentice Tamara Tuhiwai, who began her trade career in her early 40s (see picture, page 43). Her boss, Broniek Szpetnar, runs his business on the values of equality and whanau.

He is simply interested in employing the person best suited for the job, and half of his staff are women.

“Tamara’s happy, you know she’s loving what she’s doing. She goes to work extra early, so she can open up and get everything prepped for the day, and she gets it done,” says Tamara’s husband William Rhind, who also took part in the documentary.

Watch their story now at mybosslegend.nz.

New ATT chief executive appointed

The Apprenticeship Training Trust (ATT) has appointed Michael Blanchard as chief executive officer.

“We are very pleased to have Michael now leading ATT,” ATT chairman Peter Fitzsimmons says.

“His experience as Tertiary Education Commission (TEC) deputy chief executive, operations, and his significant commercial and strategic experience, will be of immense benefit to ATT.”

Mr Blanchard started his career as an apprentice at British Telecom then moved to Ericsson, Teleware, the then Gen-I (Telecom NZ).

He spent five years at Transpower New Zealand where he was responsible for the end-to-end procurement.

A move to Sydney followed for his role as Sydney Trains general manager (CPO). During this period, he obtained a Masters of Supply Chain Management from Massey University.

While at TEC, his team delivered the \$3.2 billion funding, investment and monitoring of providers within the tertiary education sector. He also designed the new business model for the recently completed merger of Careers NZ and the TEC.

Mr Fitzsimmons says the ATT board acknowledges the strong commitment and achievements of departing chief executive Gray Paterson, who has been with ATT for just over seven years.

“Over this period, Gray has greatly increased the number of apprentices we employ, and made us a significant player in the building apprentice sector. We all wish Gray well in his new endeavours.”

Mr Paterson will continue to be in the office for some time working alongside Mr Blanchard.



New Apprenticeship Training Trust (ATT) chief executive Michael Blanchard.

First micro-credential a big step forward for construction industry

Quinn: Bite-sized qualifications making training more attractive and relevant

A Whitianga-based kitchen installer has become the first New Zealander to achieve a micro-credential.

The shorter, bite-sized learning achievements, which the Building Construction Industry Training Organisation (BCITO) refers to as Managed Traineeships, became a recognised part of New Zealand's qualifications system in August.

The BCITO's Managed Traineeship in Kitchen Installation was the first micro-credential to be registered on the NZQA Framework.

And David Hall, a kitchen installer at Mastercraft Kitchens Whitianga, who participated in the BCITO's market testing, has become the first person to achieve one.

Sector becoming more specialised

He says it's great to be formally recognised for his skills.

"The construction sector is becoming more specialised, and these qualifications reflect the way the world is going," Mr Hall says.

"I'm in my 50s and already have experience in carpentry and civil engineering. This course took into account my previous experience while helping me refine the relevant specialist skills needed in my new career."

Mastercraft Kitchens Whitianga director Tony Wilson is pleased to have the opportunity to provide more specialised training.

"David has been working for us for two years now. He was able to draw on his past experiences and further hone his skills for our particular craft."

BCITO chief executive Warwick Quinn made a presentation to congratulate the team at Mastercraft Whitianga for coming on board and pioneering this new type of learning.

Bite-sized qualifications

"These smaller, bite-sized qualifications are responding to the sector's changing demands. We're working hard to make training more attractive and relevant, and these courses are a part of that.



From left: Mastercraft Kitchens Whitianga kitchen installer — and the first man in New Zealand to receive a micro-credential — David Hall, BCITO chief executive Warwick Quinn and Mastercraft Kitchens Whitianga director Tony Wilson.

"The success of this managed traineeship means we're now ready to start developing more specialised courses and rolling them out across the country," Mr Quinn says.

"Employment forecasts for the construction sector, which the BCITO covers, suggest there will be more than 80,000 new and replacement job openings in the next five years.

"We need more skilled workers. Managed Traineeships equip learners with specific skills for the niche jobs our industry requires."

Minister of Education Chris Hipkins announced that qualifications smaller than the traditional limit of 40 credits would be recognised in

August.

He says the BCITO's Managed Traineeship in kitchen installation is an excellent example of how these courses can recognise specific skills.

"It's great to see people getting involved in this new flexible and innovative approach to learning.

"The Government is committed to creating life-long learning opportunities, and this is a great example of how specialised packages of learning can help workers gain formal recognition for their skills as they progress in their careers," Mr Hipkins says.

Supplier of construction materials entitled to issue a payment claim for future works



In this month's article I wish to review the High Court decision of NMHB Ltd v Concrete Structures (NZ) Ltd.

This was an application to set aside a statutory demand under section 289 of the Companies Act 1993, making demand for outstanding amounts owing pursuant to payment claims under the Construction Contracts Act 2002 (CCA).

The court was required to determine whether there was a substantial dispute as to whether or not the debt was due and owing, and whether NMBH retained a counter-claim or set-off for equal or more than the amount sought.

The court was also required to determine whether a party could claim for security under the CCA, where it has been allowed for in the contractual agreement — ie, payment in advance of commencement of construction works.

Facts

NMHB was a construction company which engaged Concrete Structures Ltd to manufacture and supply concrete panels for a building project.

Concrete Structures issued a statutory demand on NMHB on February 16, 2018,

Timothy Bates and Sabina Boyd of Auckland law firm Legal Vision review a decision allowing payment in advance of construction commencement under the Construction Contracts Act.

demanding the amount of \$206,391.94 be paid, which comprised the two invoices, or payment claims, that were sent in September and December 2017.

The first payment claim attempted to secure payment for half the contract price of the concrete panels in advance of production.

CCA, Section 14

Section 14 of the CCA allows parties to a contract to modify the statutory terms, and to agree to their own "mechanism for determining" the "number", "amount", and "date" of payment.

Two specific contractual conditions required firstly, that the requested concrete panels would be delivered to the construction site on the week commencing November 6, 2017 and, secondly, that 50% of the total payment would be made in advance, with the final 50% being due on completion of final delivery.

'Sudden death' under the CCA

NMHB failed to issue a payment schedule in response to the two invoices that were sent. Under the CCA, if a payment schedule is not sent in response to a payment claim within the specified time, then the payer becomes liable to pay the claimed amount.

In other words, NMHB was required to either issue a payment schedule within the specified time frame or, alternatively, "pay now and argue later".

In response to the "sudden death" principle, NMHB argued that the invoices fell outside the scope of the CCA, in that security sought (monies paid in advance) is beyond the Act's contemplation and, therefore, they were not required to submit a payment schedule in the strict time frame provided for in the Act.

In particular, it argued that the payment claim must identify completed construction work, not security in advance of such work.

NMHB submitted that the language in section 20(2)(c) and Section 6 of the CCA is only concerned with actual work, rather than

security for work.

If NMHB succeeded in this argument, then that part of the payment claim that related to future work would not require responding to by way of a payment schedule.

It would also be free to counter-claim against or set-off the amount sought in the statutory demand.

The judge disagreed with this argument, and said that a payment claim may still relate to future work and, therefore, NMHB was still required to submit a payment schedule within the prescribed time.

She held that the interpretation of the Act, as advocated by NMBH, would run counter to the wide discretion afforded by Section 14, whereby parties were afforded the opportunity of determining the exact content of their contractual arrangements.

NMBH's interpretation would be contrary to the purpose of the Act, being to swiftly facilitate payments between parties to a construction contract.

Further, it is not uncommon for companies to request security in advance, so if the payment claims of Concrete Structures were prohibited, this may have negative implications on parties in similar contractual relationships.

Result

The judge declined to allow the application to set aside the statutory demand, and ordered that NMHB pay \$206,391.94 which was claimed by Concrete Structures.

For completeness sake, because the judge decided the payment claims by Concrete Structures were valid, NMHB was not able to make a counter-claim or set-off for the amount sought in the statutory demand, strictly applying Section 79 of the CCA.

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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What is KiwiBuild?

Architect Don Bunting seeks the truth behind the slogan.

I am hoping that KiwiBuild is more than just another government slogan or over-ambitious call to arms for the industry.

So while 100,000 affordable homes within 10 years has a nice ring to it, it does seem to be based on suspiciously round numbers.

What if we saw a return to the highest level of housing consents in our history — the 40,000 dwelling consents issued in 1967? This would provide a maximum of 400,000 dwellings over 10 years.

This means that 25% of dwellings consented would need to be built, be eligible for and sold as KiwiBuild homes.

Statistics New Zealand figures for May 2018 showed that 3407 building consents were issued for dwellings — encompassing houses, townhouses, flats, units, apartments and retirement village units.

If this level were maintained for 10 years, it would give a total of 408,840 dwelling consents.

However, full year statistics over recent years have shown a high of 38,000 consents in 1974 down to only 30,000 in 2016.

Achieving 10,000 KiwiBuild homes per year out of these numbers, or in addition to these numbers, seems more aspirational than likely.

What is a KiwiBuild home?

The Ministry of Business Innovation and Enterprise (MBIE) defines a KiwiBuild dwelling as fitting under a price cap — \$500,000 to \$650,000 for Auckland and Queenstown (1 to 3 bedrooms), and a maximum of \$500,000 elsewhere.

There doesn't appear to be any requirement for a minimum/maximum size or levels of quality and amenity, other than compliance with the building code.

The MBIE describes the scheme as being for “aspiring first home owner-occupiers who are currently locked out of the market”. The eligibility requirements for ownership are:

- Applicants must be New Zealand permanent residents or citizens,
- Be first home buyer(s) or in a similar financial position, ie meeting an asset test
- Intend to live in the home for three years
- Have a household income of no more than \$120,000 for a single purchaser or \$180,000 for

more than one purchaser (normally a couple I assume)

- Intend to live in the house as their principal place of residence.

There will be a ballot if applications for available homes in an area exceeds availability.

So who is it aimed at?

Phil Twyford has said that the \$180,000 KiwiBuild household income threshold has been set that high because the programme is not welfare, but an aspirational middle-class policy. So it's not just for those who cannot afford to buy a home — but what is affordable?

This depends on who you ask. For example, a \$180,000 income for a couple, assuming they had a 20% cash deposit, would mean they should cope with a \$400,000 mortgage on a \$500,000 home, or even stretch to a \$520,000 mortgage on a \$650,000 home.

But the current New Zealand median income is \$38,116, or \$76,232 for a couple. For them \$500,000 to \$650,000 is not an affordable figure — it is a cruel joke. And one played by a Labour Government no less.

How can we make homes more affordable?

Beacon Pathway is a research-based organisation. One of its key aims is to facilitate and provide robust research which builds a fact-based platform for sustainable, affordable, buildable and comfortable homes.

Beacon has developed a “Cost Tower” to show the costs of delivering a home, broken down into seven main elements: land costs, development costs, professional fees, consent fees, construction costs, finance/real estate costs, and GST.

Construction costs dominate at 51%, with bare land at 25%. So if significant savings are to be made, these are the areas on which to focus our attention.

Statistics New Zealand figures show that the average size of a dwelling has grown from 110 square metres in 1974 to 182 square metres in 2016.

The 182 square metre average size figure might be low, considering the growth in the number of very small apartments included in the statistics. Nevertheless, reducing the size of a KiwiBuild home is one obvious way to reduce final costs.



The acceptance by the market of terrace and multi-storey housing is helping to reduce plot size, which is a positive step towards affordability.

However, the real elephant in the room is the cost of construction products which are at a scandalous level. Breaking down the current product supply chain would offer huge savings.

Prefabrication of individual elements and whole dwelling units is being touted as the answer and, certainly, far too much of our construction processes still remain back in the dark ages.

However, it is moot whether our industry is large enough to justify the high development costs of a significant prefabrication industry.

More bureaucracy?

Housing Minister Phil Twyford is now rushing around placing his own authoritative approval on a number of developments already underway.

He is also planning to establish a new Ministry of Housing and Urban Development and, in Auckland, an Urban Development Authority able to override the Unitary Plan on certain key sites.

This is all under the umbrella of “building more houses more quickly”.

Mr Twyford went on to say: “We have to do this because if we don't, our kids will never be able to afford to live in this town”.

At \$650,000 for a so-called affordable home, I think he's right about lack of affordability. But establishing more expensive government agencies is not going to help.

Am I missing something?

I see that the MBIE has appointed a chief executive for KiwiBuild. I wish him good luck, but don't have any confidence in a scheme based more on hope than substance.

Am I missing something? Do let me know if I am.



FISHINGTODAY

Mako incident unleashes the power of social media

Presenter Graeme Sinclair received plenty of feedback from a recent episode of *Bostik Gone Fishin* . . .

I recently received a reminder of the power of social media – in particular, several Facebook posts referencing a recent *Bostik Gone Fishin* episode that resulted in a mako shark being killed.

I decided many years ago not to kill another mako. I think they are magnificent, but other anglers make different choices.

We had an American angler on board who was exploring the places made famous by novelist/angler Zane Grey in the 1920s.

Mr Grey was invited here by the New Zealand Government who wished to explore the tourism potential surrounding salt and fresh water fisheries. His expeditions were filmed and a very famous book was published.

Tales of the Anglers Eldorado New Zealand focused on the game fishing out of the Bay of Islands and the fresh water action to be found in rivers such as the Tongariro.

There was no thought of catch and release in those days – everything wound up hanging on a hook, pictures were taken and most of the fish dumped.

The idea of killing everything became the norm, and there are pages of old photos in homes everywhere showing boat loads of fish, such as snapper, destined for the smokehouse or to be shared around the neighbourhood.

I like to think that we have made great progress, and now have a clear understanding that fisheries need effective management and sustainable extraction.

Appropriately set quotas for commercial and sensible recreational limits can combine to produce relative abundance. Communicating accurate information to people and effective consultation of changes to fisheries is vital.

My hope is that commercial, recreational and customary fishers, and environmental groups, improve their relationship and engage in conversation. Get around the table and debate, discuss, and learn to compromise.

Our ability to communicate ideas and discuss fisheries policy has been enhanced by social media, and anything contentious generates immediate and sometimes very passionate feedback.

Social media provides a platform for everyone to have their say, which is

great. But sifting through the raw emotion and anger can be challenging, which is not so great.

Zane Grey had no social media to contend with. His lack of regard for the future of the fishery reflected public opinion in the 1920s. The resource was thought to be endless. No limits, slaughter what you catch!



I started game fishing when clubs were promoting tag and release for big fish. Marlin were required to be over 90kg before being recognised in competitions (incidentally, a 90kg striped marlin is about three years old).

At least 80% of marlin were released. They were encouraging statistics.

In those days very few trailer boats chased big fish. Now, a great many of us love the thrill of hauling massive fish to the side of a small boat.

Each year we (the Sinclairs) take at least one marlin for smoking. Ninety kilos of fish generates a rather significant amount of smoked product, and this gets shared around several families. By far the greater percentage of sharks and billfish are released.

Now, Daniel Zirilli the American angler, arrives in New Zealand to explore some of Zane Grey's old haunts. My son James and I took him out of Whangaroa Harbour for a kingfish.

We kept one, and the angler ate seared kingfish for dinner that very evening. We still have some.

Next day the team filmed out in the Bay of Islands. We chartered the Alma G, the same vessel that Zane Grey chartered in 1926. She is magnificent but the fishing was tough.

That said, it was fantastic to go through the Hole in the Rock and explore the bay in this wonderful craft.

James took Daniel out in the Surtees for another spin the day after. James was off to dive on the wreck of the Canterbury, but along the way a poor old mako crossed their path.

When you read *Tales of the Anglers Eldorado New Zealand*, one fish that Zane Grey prizes greatly is the mako shark.

Zane Grey wrote: "Here was a sea creature, an engine of destruction, developed to the nth degree. I had never seen its like. Even an orca could not do any more ravaging among sea fish. Every line of this mako showed speed and power to a remarkable degree."

Daniel desperately wanted to catch that mako. It was his dream fish and, he decided, was a wonderful climax to his New Zealand visit. Zane Grey had sown the seed in 1926!

James actually tried to get him to release it, but to no avail.

The fish was caught, killed, weighed, smoked and the head is with a taxidermist. Nothing was wasted!

When that story went to air, social media had me thinking that another "Cecil the Lion" incident had just occurred. The negative feedback on that poor mako was incredible.

So, I am interested in your feedback on all this.

No one comments negatively on a snapper, blue cod or kingfish, but that shark generated an outpouring of emotion. Such is the power of social media!

The thing I like about such reactions is that it keeps me continually evaluating my position.

Effective fisheries management which embraces appropriate environmental practices is all about compromise.

It requires us all having a conversation, preferably without a lynch mob knocking at the door!

Am I being too sensitive? Let me hear your thoughts via *Building Today*. Email andrew@buildingtoday.co.nz and editor Andrew Darlington will pass on your feedback so that I might respond in a future issue of *Building Today*.

Tight Lines!



American angler Daniel Zirilli with the mako at the centre of the recent social media storm.

BUILDINGTODAY TRIVIA QUESTION

We've got a double pass for a Supercar Fast Dash at Hampton Downs, north Waikato, or Highlands, Cromwell, to give away to one lucky reader!

Just answer the following question to go into the draw: Who won this year's Mitre 10 Cup Premiership final, and by what score?

To enter, visit www.buildingtoday.co.nz/competitions. Good luck!



When tradie banter goes too far

Tradie HR director Leigh Olsen discusses bullying, harassment and racism in the workplace.

There have been a number of cases involving bullying, harassment and overt racism that I've been made aware of over recent weeks. They concern employees at all levels, including team leaders, managers and apprentices.

These cases vary in their degree of seriousness, but all have one thing in common — they have caused an enormous amount of stress and anxiety for each employee.

Further investigation revealed that all have been the victims of jokes and pranks that, quite simply, have gone too far.

The guys acknowledge that working in trades is not for the faint of heart, but the constant jibes, attacks and sarcastic comments have taken their toll on their physical and mental well-being, resulting in bouts of insomnia, panic attacks, and even a case of shingles.

They also said they have become anxious and nervous, and they doubt themselves because the criticism has eroded their confidence to such a level where they feel "useless".

One employee told me he doesn't even get called his name anymore — he is called a racial slur (which I won't repeat).

With such an emphasis on Health and Safety, how can this go unchecked and, in some cases, be actively encouraged?

The guys I spoke to said safety is something all their firms take seriously, but regarding the health side of it, not so much.

"Well-being" is a buzz word they told me, but no way would you ever ask for counselling as that would "just bring about more jokes and criticism".

'Oh just harden up'

A recent edition of the *Otago Daily Times* reported on the findings of a building industry study which identified a macho and bullying culture. BRANZ industry research general manager Chris Litten says a consistent message emerged from the survey.

"We found that the culture of toxic masculinity is really rife. And the 'take a concrete pill' and 'harden up' attitude is really prevalent," he says.

Banter takes many forms, and I'm aware that humour in workplaces can centre around light-hearted wisecracks, jokes, and what some might perceive as mild sarcasm, all supposedly said in jest.

In some workplaces this is an accepted way of people having fun and communicating. In fact, in New Zealand, research has shown that sarcasm is often how Kiwis bond.

For many people, they feel that if they give a compliment, they need to follow it up with a quick sarcastic comment to make it light-hearted.

However, when this banter goes too far and takes a disturbing turn, action needs to be taken.

Banter and jokes can also be a cover or an excuse for bullying and harassment. "Oh I was only joking", "I meant no offence", and "people are just too sensitive these days" are excuses I hear that are used to justify if they have offended someone.

These excuses should never be licence to offend and humiliate. Whether they were meant to offend or not, offensive and hurtful comments are uncalled for in any workplace.

The cost

Companies that find themselves with a personal grievance as a result of banter and jokes going too far, could be looking at not only a very hefty fine through the court system but also huge reputational damage.

At a time when there is a real shortage of good workers, the advantages of being seen as a good employer are critical to business success.

Those referrals, especially from word of mouth, marketing and social recommendations, are so important for any industry — and people do talk.

It is also worth remembering that it is not just the workers who are aggrieved but the wider workforce.

People have told me they really wanted to speak



up for their workmates, but felt powerless as they were scared the ridicule would then get re-directed at them. Their solution they said, was to "just leave, as it was easier".

It may have appeared easier in the short term, but this came at a huge cost to them and their families as they not only had to find other employment, but also had to deal with the after-effects of being exposed to such contempt.

Time to change

At some stage we have all probably been guilty of saying something we thought was funny and afterwards realising it wasn't, and wishing we hadn't said it at all.

Owning up to it and ceasing such behaviour is so important for the health of your workforce and the health of your personal and professional brand.

At Tradie HR, we help business owners and their staff establish clear guidelines about what is acceptable and unacceptable conduct in the workplace.

We ensure the correct performance and conduct policies are implemented, and that the correct reporting processes and relevant training are put in place so everyone feels safe at work.

If you think you may have an issue then please don't hesitate to contact me in confidence so we can work out how to mitigate and change things. Imagine a workplace where everyone went home in a better state than when they arrived — how cool would that be?



Tradie HR is a unique service, providing Human Resource support tailored to Kiwi trades businesses of all shapes and sizes. Because whether you are starting out or gearing up to take your trades business to the next level, getting the people stuff right is crucial to your success.

We look forward to talking with you. Call Leigh Olsen for a free consultation.

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Building Consents Information

For All Authorisations, September 2018

Dwellings	\$1,082,351,000
Domestic Outbuildings	\$15,212,000
Total Residential	\$1,097,563,000
Non-residential	\$555,706,000
Total All Buildings	\$1,653,270,000
Non-building Construction	\$28,436,000
Total Authorisations	\$1,681,705,000

Number of new dwellings consented

	Sep 2018	Aug 2018	Sep 2017		Sep 2018	Aug 2018	Sep 2017
Far North District	20	28	29	Horowhenua District	13	28	21
Whangarei District	45	43	64	Kapiti Coast District	26	10	18
Kaipara District	12	21	26	Porirua City	17	14	42
Rodney District	67	87	58	Upper Hutt City	21	14	17
North Shore/Albany Wards	245	443	220	Lower Hutt City	41	35	28
Waitakere Ward	41	59	81	Wellington City	55	94	132
Auckland Wards	231	297	288	Masterton District	13	24	21
Manukau/Howick Wards	84	221	75	Carterton District	6	3	15
Manurewa-Papakura Ward	143	137	87	South Wairarapa District	13	8	9
Franklin Ward	43	54	59	Tasman District	27	22	44
Thames-Coromandel District	19	34	29	Nelson City	58	17	14
Hauraki District	10	11	7	Marlborough District	20	23	32
Waikato District	61	66	48	Kaikoura District	4	4	5
Matamata-Piako District	19	15	13	Buller District	6	1	0
Hamilton City	151	154	108	Grey District	1	4	1
Waipa District	35	66	41	Westland District	4	4	3
Otorohanga District	4	13	2	Hurunui District	8	7	15
South Waikato District	4	3	5	Waimakariri District	64	52	44
Waitomo District	1	4	3	Christchurch City	234	173	222
Taupo District	28	33	38	Selwyn District	106	107	137
Western Bay of Plenty District	32	30	51	Ashburton District	30	14	13
Tauranga City	133	150	150	Timaru District	6	21	21
Rotorua District	12	18	14	Mackenzie District	19	13	11
Whakatane District	4	10	11	Waimate District	3	2	1
Kawerau District	1	0	0	Chatham Islands Territory	3	0	0
Opotiki District	3	2	2	Waitaki District	9	12	11
Gisborne District	11	8	7	Central Otago District	23	22	47
Wairoa District	0	0	1	Queenstown-Lakes District	77	100	91
Hastings District	26	36	18	Dunedin City	35	27	34
Napier City	16	22	33	Clutha District	8	8	6
Central Hawke's Bay District	5	0	2	Southland District	11	10	12
New Plymouth District	28	35	36	Gore District	2	2	2
Stratford District	4	1	1	Invercargill City	10	5	11
South Taranaki District	5	5	2	Area Outside TA	0	0	0
Ruapehu District	1	3	0				
Whanganui District	5	14	19	Total	2559	3075	2770
Rangitikei District	2	5	2				
Manawatu District	12	10	12				
Palmerston North City	23	54	48				
Taranaki District	0	3	0				

Source: Statistics New Zealand



Building Today has a double pass for a Supercar Fast Dash at Hampton Downs, north Waikato, or Highlands, Cromwell, to give away to one lucky reader! Correctly answer the Building Today Trivia Question at www.buildingtoday.co.nz/ competitions and go into the draw for this super prize!

Congratulations go to John Rowley of Lower Hutt, who correctly answered last month's Trivia Question with "Conor McGregor." John wins a double pass for a Go Karting session at Hampton Downs or Highlands, Cromwell.

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- Floors dry out faster and don't retain water
- No more expensive dehumidifiers and heaters
- Faster and easier to fix hold down bolts
- No more carrying the frames – you can slide into position
- Easier to cut out doorways
- No wasted time spent sweeping water off the slab.



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