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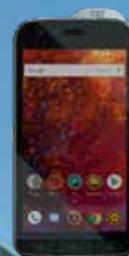


VOLUME 29 NUMBER 2

MARCH 2019

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BUILDINGTODAY

MARCH 2019

VOLUME 29 NUMBER 2

14-16

NEWS

“Fundamentally broken” vocational education model set for big revamp; When tools become unguided missiles!

21

BACK IN TIME

Find out what made the headlines 20, 15, 10 and 5 years ago this month.

27-30

COLUMNISTS

Current events: Really?; Negligence and misleading conduct; BCITO television advertising — it’s a miracle! Don’t baulk at recruiting overseas talent

FROM THE EDITOR

The BCITO’s recent sector summit has ended with two-thirds of the event’s high-profile industry attendees rejecting the Government’s recent vocational education reform proposals.

Education Minister Chris Hipkins says his Government’s wide-ranging proposals will strengthen vocational education, and fix a “fundamentally broken model”.

The reforms would “redefine roles for ITOs and education providers”, and merge the current 16 technology institutes and polytechs into one entity.

The BCITO is concerned that control of the delivery of vocational education would be at risk, and also about how the transition to a new system would be managed.

Read both sides of the story on pages 14 and 26 of this month’s issue.

Andrew Darlington — Editor

4-10

RMBA NEWS

RMBA president Darrell Trigg — also a member of Fire and Emergency NZ — looks at mental health in the building industry, and outlines ways to make a difference.

18-20

PRODUCTS

The Liquid Nails DirectStick flooring system; Residential online engineering software

26

BCITO NEWS

The construction sector has rejected the Government’s vocational education reform proposals. Check out the BCITO’s response.

31

BUILDING CONSENTS

Building consent information for January 2019. Plus, go into the draw to win a Cat S61 smartphone.

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Psychological First Aid — what is it?

By RMBA president
Darrell Trigg

There is a lot of information at the moment highlighting the issue of mental health and well-being in many industries but, in particular, the construction sector.

The recent scoping study report by BRANZ on mental health in the construction industry highlighted the fact that “6.9% of all employed male suicides in New Zealand are committed by members from the construction industry workforce”, the highest of any industry in this country.

The report identifies several factors such as a macho culture, where workers are told to harden up, work stress due to the boom/bust cycle, more pressure from better informed customers, and drug and alcohol use amongst workers, to name a few.

The point is how can we make a difference today? How can we start the conversation to have a positive effect on someone’s mental health and well-being?

Cross sector learning

I have been a member of the Fire and Emergency Service in New Zealand for more than 30 years. It has been very good at assisting members with systems, tools, support and networks to help all members manage the effects of the trauma we deal with.

One of the recent developments is the term Psychological First Aid, together with a tool to help with the process of first aid.

What resonated with me is that first aid is exactly that — immediate intervention that almost anyone can do.

Even with medical first aid, an untrained person can do compressions on a collapsed patient. They may not be technically correct, but it is better than standing there and not doing anything!

The term first aid is a great way to start a conversation with a friend or colleague that may be “out of sorts”.

MANERS

The tool that was formed for the emergency services sector is MANERS. It was developed by the Victorian Ambulance Counselling Unit, and adopted by trauma management organisations around the world, including Fire and



RMBA president Darrell Trigg.

Emergency New Zealand.

It gives us a structured methodology to have a conversation with someone. Each of the letters represents a tool from the first aid kit that can be used for psychological first aid.

The best thing is, there is no requirement to use them in any order, or to use all of them — you can just use the ones that are fit for the purpose most appropriate at that moment.

It is a tool to help us use the coping skills we already possess — eg, helping our kids manage the death of a pet.

MANERS establishes a human connection in a non-intrusive, compassionate manner, and enhances immediate and ongoing well-being of individuals exposed to personal crisis.

Its goal is to help people maintain their living environment to the standards they want, and to reduce stress symptoms to assist in a healthy recovery following a personal crisis.

It is important to include family and/or extended family when applying psychological first aid, as the value of support being continued away from the work space cannot be underestimated.

The involvement of family has proven an extremely successful initiative by Fire and Emergency New Zealand.

The letters of the acronym MANERS can be summarised as follows:

M — Minimise Exposure

Goal:

To help minimise stress and anxiety levels, and to allow the recovery process to begin.

Why:

- Reduce emotional stimulation to the event
- Support, facilitate and help the recovery process to begin

Suggested Actions:

- Move person to place of calm and safety
- Relieve the person of some of the burden of responsibility
- Find alternate roles for the person
- Remove the issue, or them from the issue

A — Acknowledge the event

Goal:

To acknowledge the event to those involved and provide an opportunity to identify those experiencing problematic reactions.

Why:

- Acknowledge events are significant and tough
- Provides opportunity for positive reinforcement
- Acknowledge the good stuff the person has done

Suggested Actions:

- Ask: “That looked like a tough job, how are you doing?” or “things are so hectic at the moment, how are you going?”
- Respect that a person may not want to talk about it
- Listen and be available if they want to talk
- Keep your acknowledgement and responses genuine and simple

N — Normalise Reactions

Goal:

To help the person understand that it is normal to respond in a variety of ways to an event.

Why:

- No one is immune from stress
- Sets realistic expectations
- Encourages the person to understand they are not going mad when they do experience difficulties

Suggested Actions:

- Reassure the person that it is the event that is abnormal, not their reaction to it
- Acknowledge the person’s feelings without judgement
- Allow the person to process the event in a way that is most comfortable for them — ie, to talk informally, have a break, connect with family or colleagues

E — Educate as required

Goal:

To help the person/s involved in an event understand stress responses, and to encourage them to use their coping skills

Why:

- Educate about coping skills we already possess, know and use

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Johnny Calley, of Calley Homes Limited, was pleased with their first national win. Johnny sees the win as a reward for the team's hard work on the project.

"The work we did completely transformed the house for the better, in terms of functionality and flow. For us, winning this award definitely raises our profile, and gives our team the motivation to do even better work in the future."

Challenges

The biggest challenge of the build was the floor. It was not level and was unable to be reinstated.

"The existing floor was 60 millimetres out of level, and we couldn't reinstate the floor to fix this. We instead had to use the roof as our reference point and work our way down from that."

Judges comments

Judges said this house was successfully renovated to a very high standard, producing a top result for the home owner.

"This was a standard cottage-styled bungalow, which has had a complete and very successful makeover. With further adjustments to the home's interior, the builder has renovated this home to a very high standard."

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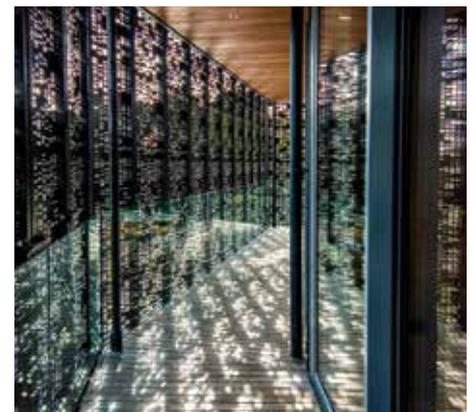


Genetically blessed home scores Special Award



Percival Construction Ltd

- National Winner
- Craftsmanship Award
- Special Award Winner



Successes

Damian Percival, of Percival Construction, was excited to achieve their first national award win with this unique build.

"We were happy with our first national win, having entered the competition a number of times before. It was a complex build, so to take home the Craftsmanship Award was great. It's a good affirmation to be able to show clients what we have achieved."

Challenges

Damian says the main challenges of the build were the home's unique design, and the site access.

"The complex and unique design was our biggest challenge. The apparently random perforations in the screens are, in fact, based on the coded patterns of the family's DNA. No one had ever really worked on a project like this before, so we had nothing to compare it to. The site's access was also challenging, as it was right next to the ocean."

Judges comments

Judges were impressed with what the architect and builder were able to achieve.

"When you fully understand the client's brief and consider the close location and exposure to the panoramic ocean views, it becomes immediately obvious the architect and builder have achieved an innovative and stunning result for this beachside holiday home."

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KYLE TONKS

3RD PLACE
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CARTERS 2018 APPRENTICE OF THE YEAR

Kyle is employed by Tonks Residential Construction Ltd, and was trained through the Building and Construction Industry Training Organisation (BCITO).

SUCCESSSES

Kyle was extremely pleased to take out third place at the 2018 national Apprentice of the Year, along with winning the Lower North Island Apprentice of the Year. Kyle said this was a big confidence boost, and encourages any apprentice to give it a go.

“Winning was definitely a good confidence booster for me, and it has definitely helped to put our company name out there. I really enjoyed the practical challenge, as it allowed me to push myself to see what I could achieve in the time we had.”

CHALLENGES

Kyle was apprehensive to enter, as he had never done anything like this before. It was a new challenge to have people watch and judge him so closely.

“Heading to the national competition after the regionals meant I was more comfortable with people watching and judging me. The competition was hard, but it was a great experience to see where I stood against my peers.”



JUDGES COMMENTS

Judges said Kyle was a solid all-rounder and shows maturity beyond his years.

“Kyle’s journey has been a challenging one. He took over the family business at a young age due to his father’s ill health. He has had to grow up quickly and shows a high level of maturity. He brought his skills from his diploma in quantity surveying to carpentry, and these shone through in the competition. We look forward to seeing how Kyle develops his career in the future.”

EMPLOYER COMMENTS

Murray Tonks is not only Kyle’s employer, but also his father. He encouraged Kyle to enter, as Murray himself won the award when he was an apprentice. Murray is proud of Kyle’s achievements, not only as his father, but it also shows the training they have provided is up to standard with others in the industry.

“Seeing Kyle place third in the national competition, and win the regional, was great. From a business perspective, it was a good measurement for me to see where we stood in the industry.”

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Successes

Bevan McKeany, Livingstone Building NZ Limited Project Manager, says the team was pleased to come away with a win, and sees the quality finish as the main success of the project.

"We felt very proud, not only for ourselves, but for the client who was the driving force behind the project. Considering we were working in a heritage building, I think the level of finish we were able to achieve was great, and made it stand out from the competition."



Challenges

The project had a few challenges, especially as the work was taking place in one of New Zealand's most recognisable historic buildings, the Dunedin Railway Station.

"Working within the heritage building proved tricky as we had to adhere to strict rules. On top of that, we had to remove the asbestos from the building. This had to be carefully done for obvious health and safety reasons."



Judges comments

Judges said that the contractor was able to complete the project on time and on budget. They showed outstanding management skills in bringing the trades together to complete this unique project.

"Although based in Hamilton, the contractors hired virtually all labour and subtrades locally, at the client's insistence. They showed outstanding management skills in bringing the trades together to complete this unique project."

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Psychological First Aid

From page 4

- Help the person de-escalate, (calm down), breathe, have a cuppa, or anything to help return to a normal state of equilibrium
- Put pieces of the puzzle (event) back together so there are no unresolved questions or uncertainties

Suggested Actions:

- Explain what is happening in the event to increase their understanding
- Ensure the person is OK and they have what they need to manage
- Remind the person in most events “you/we did not start this”

R — Review, Restore or Refer

Goal:

To review how a person is doing, restore them to their normal functions, or refer them for additional assistance.

Why:

- Review — follow up on symptoms
- Restore — restore the person to normal

functions and routines

- Refer — refer on if additional support services needed

Suggested Actions:

- Encourage the person to re-engage normal activities as soon as possible
- Arrange follow up calls/meetings to check how they are doing
- Monitor the person’s well-being over time

S — Self Care

Goal:

To review how a person is doing, restore them to their normal functions, or refer them for additional assistance.

Why:

- Review — follow up on symptoms
- Restore — restore the person to normal functions and routines
- Refer — refer on if additional support services needed

Suggested Actions:

- Encourage the person to re-engage normal activities as soon as possible
- Arrange follow up calls/meetings to check how they are doing
- Monitor the person’s well-being over time

So, if you feel that someone is “out of sorts” or “not their usual self”, just start a conversation as mentioned above in “Acknowledge the Event”.

First aid is an important skill for us all, and is easy to apply if you just make a start.

Note: This is advice based on my own experiences. Always seek further advice where required.

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Lifeline: 0800 543 354 or 09 522 2999 within Auckland

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Suicide Crisis Helpline: 0508 828 865 (0508 TAUTOKO)

thelowdown.co.nz: Or email team@thelowdown.co.nz or free text 5626

Anxiety New Zealand: 0800 ANXIETY (0800 269 4389)

Supporting Families in Mental Illness: 0800 732 825

Alcoholics Anonymous: 0800 AA WORKS, or aa.org.nz.

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'Fundamentally broken' vocational education set for big revamp

Education Minister Chris Hipkins has released wide-ranging proposals he says will strengthen vocational education so that school leavers get high quality training opportunities, employers get the skills they need, and New Zealanders are better equipped for the changing nature of work.

"At a time when we're facing critical skill shortages, too many of our polytechnics and institutes of technology are going broke," Mr Hipkins says.

"The strong labour market is encouraging young people to move directly into the workforce rather than continue in formal education, when it needs to be smarter and accommodate both.

"And our system isn't geared up for the future economy, where re-training and upskilling will be a regular feature of everyone's working life.

"Instead of our institutes of technology retrenching, cutting programmes and closing campuses, we need them to expand their course delivery in more locations around the country.

"It's time to reset the whole system and

fundamentally rethink the way we view vocational education and training, and how it's delivered.

The Coalition Government proposes to establish a unified, coordinated, national system of vocational education and training. The proposals are:

- Redefined roles for education providers and Industry Training Organisations to extend the leadership role of industry and employers.
- Bringing together the 16 existing Institutes of Technology and Polytechnics (ITPs) as one entity, with the working title of the New Zealand Institute of Skills & Technology with a robust regional network of provision.
- A unified vocational education funding system.

"We would also ensure there's strong regional influence in the New Zealand Institute of Skills & Technology through the proposed formation of Regional Leadership Groups.

"These would identify the needs of the local economy, and become a key link between local government, employers, iwi and communities," Mr Hipkins says.

"The development of courses and programmes would be consolidated, improving consistency and freeing up resources to expand front-line delivery.

"There will be more sharing of expertise and best-practice, and more use of online, distance, and blended learning.

"Our proposals aim to ensure that the system is easier to navigate, and provides the skills that employers and employees need.

"What we are proposing is ambitious, but it needs to be. We cannot continue to tweak the system knowing that the model is fundamentally broken, and isn't delivering our workforce the skills that they need to thrive.

"Every New Zealander has a stake in vocational education. I encourage everyone to have their say, and I look forward to hearing your feedback," Mr Hipkins says.

Public consultation is open until March 27, 2019.

• **The BCITO's response, page 26.**

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When tools become unguided missiles

Sometimes the biggest threat to people in a head-on crash is all the things that are behind them.

A collision in Hamilton between two vans last month saw Waikato police warning tradies that unsecured tools and cargo can become painful, if not deadly missiles, in an accident.

In a Facebook posting about the crash, the police said wood and tools came flying out of the van as it collided with another vehicle that had crossed the centre line.

"Upon impact, the contents of the Toyota Hiace (including tools) have come flying forward towards the driver and his passenger.

"If you are a tradie or own a company, this may be an opportunity to consider any improvements that you can make (in case of an emergency)."

The van driver later said it wasn't the wood that broke his windscreen, but accepted that several tools had gone rogue. He said four tools — a clamp, a glue gun, hack saw and multi box — flew out of the window, but they were the only things that were unsecured in the van.

Construction safety training organisation Site Safe says putting a barrier between people and objects makes good sense, particularly for tradies and construction workers.

The gravitational force (g-force) on people and objects during collisions at about the 50km/h mark is usually around 20 to 25 times normal.



Tools went flying when these two vans collided on the outskirts of Hamilton in February. Amazingly, there were no serious injuries. Photo: NZ Police

So, for a brief instant, even a 1kg water bottle will have the force of 20kg to 25kg as it flies forward until it hits the dashboard, the windscreen, or the back of someone's head.

There are several ways to minimise the risk from such things happening. Keeping them secure is one, and keeping tools and materials separated from people via a cargo barrier is another.

Of the current range of cargo barriers available, the range from Australia's Milford Industries is one of those that meets the NZS4034 standard for cargo barriers.

Properly fitted barriers, as well as protecting people from fast-moving objects, may also offer extra protection if the vehicle rolls.

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solution for any given project.

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Significant time savings

Architectural designer and director of CADetailer Marc Vale has been using Specifi for three months, and says it has significantly reduced the time frames for his projects.

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“It significantly speeds up the whole process. It’s a huge time and money saver.”

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BT's Back in Time

20 years ago — March 1999:

- Skill New Zealand, the new identity for the Education Training and Support Agency (ETSA), formally approved the new on-site theory training programme the Building and Construction Industry Training Organisation (BCITO) intended to introduce on June 1, 1999.

BCITO regional training staff were calling on all building employers, focusing initially on those with apprentices, to ensure they knew how the new system would work.

BCITO chief executive Trevor Allsebrook said training staff were reporting that after discussing the changes with employers, there was 95% support for the new system.

15 years ago — March 2004:

- New Zealand's home improvement sector entered a new phase with the early success of Mitre 10's first Mega store, signalling an enthusiastic customer response to the new Mega concept.

The Mitre 10 Mega store in Hastings tripled sales in the first 10 days of trading compared to sales achieved for both the former Hastings and Havelock North stores over the same period in 2003.

Tens of thousands of visitors had been through the store since it officially opened in February.

10 years ago — March 2009:

- The Government should plan ahead and obtain advance design and environmental approvals for future infrastructure projects, the Association of Consulting Engineers New Zealand (ACENZ) said.

The organisation welcomed the Government's recent multi-million dollar package of infrastructure spending to help stimulate the economy, with many projects being fast-tracked over the coming months.

However, ACENZ president Brent Meekan said extensive further investment in infrastructure would be required, and New Zealand should follow the example of a number of European governments which ensured they had a supply of approved "shovel-ready" projects.

5 years ago — March 2014:

- An engineered wood product that had the potential to transform construction was included in the New Zealand Building Code.

Laminated beams made from glued veneers of radiata pine were well known for their strength, stability and uniform sizing. Now improved durability was added to the list.

Laminated Veneer Lumber (LVL) treated with Azotek, a novel product developed by New Plymouth-based Zelam Ltd, was included in the NZ Building Code as an acceptable solution for internal framing.

"This is a world-first. It essentially makes wet solvent treatments for LVL and plywood obsolete, and opens the door to much wider use of LVL framing in construction," Zelam marketing manager Noel Coxhead said.



STC Rating - 67
Rw Rating - 67
FRR - 120/120/120
Cavity width - 20-40mm cavity
Wall Width - 296-336mm

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Shrink wrap — a construction site's secret weapon

The weather in New Zealand is unpredictable, but builders' project schedules don't have to be if a reputable shrink wrap is used which will protect the worksite from the elements.

The importance of shrink wrap in the construction industry is undeniable, saving builders precious time and money.

Shrink wrap is a tough and tight plastic which seamlessly provides weather protection for building structures, for either long or short term, new, renovation and re-cladding construction projects.

When shrink wrap is installed correctly on a properly engineered scaffold system, the results ensure increased productivity for construction company staff and, importantly, subcontractors.

Think about it — guess which site subcontractors would rather be working on in poor weather. That's right — the one with no weather or other distractions to stop them and company employees from getting their job done successfully.

A huge bonus is that an enclosed work area can also be environmentally controlled, allowing work to proceed irrespective of the temperature or humidity outside.

This also means that using shrink wrap is a real money-saver. Users can enjoy an increased work-rate, and be confident in the team's ability to complete a project on time with no delays due to bad weather.

The shrink-wrapping process is efficient. After the scaffolding framework is built, the low-density polyethylene (LDPE) wrap material is draped, snipped, seamed and sealed, and then shrunk by up to 30%, forming a tight, weather and pollution-proof barrier.

Wind isn't always a shrink wrapper's friend, but by using hi-tensile strapping, the wrap is further secured in the event of high winds. Guttering, windows and access doors can all be added as required.

This means the wrap can work for any scale or size of construction.

Shrink wrap provides a safety blanket for workers and the project, protecting them from the external environment and maintaining a sharp-looking worksite.

In addition to keeping weather out of a project, shrink wrap is also an ideal solution for encapsulation of contaminants within a structure or just specific affected areas.

One example is for asbestos removal, allowing work to safely continue in non-affected areas



An asbestos removal encapsulation project that A1 Wrap completed at the Port of Tauranga recently.

on the building site.

Charles Baxter, general manager of leading Tauranga-based shrink wrap specialist company A1 Wrap Ltd, has been working in the company for six years.

He has seen shrink wrap become an essential component of a well-managed construction project.

"It's because of shrink wrap that there are no weather delays in building," Mr Baxter says.

"During the year, and especially over winter, adverse weather can shut down your site for days, so when it comes down to financial gain, you pay up front and reap real savings at the back end of the project when you complete on time," he says.

"And it certainly gives you an edge when quoting."

The company prides itself on the durability and safety of its wrap, and the assurance that clients won't be left hanging.

"The expertise and the design that we put into the job means we don't just show up and be like, 'she'll be right mate'.

"We take a lot more care and responsibility, and our after-wrap service is second to none."

A1 Wrap is also environmentally-conscious, guaranteeing its shrink wrap is 100% recyclable.

The specialists dismantle the wrap on project completion for the dramatic big "reveal", and carts the discarded wrap to recyclers for use in innovative new products.

Mr Baxter respects that things can go wrong though.



"We don't just put it on, walk away and then hope it lasts the distance. We are constantly monitoring it, and will quickly respond to maintenance requirements to ensure the project is protected for the duration of the construction period. Like most things in life, you pay for what you get."

When it comes to ensuring a reputable industrial quality shrink wrap, A1 Wrap does not cut corners. As its customer base grows, it gets more repeat business rather than one-off wonders.

"Once clients have used us, they keep using us because they have found it makes them money. It's good to know that we are doing the right thing by them — we are long-term partners."

A reputable business like A1 Wrap surrounds itself with quality clients. So contact them to discuss any upcoming construction project, and learn about the impact a relationship with a quality shrink wrapper can have on meeting the needs of customers, meeting deadlines and on the bottom line.

Visit www.a1wrap.co.nz, or contact 0800 4 A1 WRAP for more information.

Live life on your own terms with a renovations franchise

Queenstown builder Matt Marfell is one of the more recent additions to the Smith & Sons network in New Zealand which has been established for more than 10 years.

A little over a year ago Matt was working for himself, doing labour-only contracts for group home builders and pricing some of his own work, just as the Smith & Sons Queenstown franchise became available.

Looking to the future, Mr Marfell saw that Smith & Sons would provide him with a steady flow of customers wanting a professional renovations service, and a business that he could develop to sell on.

“Looking into the opportunity, we liked the culture and the environment Smith & Sons offered. Not being by yourself anymore was a definite advantage,” Mr Marfell says.

After meeting with Smith & Sons and doing their homework, Mr Marfell and his partner Rachel Steadman decided it was a chance not to be missed.

They are now booked up for the rest of the year, and with a stream of projects planned and underway, the couple are enjoying steadily growing their renovations business.

And it's not just sales — the Queenstown pair are hitting many of their business targets on an exciting pathway of growth.

“There is always someone to talk to at the end of the phone. The backing we have now is invaluable.



Smith & Sons franchisees Rachel Steadman and Matt Marfell.

“Whether we have questions about using the estimating tools or accounting software, advice on managing cashflow, or just a chat about progress, being part of the network gives us great support,” Mr Marfell says.

To find out more about owning a Smith & Sons renovations franchise, visit www.businessforbuilders.co.nz.

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Sector rejects vocational education reforms

The construction sector has rejected the Government's proposal to reform vocational education.

The Building and Construction Industry Training Organisation (BCITO) held a sector summit in Auckland recently to discuss the proposal in detail, and to understand its impact on the current and future training system.

Attendees included a broad mix of industry leaders and employers who work with the ITOs and polytechs.

Two-thirds of attendees did not support the Government's proposals, voicing their concerns around the negative impact such widespread changes would have on the sector, at a time when it needs to build more capacity and capability.

"The purpose of the summit was to agree the non-negotiables any new system must provide to ensure employers and apprentices stay engaged," BCITO chief executive Warwick Quinn says.

"What we have gained today is an agreed list of what industry expects to be incorporated in

any future system.

"Attendees made it clear that they value sector control of the standard setting and delivery of training. While they appreciate the greater control of the standard setting under the proposals, they are concerned that control of the delivery is at risk.

"They value the relationships they have with their ITOs. Under the current system, our field staff build strong relationships with every individual employer and apprentice. This allows us to customise their learning.

"In construction, most people learn from mentoring and support. They don't learn from books. This focus needs to be retained in any reforms, and the sector is sceptical how this will work in the new system.

"There was concern from many in the room that the smaller trades will fall through the cracks of a single, large institution.

"They are also concerned that advocacy work carried out by ITOs will be lost. As a result, we will struggle to attract people into the sector.

"One positive in the Government's proposal is the extended reach and control over what providers can deliver. This is one aspect we would support," Mr Quinn says.

The industry also strongly voiced its concerns about how the transition to a new system would be managed.

"We understand what the new proposals are trying to do, but we are concerned that they may not get there. It is a lot of disruption on a promise that lacks detail.

"If we get this wrong, we risk losing a cohort of employers and, by default, apprentices, which would set the sector back years. We cannot let this happen at a time when the sector faces significant skills shortages.

"The overarching question we will be asking Ministers is how they can mitigate the risks identified by industry today in any sector reform," Mr Quinn says.

The BCITO says it will continue to consult the sector to ensure a robust response to the Government proposals.

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Really?

Architect Don Bunting shares his confusion about current events.

I find myself falling back on the above rhetorical response more and more as current events unfold.

Whether it is national or local politics, news reports, or recent happenings in our own industry, truth, or even facts seem harder and harder to find.

Political commentator and writer Daniel Moynihan said: "Everyone is entitled to their own opinion, but not to their own facts."

Sadly, this seems to have passed by our national and local leaders and their growing cohort of bureaucrats and fellow travellers.

Really? Yes, really.

James Comey, head of the FBI until Trump got him in his sights, called it "confirmation bias — to crave information consistent with what we already believe". Ring any bells?

A recent article in *The New Zealand Herald* newspaper talked about what was described as "white noise".

This was an attempt to explain the problem politicians and others have because they tend to hear from only the most outspoken and confident group in society — generally white and middle-aged.

Unfortunately, this one voice is often accepted without any attempt to dig into what those who remain silent want and need.

As Comey said, it's about being happy with information consistent with your own beliefs.

Why does it take so long?

I have been watching with growing despair as Auckland Council's project to upgrade Franklin Road in Freemans Bay moves blithely into its third year. Really?

Yes, really, and with the greatest respect to our dauntless cyclists, the work is being done to create cycle lanes down each side of the road, reducing traffic flows on this busy street to one lane each way. Really?

A cycle lane up and down a relatively steep street dappled summer and winter by overhanging trees? Plus the added danger of large, slippery leaves on the surface during autumn.

Well done Auckland Transport. Another accident waiting to happen.

Is it my imagination, or does construction take

much longer than it once did?

I've been watching neighbours struggling for more than a year to get their contractors to build what is a mere 12 metre-long by three metre-high retaining wall behind their house.

And living in an older area where renovation projects are always on the go, I despair for the home owners having to wait far too long to get relatively modest projects completed.

Maybe Health and Safety has something to do with it? Yes, really.

Bullshit jobs

This is the title of a new book by anthropologist David Graeber, who notes that futurists in the early 20th Century prophesied that technology would see us working 15 hours a week before heading home in our flying cars.

Instead, we are all working longer hours and for more years, with no sign of any flying cars. And right across the developed world, three quarters of the jobs are now in human resources, public relations, finance or administration, many of which don't seem to contribute anything to society. Bullshit jobs.

Worse still, it is the productive jobs and those that clearly add value — teaching, nursing, drain unblockers, cleaners and other such jobs — that are under-valued and receive the least reward. Really.

Think small

I always thought the secret to political survival was to under-promise and over-deliver.

This seems lost on our current government who continue to make wild and optimistic statements about change and what they see as progress.

For example, Kiwibuild — great name but poorly targeted — was always going to be a pig that failed to fly.

The answer is to think small — specifically, target struggling first home buyers looking for a truly affordable entry into the housing market.

Think 90sq m to 100sq m, single-storey, pitched roof, two-bedroom, stand-alone starter homes, backed by a government-financed mortgage scheme and protected by restrictions on selling within five years.



Visit any recent subdivision and see that the market is currently providing the opposite. Why? Because big houses provide the biggest and most assured profits.

It's not rocket science, but it seems to be beyond the abilities of our current politicians and our industry organisations to change this mindset.

Someone should be showing some leadership and telling our industry what all levels of the market need and how to achieve it.

A question

Why can industry produce beautifully constructed pieces of high-tech machinery — the modern car — in a less than a day, but it takes months, sometimes years, to build a house?

And with no real guarantee that it won't leak or break down in some way.

Imagine what a furore there would be if our cars were only as well and efficiently built as our houses?

What if you could buy a house that was as sleek, exciting and reliable as a Toyota or even a Mercedes? It's not an impossible dream.

Back in the 1960s a group of Auckland architects came up with a scheme to produce modular, fibreglass houses, fully factory-constructed, and with the individual and easily transportable units bolted together on site.

I guess it ended up in the same place as the flying car. Too futuristic, too soon, and too expensive at the time. And too much buyer resistance because of the likely sameness of appearance. Instead, what did we end up with?

As Pete Seegar sang: Houses made of ticky tacky and they all look just the same. Really.

High Court considers negligence and misleading conduct for supply of building materials and specifications



In the High Court decision of *Urlich v Far North District Council and others* (“the council”), the court was asked to determine whether Global Fibre8 Ltd (“GF8”) was negligent and had engaged in misleading and deceptive conduct, through supplying defective building materials and specifications to the Urlichs.

Facts

In 2015, the plaintiffs Karen and Randolph Urlich wanted to build their dream home in Northland. They engaged a number of parties to undertake the building of their dream home who have all now settled out of the proceeding — apart from GF8.

The Urlichs met with GF8 who promoted a pre-fabricated wall panel system called K3T as the ideal material to use to build their new home.

GF8 promoted this product compellingly, representing to the Urlichs that it was a tested and approved material to use in New Zealand, and which was accepted by the regulatory bodies and complied with building requirements.

GF8 made a number of other representations as to the superior quality of this material, so the Urlichs agreed to purchase K3T from GF8, along with engaging GF8 to draft the relevant

Timothy Bates and Sabina Boyd of Auckland law firm Legal Vision review a case where the court was asked to determine whether a company was negligent and had engaged in misleading and deceptive conduct over its product claims.

house specifications for this panel system.

The council approved the plans and granted a building consent.

Near the end of 2016, the Urlichs noticed cracking in the K3T, especially around the windows and doors. They contacted GF8 about the cracking, who shortly afterward stopped responding to them.

In March 2017, the council issued a Notice to Fix the defects in the K3T, meaning that all building works on site had to stop, and defects remedied.

A number of reports and investigations were undertaken, all of which stated that the works were defective and non-complying with the building code.

It was considered that the only viable remedy was to replace the K3T panelling with new wall framing and an exterior cladding system in order for it to be compliant with the New Zealand Building Code.

Was GF8 negligent?

In order for a party to be negligent, it has to be established that the loss is reasonably foreseeable, that there is sufficient proximity in the relationship, and that it is fair, just and reasonable to impose a duty of care.

The court considered that there was a direct relationship between GF8 as a manufacturer, and the Urlichs as a supplier and, therefore, there was a sufficiently proximate relationship between the parties.

The loss was reasonably foreseeable by GF8, who would have known that the material did not comply with the New Zealand Building Code.

It was also considered that it was fair, just and reasonable to impose the duty of care on GF8, considering the circumstances.

There was nothing in the contractual agreement to indicate that it would not be fair, just and reasonable for GF8 to be liable.

GF8 breached its duty of care to the Urlichs both in supplying the K3T and designing the

specifications for their house.

They supplied materials that were non-compliant with the New Zealand Building Code, and designed plans that led to a defective house being built.

Did GF8 engage in misleading and deceptive conduct?

The test for misleading or deceptive conduct is whether a reasonable person in the plaintiff’s situation would have been, or likely to have been, misled or deceived. Intention to mislead is not required.

Where a claimant has actually been deceived, the court can make an order that the misleading party pay the loss suffered by the claimant.

The court held that GF8 was in trade, and engaged in misleading and deceptive conduct through its characterisation of the qualities of K3T, and the status of its compliance with New Zealand’s regulatory requirements.

The reasonable customer would likely have believed the representations made by GF8 about K3T and, therefore, been misled or deceived. It was held that GF8’s misleading conduct led to the Urlichs loss.

Conclusion

The purpose of damages in tort law is to put the party whose right has been violated in the same position as they would have been as if their loss had not occurred.

The Urlichs were awarded \$64,464.04, being the portion of GF8’s contribution to the costs of removing and replacing the K3T.

The Urlichs were also awarded \$20,000 in general damages, as well as costs and interest on the damages.

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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BCITO TV advertising — it's a miracle!

Terry Sage of Trades Coaching New Zealand says the latest BCITO television advert — possibly inspired by his contribution to a *Building Today* apprentices feature last year? — is spot on!

Who said miracles never happen, or dreams don't come true? Somebody even said nobody reads my hard thought out words every month!

Well, wash your mouths out with soap and water you sawhorse critics — a miracle has happened and a small dream of mine has come true. But the question is, was it my words that might have made a difference? My words, yeah rite!

The miracle in question is to do with the *Building Today* feature late last year regarding trade apprenticeships.

It's a feature that runs on a regular basis — a feature that is very relevant, especially in today's market.

It always has great content from very knowledgeable industry stalwarts, but is it world-changing?

It certainly tackles the tough questions, and comes up with all the perceived answers. And that has been the case for every one of these apprenticeship features, and there have been numerous ones, honest.

But, stop the bus, get out of the clouds, and step off the grass — the last one has made a difference. Someone read it and not only understood it but took it to heart and done

something about it.

Who watches TV these days? Who stays for the adverts rather than running to the fridge? Well, if you have seen a certain ad recently you may have caught the latest — and may I say — the greatest BCITO become-a-tradie story.

Boys and girls at the BCITO, I take my hat off to you for a fantastic approach to a very serious problem, and totally in the moment.

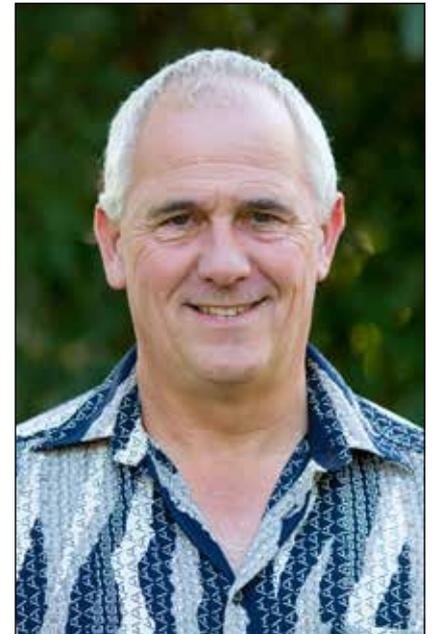
If you haven't seen it then do the modern thing, or get one of the kids to do it for you, and google it, or YouTube it, or whatever the kids do instead of reading these days.

So why am I so pleased? Well in the aforementioned feature, a feature that I contributed to, I dribbled on about the state of the marketing to entice kids off the couch and into an apprenticeship.

I think I might have even said it was old fashioned or total crap, and it needs to be completely rethought.

I also said sex it up — go ask the kids what they want. I did go on a bit, which I do sometimes when I feel strongly about something — or worse, when I think I'm right.

Was it the feature? Was it my words? What did make the difference? It may not have been any of them — it could be that the BCITO just had a



light bulb moment.

It doesn't really matter. It's just great that we have a fresh approach to encouraging not only kids away from a screen, but also the old folks to not be lemmings and get their kids to follow the university path.

It's fantastic, and I hope somebody is running some statistics to see if it actually makes a difference.

If I'm the only one who got my jollies when I saw this advert then so be it. But if there are others, please let me know. If my words, for the tiniest possibility, did spark a marketing revolution then a quick text from the BCITO would make my day.

The moral of this story? If you're marketing your company at the moment don't do what you have been doing for the past four decades. Don't do what everybody else is doing or has done for the past four decades. Stop and go back to marketing 101. Be different. Stand out. And give your prospective new clients what they are asking for.

Here's marketing 101.2 — the books say to sell on features and benefits. Well, yeah, but the emotional sale is way more effective, so keep that in mind. Because the BCITO got that bit spot on.

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THE BUSINESS SIDE OF CONSTRUCTION

Recruiting in a skills shortage-ravaged industry — don't baulk at employing overseas talent

Building Recruitment managing director Kevin Everett says a willingness to take on international construction sector applicants for jobs here is a must if the industry is to solve its chronic skills shortage.

Are things looking up regarding skills? Well, there is good news and bad!

Recently, Seek sent out a report showing industry sectors and applications per job advertised.

The good news is Construction had the largest increase in applications against all other sectors.

The sector grew more than 34% from the same period last year, and Trades and Services were also on the increase in fifth spot, with a more than 15% increase.

How good is this for our industry? It certainly looks promising until you delve deeper.

When we look at the applications we are receiving, more applicants are coming from overseas — mainly South Africa, Asia and India — than from New Zealand.

This is across all roles we advertise and not just from Seek-advertised positions. Even our adverts for our Labour Hire division are following the same trend.

60% of enquiry from overseas

More than 60% of enquiry via our web site is from international applicants looking to move to New Zealand.

Again, this should be good news, as we are in dire need of skilled labour, like most countries around the world.

These applicants come with great experience and skills, as well as an awesome work ethic. But when we discuss them in the marketplace, far too many companies are still looking for the impossible — that is, skilled labour with New Zealand experience.

So why are these strong skilled workers not being considered? We are talking about project managers, builders, salespeople, store managers, architectural designers/technicians and truss detailers, to name a few.

Yes, our build process can be different, but many have studied NZS3604, NZS3910 and other codes to try and get up to speed before they even arrive in New Zealand.



What we have noticed is when we take these people to market, we are regularly being told that due to having no New Zealand experience, employers are not interested, or are reluctant to consider them right away.

When we are facing such a skill shortage, I must ask the following questions:

- Is it not possible to train these people to the New Zealand way?
- How long would it realistically take to bring them up to speed?
- What New Zealand experience are we talking about?

Transferrable skills

A language barrier would be the greatest challenge, but skills-wise, I am sure many adjust quickly due to the fact their skills are transferrable.

How many Kiwi builders have moved overseas and settled into things quickly?

Many of our clients have grasped this opportunity and have enjoyed great success. And I can assure you, if you are not looking at

overseas applicants, your opposition is.

The interesting thing is, by the time some companies think about things and come back to us, the candidate already has a job with a more proactive company.

How often has that happened to you? Before searching, ensure you know exactly what you want, what you can train, how long it's likely to take to train, what resources you need to complete the training, and to be flexible.

Consider:

- How long will it take to find the ideal person?
- How much will I need to pay them?
- If they come to me for money, will they leave for the same reason?
- Could I train someone who already has a trade qualification in that time?

So be prepared to act quickly, but please do not sacrifice your pre-employment screening.

It is time to look outside the square and have a more open mind, especially when you factor in increased numbers of companies advertising for the same skills you are, and salaries increasing monthly.

Seek New Zealand general manager Janet Faulding recently reported that in their last survey dated September 2018, companies advertising for Trades and Service increased by 18%. We believe it has grown further since then.

This certainly demonstrates there is a need, and many are poaching from others, causing inflated wages when build pricing is too high already.

Looking at migrant workers will certainly reduce the amount of poaching and keep wages at a sustainable level.

Our own salary survey for Auckland shows salaries have increased over the past four years by between 20% and 25%, with sales, carpentry/building, quantity surveying/estimating, and project management showing the highest increases.

The opportunities are there to find the skills you require. It is now up to you to grab them.

Building Consents Information

For All Authorisations, January 2019

Dwellings	\$1,137,170,000
Domestic Outbuildings	\$14,220,000
Total Residential	\$1,151,390,000
Non-residential	\$501,761,000
Total All Buildings	\$1,653,151,000
Non-building Construction	\$41,570,000
Total Authorisations	\$1,694,720,000

Number of new dwellings consented

	Jan 2019	Dec 2018	Jan 2018		Jan 2019	Dec 2018	Dec 2018
Far North District	24	17	21	Horowhenua District	21	22	12
Whangarei District	49	44	48	Kapiti Coast District	8	17	23
Kaipara District	12	20	12	Porirua City	37	15	23
Rodney District	100	59	46	Upper Hutt City	22	21	21
North Shore/Albany Wards	156	179	208	Lower Hutt City	20	25	20
Waitakere Ward	42	55	55	Wellington City	55	47	36
Auckland Wards	477	390	197	Masterton District	7	11	13
Manukau/Howick Wards	154	114	65	Carterton District	2	7	2
Manurewa-Papakura Ward	136	83	106	South Wairarapa District	0	14	1
Franklin Ward	63	58	41	Tasman District	33	40	13
Thames-Coromandel District	8	15	20	Nelson City	6	5	14
Hauraki District	4	8	3	Marlborough District	24	18	27
Waikato District	52	52	32	Kaikoura District	2	5	3
Matamata-Piako District	15	11	13	Buller District	1	5	0
Hamilton City	65	101	50	Grey District	1	3	1
Waipa District	56	42	55	Westland District	3	4	3
Otorohanga District	3	3	4	Hurunui District	10	16	3
South Waikato District	9	3	1	Waimakariri District	52	55	25
Waitomo District	1	2	1	Christchurch City	126	212	155
Taupo District	19	18	14	Selwyn District	77	92	61
Western Bay of Plenty District	50	20	29	Ashburton District	14	5	15
Tauranga City	162	81	82	Timaru District	20	6	17
Rotorua District	8	21	8	Mackenzie District	12	7	9
Whakatane District	8	4	4	Waimate District	1	0	1
Kawerau District	1	1	0	Chatham Islands Territory	0	0	0
Opotiki District	1	3	0	Waitaki District	4	6	12
Gisborne District	6	6	5	Central Otago District	24	23	21
Wairoa District	1	0	0	Queenstown-Lakes District	58	73	84
Hastings District	14	19	18	Dunedin City	31	32	23
Napier City	8	5	19	Clutha District	5	5	7
Central Hawke's Bay District	5	3	5	Southland District	4	5	9
New Plymouth District	22	40	25	Gore District	1	4	1
Stratford District	3	2	2	Invercargill City	10	7	10
South Taranaki District	5	3	8	Area Outside TA	0	0	0
Ruapehu District	5	7	3				
Whanganui District	6	5	12	Total	2496	2382	1916
Rangitikei District	5	1	5				
Manawatu District	18	46	13				
Palmerston North City	27	32	20				
Taranaki District	5	2	1				

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

Source: Statistics New Zealand



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