

# BUILDING TODAY



THE OFFICIAL MAGAZINE OF THE REGISTERED MASTER BUILDERS ASSOCIATION

VOLUME 29 NUMBER 11

DECEMBER 2019

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**Olsen on HR: 'Tis the season for unreason — managing your workforce during the silly season**

## INSIDE:

**'HAWK HOUSE' WINS SUPREME HOUSE OF THE YEAR AWARD**

**Apprentices/Training feature: Reform of Vocational Education, and a system fit for the future**

**Win a handy Dextor Deck Clamp from Senco!**



ALSO INSIDE:

PRODUCTIVE 2019 FOR BSP > HERA LAUNCHES NEW FUTURE FORUM SERIES



## Weatherline Façade Test



In February 2019 MBIE released a document entitled “Building Performance Guide: Fire Performance of External Wall Cladding Systems”.

This document includes a simplified risk assessment approach to classify a building’s level of complexity and fire risk as either Low, Medium or High. The parameters that influence the risk include:

- Building height.
- Vulnerability of risk group.
- Provision of an automatic fire sprinkler system.

Buildings that fit into the High Risk classification have four available fire testing protocols. The Project Fire Engineer can accept an external wall cladding system tested to any one of these four protocols as well as a cladding system that falls within strict prescriptive parameters.

In GIB® News Issue 2 2019 we described the successful testing by cladding manufacturers in accordance with the NFPA 285 protocol P3 method. More recently we have tested 13mm GIB Weatherline® as a cladding substrate in accordance with the more severe

protocol P2. In protocol P2 the external wall cladding system, which includes the substrate, must meet the performance criteria given in BR 135 following testing in accordance with BS 8414.

The 9 metre tall BS 8414 test panel consisted of 90 x 45mm timber framing fixed to a steel support frame. This timber frame received a 10mm GIB® Standard plasterboard lining to the internal face, Pink® Batts® cavity insulation and 13mm GIB Weatherline® Rigid Air Barrier to the external face. Solitex Extasana Adhero® self-adhesive membrane was applied to the face of the 13mm GIB Weatherline® before an external cladding system consisting of Paneltec Induracore G2 was installed.

This successful test returned a great outcome and established that the cladding system described above met all the performance criteria given in BR 135, thereby satisfying MBIE protocol P2.

**BUILDINGTODAY**

DECEMBER 2019 VOLUME 29 NUMBER 11

6-7, 21

**RMBA NEWS**

RMBA chief executive David Kelly reviews the RMBA's and the industry's achievements during 2019.

8-20

**RMB 2019 HOUSE OF THE YEAR**

Images and comment from all the category winners of the prestigious RMB 2019 House of the Year.

22-32

**NEWS**

Shovel-ready infrastructure projects needed now; Butler: It's been a productive 2019 for BSP; HERA launches new Future Forum series

34-41

**APPRENTICES/TRAINING**

A vocational education system fit for the future; Reforms offer greater opportunity; Clarifying some myths about Reform of Vocational Education

41

**PRODUCT REVIEW**

Substrate solutions for roofing membranes; Hitting the sweet spot in bathroom vanity design

42

**BACK IN TIME**

Read what hit the headlines 20, 15, 10 and 5 years ago

43-46

**COLUMNISTS**

Play the 'holiday game'; Contractual mistake in sale and purchase of a leaky home; Risky business; 'Tis the season for unreason — managing your workforce

**FROM THE EDITOR**

It's awards season again — time for congratulations and commiserations in a number of awards events we cover in this issue.

None bigger than the RMB 2019 House of the Year of course, full coverage, images, results and comment on which begins on page 8 of this issue.

We get the lowdown in a profile on Morgan Wills, and how he became this year's Apprentice of the Year winner.

*Building Today* would like to take the opportunity to thank the RMBA, our advertisers, and you, our readers, for your support during the past year.

Have a Merry Christmas and a happy and prosperous New Year. We'll see you again in February.

**Andrew Darlington, Editor**

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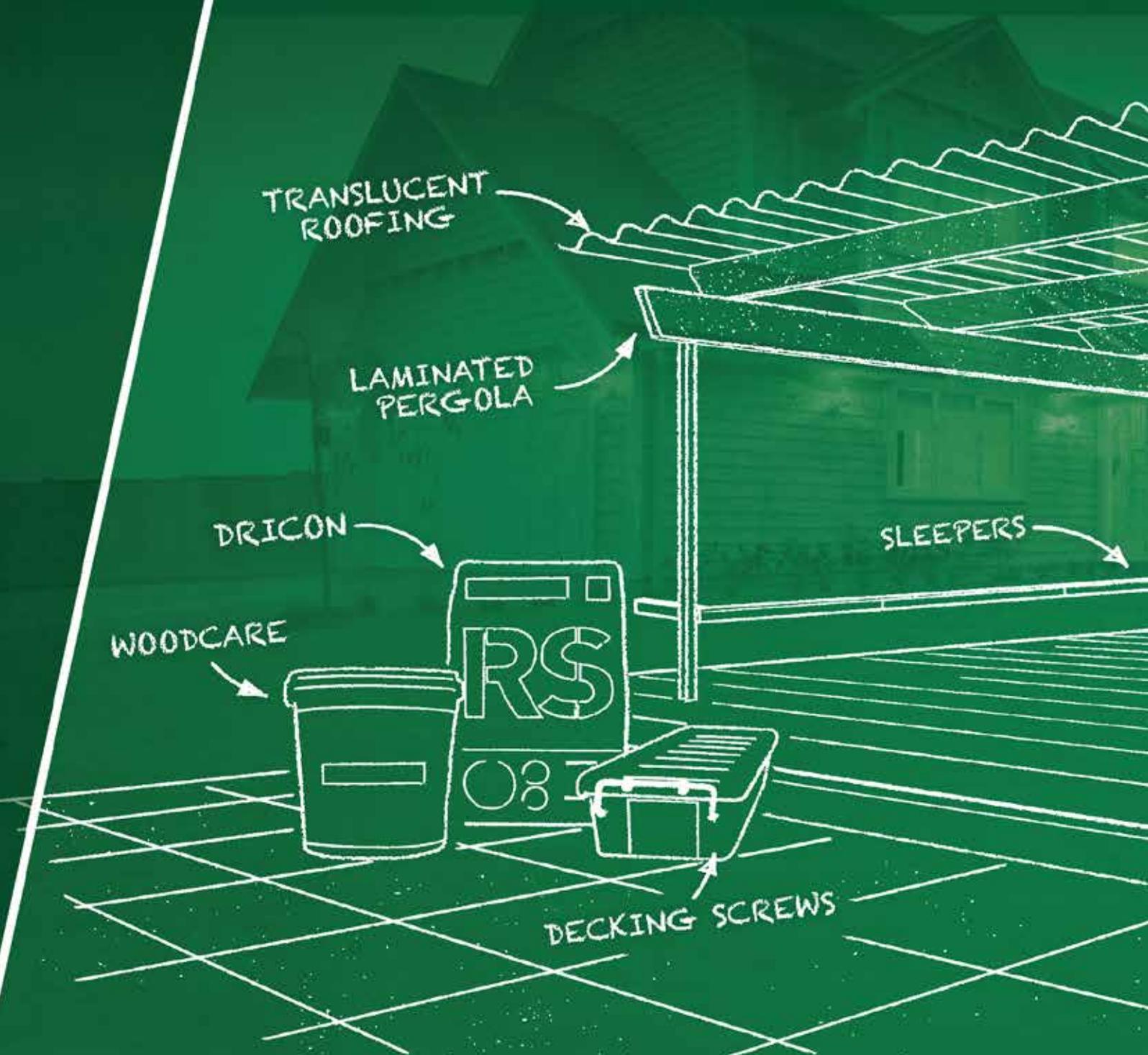
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# Year in review

## Chief's Chat

By CEO David Kelly

This year has been significant for our sector. Before we take a well-deserved break, we should take a moment to reflect on what we've achieved.

### Delivering for New Zealand

It's been another record year of action for the sector. For the year ended September 2019, nearly 36,500 building consents were issued for new residential dwellings, with a total value of more than \$13.5 billion.

Putting this figure into perspective, at the same time in September 2014, 24,000 consents were issued at a value of just over \$7.5 billion.

Our sector isn't just constructing the homes of New Zealanders, we're also constructing the commercial and industrial buildings that house our jobs and the amenities that provide for our communities.

We should be proud of the work we are doing for New Zealand Inc.

### Sector leadership and collaboration

I'm not going to dwell on the challenges facing our sector — we know what they are and how they are stopping us from achieving our potential.

It's time we talked about the solutions. Or, more to the point, it's time we focused on rolling out these solutions.

The Construction Sector Accord is about leadership and tangible solutions that will lead to a healthier and more vibrant sector — that's why I see it as a game changer.

For this to occur, the sector needs to step up and work collaboratively with the Government, and so far it's been great to see the sector's support for the Accord.

I believe this collaboration will continue to grow, but only if the Accord can deliver the short-term wins and structural reform the sector needs over the long term.

Delivering these wins requires a change in behaviours and mindsets, which won't be easy to achieve. However, we need to do it, and Registered Master Builders is committed to supporting the Accord.

The Master Builders Vertical Construction

Leaders Group is actively working to lead this change. At the start of this year we drafted the Vertical Leaders Strategy, which has four commitments — to collaborate together to create a more resilient sector, improve trust in the sector, improve the financial resilience of commercial building businesses, and invest in innovation and upskilling our people to improve productivity and performance.

These are also all key platforms in the Accord.

We are now developing guidelines around what constitutes a good construction company. Defining good isn't just looking at balance sheets — it's also looking at what are the behaviours, skills and experiences needed to run a successful construction company.

For the betterment of the sector, we need to share our collective knowledge and expertise.

This was a key focus for this year's Constructive Forum, which brought together more than 300 sector leaders in August.

### Skills and training

The scale of the Government's vocational education reform was a surprise to many in the sector.

There's been plenty of debate within the sector about the reforms and their potential disruption to the apprenticeship scheme.

It's clear the system isn't currently delivering quality educational outcomes for learners or employers. Sub-optimal education outcomes are an unnecessary drag on our sector.

We are engaging with the Government to ensure the reforms deliver a fit-for-purpose system providing quality education and training.

For our sector, education and training shouldn't just be about how to use the tools — it's also about understanding how to run a business successfully.

We'd like to see integration between the reforms and the Accord. The Accord work programme provides a strong platform for these reforms to build on.

You can also play your part by supporting an apprentice. Currently, only 1 in 10 businesses support apprentices, and this figure is too low.

### A strong Awards programme

We've had another extraordinarily successful awards programme showcasing and



celebrating the best of the best in our sector.

The Commercial Project Awards, Apprentice of the Year and House of the Year cover all of our key business segments.

This year we also launched our inaugural BIM Innovation Awards at Constructive, which celebrated the outstanding collaborative teamwork using Building Information Modelling technology.

The calibre of entries continues to grow across all our events, and it's pleasing to recognise our sector's innovative and quality work.

I want to take this opportunity again to congratulate all our 2019 winners.

### Supporting our members

Registered Master Builders is here to support our members, and we've launched more than 20 new courses this year, via our Elevate platform.

We're pleased to see so many of you engaging with these short courses. We have also launched our own podcast called Master Builders Elevate which is available on the usual podcast channels.

Last year we updated the 10-year Master Build Guarantee, and we are pleased to back our builders with the most comprehensive product on the market.

The guarantee is a key part of any build process, and our members must offer it for all projects over \$30,000.

We continue to engage with the Government on guarantees as part of their Building Act reforms, and will keep you updated on developments.

Finally, I'd like to thank the team at Registered Master Builders and all our members for your hard work over the year. Enjoy your Christmas break and our Kiwi summer.

# EMBRACING THE PRESSURE, WAIKATO'S MORGAN WILLS TAKES OUT APPRENTICE OF THE YEAR 2019



## MORGAN WILLS

REGISTERED MASTER BUILDERS  
CARTERS APPRENTICE OF THE YEAR

Morgan is employed by SJR Builders, and was trained through the Building and Construction Industry Training Organisation (BCITO).



### SUCCESSSES

Morgan entered the competition for an interesting experience and to see how he compared to others in the industry. After his win was announced at the awards gala dinner, Morgan was overwhelmed and at a complete loss for words.

"I never expected to take out the national title, but I was super happy with the achievement. It is also a great credit to my employer, who put in a lot of work helping me prepare for the competition and throughout my entire apprenticeship."



### CHALLENGES

All nine apprentices had the task of building a pirate ship. Morgan said the short six-hour timeframe was a tough challenge.

"I was under a lot of stress trying to get the ship built in time. Having four judges observe you only made it harder. Despite this, I really enjoyed the pressure, and that crazy feeling knowing the clock is constantly ticking behind you."



### JUDGES' COMMENTS

Judges said Morgan led from the front on both days. They said he provided excellent commentary and detail, showing a thorough understanding of his project.

"During the practical, he demonstrated a high level of attention to detail. With a clean and tidy site throughout, Morgan also received full marks for the safety component of the competition."

### EMPLOYER COMMENTS

Steve Ross from SJR Builders is a strong believer in taking on apprentices, believing that it is all part of giving back to the industry in a time when there is a shortage of skilled tradespeople. Steve thought Morgan was a great worker, and encouraged him to enter Apprentice of the Year to prove it.

"I see the competition as a great way for apprentices to recognise the confidence and ability they have, and showcase how much they have to offer the industry."

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**SUPREME AWARD FOR THE REGISTERED  
MASTER BUILDERS 2019 HOUSE OF THE YEAR**



## Spearhead Developments

FOR A HOME IN QUEENSBERRY HILLS, CROMWELL

### JUDGES' COMMENTS

Named 'Rangi-Kahu', The Hawk House is an architectural masterpiece that sits high in the hills between Cromwell and Wanaka.

This is no ordinary bach. Incorporating quirky shapes and nestled into the tussocks, it is a home that surprises you at every turn.

The house and adjacent studio were designed as a holiday home and, according to the architect, are a tribute to "Hawks that ride the thermal waves".

Partially buried into the sloping site, there is clever use of natural stone. This creates an almost 'Hobbit' like entrance that gives the home an intriguing first impression.

Despite what would have been constant challenges at every stage, the builder and his team of sub-trades have crafted an amazing building. Their attention to detail was to a level that is rarely seen.

Overall, this is a result of architect, owner and builder working tirelessly together to fulfil the owner's vision and dreams. Congratulations to the whole team for a very well-deserved win of this Supreme Award.

\* Spearhead Developments won the Supreme New Home Award, Craftsmanship Award, and CARTERS \$1 - \$1.5 million New Home category



## SUPREME AWARD FOR THE REGISTERED MASTER BUILDERS 2019 RENOVATION OF THE YEAR



### Spice Build

FOR A HOME IN PETONE, LOWER HUTT

#### JUDGES' COMMENTS

The developer of this property took on the challenge of restoring a historic 135-year-old church, demonstrating a vision that is nothing short of exceptional.

The build process saw a fantastic collaboration between the owner and builder, with a result that can only be described as a masterpiece. It has perfectly retained the original character of the building, all while breathing new life into it with a stunning apartment conversion.

There has been an amazing attention to detail by the builder. Painstaking detail was put into working from historic photos to reinstate every external detail to the building. This demonstrates a strong ability to undertake work to an exceptional calibre.

The build team should be proud of what they have achieved, by retaining a historic building which now sits proudly in its neighbourhood. They are more than worthy winners of this award.

\* Spice Build won the Supreme Renovation Award and Bunnings Renovation over \$1 million category



## SPECIAL AWARD



### Urban Homes

FOR A HOME IN KAIPAKI, CAMBRIDGE

#### JUDGES' COMMENTS

Hidden away on an idyllic riverside site, this unassuming yet sophisticated home has managed to blend its beauty appropriately with the neighbouring natural environment.

The brief from the client was to create a simple building reminiscent of a DOC hut. It was also vitally important to the owners that the build had little impact on the existing ecological environment.

To this end, the home was designed as a simple rural 'barn-like' building. It was decided that no windows would face the bush, creating lighting that had no more impact on the surrounding wildlife than a flickering flame or small camp fire.

Both the consideration given to this project and the owners' dedication to preserving the natural beauty of this site are absolutely commendable, and makes this home strongly deserving of this year's Special Award.

\* Urban homes won the Special Award and Altus Window Systems New Home \$750,000 - \$1 million category



## RENOVATION UP TO \$500,000



### TMT Construction FOR A HOME IN STROWAN, CHRISTCHURCH

#### JUDGES' COMMENTS

This home is a perfect example of a great renovation. A seamless restoration was important to the owners, and it has been achieved successfully.

It's tough to find where the home's old elements finish and the new renovation starts. The builders were incredibly skilled in crafting almost faultless details that appropriately matched the existing home.

Although not a large extension, the clever use of space has transformed the way this growing family lives in the home. This home clearly demonstrates the incredible effort and passion shown between owner and builder.



## RENOVATION \$500,000 - \$1 MILLION



### Broswick Builders FOR A HOME IN DEVONPORT, AUCKLAND

#### JUDGES' COMMENTS

This was an ambitious renovation, combining the restoration of an existing bungalow with a modern extension to the rear of the house. A clever integration of old and new has created a wonderful feel throughout the home.

The builder has demonstrated exceptional skill in the way he has executed the build, both in matching and re-creating the traditional detailing of the existing home. This is while adding contemporary elements of block and steel.

The end result is simply stunning, and shows a masterful collaboration between the architect, builder and proud owner.



## BUNNINGS RENOVATION OVER \$1 MILLION



### Spice Build

FOR A HOME IN PETONE, LOWER HUTT

#### JUDGES' COMMENTS

This project was inspired by the opportunity to strengthen and restore the beauty of a 135-year-old former church in the historic suburb of Petone.

The team showed its brilliance with a total revamp of the church's exterior, which achieved the original specification.

The effective collaboration between the owner, architect and builder has produced a stunning result. All while working within the existing envelope of the original church, they have created three spacious two-level townhouses, each adorned with original features from the building's past.

This is a truly successful result, and a testament to the commitment shown by all involved.

\* Spice Build won the Supreme Renovation Award and Bunnings Renovation over \$1 million category



## NEW HOME UP TO \$450,000



### David Reid Homes Waitaki/South Canterbury

FOR A HOME IN WESTON, OAMARU

#### JUDGES' COMMENTS

Built on a small section as part of an ongoing development, this home makes the most of the space available while facing the westerly rural outlook.

It has been superbly designed for comfortable living. Its simplicity of design and choice of material has provided the home owner great value for money. Without a doubt, a good all-round effort has been achieved by the builder.





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## PLACEMAKERS NEW HOME \$450,000 - \$600,000



### Dimension Building

FOR A HOME IN TWIZEL, MCKENZIE DISTRICT

#### JUDGES' COMMENTS

Designed as a retreat for a busy professional couple, this contemporary home is well designed to capture the surreal high-country views that the environment offers.

The excellent floor plan of this property offers easy living for the owners on their own, but also caters well for extended family when needed. There has been clever use of quality and low-maintenance materials, used both internally and externally. The attention to detail and incredible execution by the builders has further enhanced this stunning property.



## NEW HOME \$600,000 - \$750,000



### Inhaus

FOR A HOME IN RICHMOND, NELSON

#### JUDGES' COMMENTS

This is a home that has been exceptionally designed to maximise privacy and sun for the owners.

There is a mixture of cladding materials evident in both the exterior and interior walls of the house, coupled with some great design features. This has made this home a cut above the ordinary.

The builder should be congratulated for an incredible quality of workmanship that has been achieved in all aspects of the build.



## ALTUS WINDOW SYSTEMS NEW HOME \$750,000 - \$1 MILLION



### Urban Homes

FOR A HOME IN KAIPAKI, CAMBRIDGE

#### JUDGES' COMMENTS

Sitting peacefully in its natural environment, this cleverly designed home offers a great deal of intrigue from the minute you pull up at the door.

With an excellent exterior use of natural materials and a recessive colour palette, this building blends seamlessly into its idyllic site.

Internally, a similar theme unfolds, with wall and ceiling linings that incorporate natural timber. Raw concrete makes up the floors and fireplace, while high-quality fittings feature throughout.

The builder has crafted this home with a high degree of skill, creating a result that is both characterful and simply stunning. This project demonstrates a successful collaboration between owner, designer and builder. Everyone involved should be exceptionally proud of what they have achieved.

\* Urban homes won the Special Award and Altus Window Systems New Home \$750,000 - \$1 million category



## CARTERS NEW HOME \$1 MILLION - \$1.5 MILLION



### Spearhead Developments

FOR A HOME IN QUEENSBERRY HILLS, CROMWELL

#### JUDGES' COMMENTS

This is a cleverly designed holiday home that creatively hunkers into its beautifully rugged environment. It is the result of an outstanding collaboration between the architect, owner and builder.

The build offers unique designs such as folded roof forms and origami-like ceilings. These features would have proven difficult, but the outcome is simply breathtaking.

The unique form and use of natural material has created an incredible home that peacefully nestles into its stunning surrounding landscape. The attention to detail and skill set demonstrated by the builder makes him a deserving winner of this award.

\* Spearhead Developments won the Supreme New Home Award, Craftsmanship Award, and CARTERS \$1 - \$1.5 million New Home category



NEW HOME \$1.5 MILLION - \$2 MILLION



## Dunlop Builders FOR A HOME IN WANAKA

### JUDGES' COMMENTS

This is a well-designed and functional home that maximises an absolutely stunning view across Lake Wanaka and the mountains beyond. It has been superbly presented, with an inventive mixture of material and detailing. It offers its owners multiple living options.

The builder has successfully achieved a good result in all aspects of the build, ticking all the boxes. The result is a great outcome for all those involved.



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## RESENE NEW HOME OVER \$2 MILLION



### D&B Construction

FOR A HOME IN WHAKAMARAMA, TAURANGA

#### JUDGES' COMMENTS

Expertly configured for both aspect and site location, this semi-cantilevered contemporary home has it all.

The build demanded a good understanding of appropriate detailing and concentrated effort by the team. The builder and his sub-trades stepped up to the challenge and achieved an incredible result. This is evident in the home's vast collection of outstanding features.

The high standard of craftsmanship throughout this build, combined with the home's innovative design, is a credit to all those involved. This can only be described as a stand-out winner in this category.



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## VOLUME/GROUP HOUSING NEW HOME UP TO \$450,000



### Jennian Homes Franklin

FOR A HOME IN PUKEKOHE, AUCKLAND

#### JUDGES' COMMENTS

This compact 140-square-metre home is a good example of what can be achieved with good design and an innovative use of appropriate product selection.

It offers a well-balanced layout, complemented with clever use of colours and textures. Built to a great standard, this home offers its owner a rewarding package second to none.



## VOLUME/GROUP HOUSING NEW HOME \$450,000 - \$750,000



## Stonewood Homes East Auckland

FOR A HOME IN BEACHLANDS, AUCKLAND

### JUDGES' COMMENTS

This modern home is built for a growing family, while doubling as an entertainer's delight.

Designed with a good use of space, this home offers multiple areas for the family to live in. With a great mix of external materials all in white, there is a nice subtle texture to the exterior of this home. The north-facing living room features raking ceilings and a sleek kitchen. It flows seamlessly out to the large outdoor living space that includes an expansive deck and large swimming pool.

The builder has executed the build to a fantastic standard, showing the superb skillset of a highly competent team.



## MASTER BUILD 10-YEAR GUARANTEE MULTI UNIT (APARTMENTS/DUPLEXES/TERRACE HOUSING)



## Scott Construction

FOR A HOME IN STOKE

### JUDGES' COMMENTS

This is a unique development that has shown good planning, with a site that has been used to its maximum potential. It offers a pleasant and functional environment, and includes eight contemporary designed townhouses.

Each townhouse has been created with a sensible choice of contrasting materials requiring minimal ongoing maintenance. The well-constructed and presented creation has made this a stand-out project.



## GIB SHOW HOME



### Urban Homes

FOR A HOME IN FLAGSTAFF, HAMILTON

#### JUDGES' COMMENTS

The slick design, clever use of materials and fantastic workmanship made this build a stand-out in the GIB Show Home category this year.

With a contemporary external theme, the home is very inviting for anyone wanting to view. The moody and intriguing interior was well designed and executed throughout. The attention to detail and crafting of the builder was the icing on the cake for this successful project. Congratulations on a job exceptionally well done.



## BUILDERS OWN HOME



### Third Little Pig Homes

FOR A HOME IN DUNEDIN

#### JUDGES' COMMENTS

This striking and beautifully crafted build is a reflection of the incredible skill of a young builder who spent months working after hours to create a home for himself and his partner.

Built on an extremely exposed site with rugged but fantastic sea views, the execution of every part of this home was nothing short of stunning.

Challenged with a very tight budget, the builder completed most of the work himself, which allowed him to achieve a fantastic level of finish. This featured high-quality materials, fixtures and fittings which were evident throughout the home.

Of special note is the highly technical roofing and metal cladding. This was the first time the builder had installed this type of roofing, yet the result was to a high standard that is rarely seen. Congratulations to a very deserving recipient of this award.



## LIFESTYLE AWARDS



## SUSTAINABLE HOME AWARD

## Gregg Builders

FOR A HOME IN FENDALTON, CHRISTCHURCH



## JUDGES' COMMENTS

Large homes are not what come to mind when thinking of sustainability. The owners of this home knew that a substantial build would need considerable energy to run. This drove their decision to mitigate where possible the impact of the large carbon footprint this home would create.

Careful consideration was given to the selection of building materials. This helped create thermal mass whilst also maximising insulation values. Thermally-broken joinery and energy-efficient glazing also enhanced the building envelope. A total of 60 photovoltaic solar panels flanked the roof which were coupled to nine smart storage batteries.

Charging for electric vehicles, water saving devices, stormwater management, passive ventilation and the use of highly efficient heat pumps further added to a well thought through and truly sustainable home.



## PLUMBING WORLD BATHROOM EXCELLENCE AWARD plumbingworld



## Gregg Builders

FOR A HOME IN FENDALTON, CHRISTCHURCH

## JUDGES' COMMENTS

The chic design and clever use of quality materials created a warm and sophisticated mood to this ensuite.

Connecting seamlessly to the main bedroom, make-up area and dressing room, this bathroom was thoughtfully designed to create a stunning but relaxed retreat for the owners.

The result is an exceptionally worthy winner of this award.



## HEART OF THE HOME KITCHEN AWARD

## Redmond Builders and Construction

FOR A HOME IN HAVELOCK NORTH, HASTINGS



## JUDGES' COMMENTS

This strikingly bold kitchen sits in pride of place in this stunning home.

The clever design has ensured it integrates perfectly with the internal living spaces whilst also providing a seamless flow to outdoor entertainment.

With a well-considered use of quality materials and appliances, this kitchen is an exceptional testament of workmanship, and a stand-out winner this year.



## OUTDOOR LIVING AWARD

## Lite-House

FOR A HOME IN FARM COVE, AUCKLAND



## JUDGES' COMMENTS

The clever use of space on this tight, sloping and exposed site was a stroke of genius by its designer.

The seamless connection between indoor and outdoor spaces was well thought through, with a clear consideration given to ensuring it is functional across seasons. The quality and innovative use of materials contributed to the stylish aesthetic that this space espouses.

With stunning views over the elevated pool, outdoor dining, and sit-up bar with open fire and outdoor kitchen, this small outdoor area showcases the very best of what outdoor living can offer.

This is a job well done by the worthy winners of this year's award.

REGISTERED MASTER BUILDERS  
**HOUSE  
OF THE  
YEAR**

# NATIONAL GALA AWARDS





# School overhaul proves to be a tough assignment



## The Gardens School

**CATEGORY**

Construction Marketing Services Education Project

**ENTRANT**

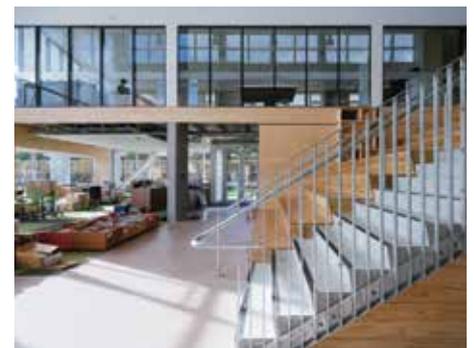
N-Compass Limited

**PROJECT PARTNERS**

Arrow International (NZ) Limited (Construction Company), MOAA Architects Limited (Architect/Designer), N-Compass Limited (Client Project Manager/Engineer to Contract)

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### Successes

For first-time CPA entrant, Brett Heaven, director at N-Compass, it was a huge thrill to win the Education category for 2019. He said winning the award was a reflection of the incredible collaboration and skill of all project partners.

“The win was a huge delight for the entire team. It was a challenging project, so it was great to give them some well-deserved recognition. It is well and above what we’re used to.”



### Challenges

Originally this project was to rebuild and repair a leaky school. However, once the extent of the damage became clear, Brett and his team had to revise the entire plan, which meant designing a completely new school.

“Not only did we have to change our entire plan, but we were also working on a really difficult site. The fact we delivered such a good result on time and on budget is a credit to the great collaboration between architect, project manager, builder and the ministry.”



### Judges’ comments

Judges were impressed with the relationship the team developed with numerous stakeholders, including the local community. They also appreciated how the project team managed working in a residential area, with strict working hours and robust control measures for noise and dust.

“The sloping site required significant excavation and retaining walls to create a level building platform. Precast concrete elements, including wall panels and double tee flooring were utilised to ensure the success of the build. The result is an exceptional open plan learning environment reflective of the community’s expectations.”

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## Shovel-ready infrastructure projects needed now

The recent announcement of the Government's plans to bring projects forward and lift spending on significant infrastructure projects in the short-to-medium term is welcome news for Kiwi civil contractors and communities.

Civil Contractors New Zealand chief executive Peter Silcock says Finance Minister Grant Robertson's announcement to "significantly increase spending on infrastructure" was welcome news for communities, contractors and their employees.

### Economy boost

He recognised infrastructure's importance in boosting the economy and improving living standards.

"We need to get on with the job of overcoming our infrastructure deficit, so this announcement is very welcome," Mr Silcock says.

"It's also a necessary move to save jobs which are on the line as major transport projects wind down."

Mr Silcock says the civil construction workforce was project-based, so the lack of short-to-

medium term work had been a major concern for the industry as jobs like Transmission Gully, the Waikato Expressway, and Kaikoura and Christchurch motorway projects are completed over the coming year.

While a clear vision and economic outcomes were important, shovel-ready projects were needed now.

Significant infrastructure projects could be decades in planning and design and, because of this, he anticipates some of the wide range of transport projects put on the back burner over the past two years would need to be brought off the shelf to fill the gap.

### Focus on construction-ready projects

He says workers need projects starting over the next year that they could transition to, so the focus should be on construction-ready projects, maintenance and improvements, not projects that might or might not happen in five years' time, he says.

"Contractors are people of action. There has been a lot of announcements and talk, but until funding is confirmed and planning approval granted, construction work can't start. We really need projects we can start

work on over the next year.

"We've seen a lot of transport projects stalling in the past two years, and some of the other work has been slow to come to the market — including safety improvements and investment in rail and road maintenance.

"We appreciate there has been a shift in vision and priorities, but the infrastructure work pipeline is a long-term thing that doesn't change overnight."

Mr Silcock says projects to be brought forward could include the Melling Link in Wellington's Hutt Valley, Tauranga's Northern Link which is "pretty much ready to go", Cambridge to Piarere, and increased investment in safety improvements and State Highway maintenance.

He said the industry was "up to the challenge" and, while announcements didn't always materialise immediately into work, contractors were keenly anticipating the announcement of which initiatives were identified by Treasury to be brought forward.

The Government's announcement indicated the details of the infrastructure investment package would be outlined at the Budget Policy Statement as this issue went to press.

## Kainga Ora wins SAFE365 Supreme Award

Kainga Ora's Health and Safety systems and processes have been recognised by winning the Supreme and Best Large Enterprise categories in the Safest Places to Work Awards at the 2019 SAFE365 Awards.

The Safest Place to Work Awards aim to recognise New Zealand organisations that have fostered positive work culture and worker engagement, and that deliver all-round excellence in health, safety and well-being in the workplace.

Kainga Ora health, safety and security manager Tarniya Comrie says Kainga Ora is delighted with its wins.

"We are a nationwide organisation of more than 1600 people that has major focuses on looking after more than 185,000 customers and more than 65,000 properties," Ms Comrie says.

"We also focus on designing, planning and building thousands of new state, affordable and open market homes at scale and pace.

"This means Kainga Ora has a broad range of employees covering a broad range of skills in many different types of workplaces.

"So health, safety and well-being need to be well understood and managed with robust operating policies and procedures.

"To win these awards there is an extensive evaluation process involved. We assessed our systems and processes against 10 different elements which were then benchmarked against 2500 other organisations using the SAFE365 tool.

"Kainga Ora's win is testimony to the attitudes of the whole organisation, and we're very proud to win the Supreme and Best Large Enterprise awards," Ms Comrie says.



Kainga Ora deputy chief executive corporate Rowan Macrae (left) and health, safety and security manager Tarniya Comrie with the Supreme and Best Large Enterprise awards at the 2019 SAFE365 Awards.

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# Butler: It's been a productive 2019 for BSP

It's been a productive 2019 for the Building System Performance (BSP) branch, according to general manager Anna Butler.

BSP is a branch of the Ministry of Business, Innovation and Employment (MBIE), the over-arching regulator of New Zealand's building system.

BSP provides policy and technical advice on New Zealand's building system, rules and standards, and implements building legislation and regulations to meet New Zealand's current and future needs.

Ms Butler says this year has seen a record number of public consultations and a far-reaching legislative reform programme kicking off.

"It's great to see we're making progress to support a lift in performance across the building sector," Ms Butler says.

## Key achievements include:

- Government and industry have developed a genuine partnership through the Construction Sector Accord launched in April to transform the sector through improved behaviours and culture.

The Transformation Plan, expected to be announced in December, outlines how the vision of a high-performing construction sector for a better New Zealand will be achieved.

The Transformation Plan delivers on the pledge made by government and sector leaders to work together to address the challenges faced by the construction industry, and transform it to a high-performing sector.

It will set out initiatives that will be implemented in the short, medium and longer term to drive the right behaviours and practices among all players in the sector.

The Accord has generated strong interest, with nearly 500 people and businesses signing up on the Accord web site to get involved in sector transformation.

Public workshops across the country to progress the Accord's work have been attended by nearly 200 sector leaders and interested members of the public.

A survey of 230 sector participants found that the sector sees the Accord being a positive contributor to change, and nearly 80% said they were motivated to be a change-maker.

- All six initiatives across government in the Construction Skills Action Plan are underway to address the skills shortage by getting more people into the construction workforce and growing skills.

- The first decisions on proposed building law reforms were announced by the Government in October, following public consultation earlier this year. These changes will help lift building quality so things go right the first time.

They'll also support people to take responsibility for their role, and allow for people to be held accountable with higher penalties if things go wrong.



*Building System Performance (BSP) general manager Anna Butler.*

The first Bill is currently being drafted, with the opportunity to engage during the Select Committee process next year.

Further decisions will be made on other proposals early in 2020.

- One of the key changes in the law reforms is a new certification scheme for modern methods of construction, which will clarify the consenting process and reduce duplication of effort for Building Consent Authorities and manufacturers.

By supporting increased use of prefabrication and off-site construction, the scheme will also help bring more affordable homes to the market.

- There's a regular programme of twice yearly updates to the Building Code (every June and November). A more risk-based approach is helping to inform updates, and we're hearing more from you to inform change.

- The Building Amendment Act comes into effect on December 18, 2019. This is a new system for managing buildings after an emergency, and provides clear legislative powers for investigating building failures.

- Progress on additional exemptions under Schedule 1 is underway, meaning that next year there will be even more work that can be done without a building consent.

This will reduce the cost of consenting for minor and low-risk building work, and will benefit all areas of New Zealand.

- In July, 120 New Zealand building standards were made free to access, and have so far been downloaded almost 100,000 times. This supports our core work to help remove barriers to compliance.

- Also in July, changes were announced to make it easier for owners of earthquake-prone buildings in small towns to undertake modest building work, without having to do seismic strengthening at the same time. These changes come into effect before Christmas.

- A review of the industry's response to the retention money provisions introduced in 2017 to protect subcontractors was completed.

The review looked at factors such as awareness of the regime, extent of compliance, signs of behaviour change in the sector, and the impact the legislation is having on firms.

Minister for Building and Construction Jenny Salesa will be releasing the report publicly in the near future.

- A significant new piece of work is underway to consider how the built environment can better contribute to the Government's climate change goals.

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## Hirepool backing NZ's civil construction industry

A long-standing partnership for the benefit of New Zealand's civil construction industry is set to continue following the renewal of Hirepool's Principal Business Partner Agreement with Civil Contractors New Zealand (CCNZ) for a further three years.

CCNZ chief executive Peter Silcock says the partnership had "great mutual benefit", playing an important role supporting the civil construction industry.

"CCNZ works closely with the Hirepool team across the country. They have partnered with us knowing a thriving civil construction industry is good for the many businesses within it, including Hirepool. We couldn't ask for a better business partner."

The close relationship began when Eric Jarvie and Peter Brookfield founded the business in 1955 to supply New Zealand's civil contractors with heavy equipment.

The major part of Hirepool's business still originates from civil infrastructure and non-residential vertical construction.

Given the shared objectives of supporting the civil construction industry, a formal relationship between Hirepool and CCNZ made perfect sense, Mr Silcock says.



From left: Hirepool general manager sales and marketing Gary Richardson, Hirepool chief executive Brian Stephen, CCNZ president Tim Ford, and CCNZ chief executive Peter Silcock.

Hirepool general manager of sales and marketing Gary Richardson plays a vital role, working with other associate members to set CCNZ's course.

He sits on the CCNZ Executive Council as associate councillor, with an open door for associates to discuss ideas and develop opportunities of benefit to the association and its members.

Mr Richardson says Hirepool took a lot from the relationship, and was immensely proud to lend its name to the industry's peak awards, the Hirepool Construction Excellence Awards.

Celebrating outstanding achievements at the annual awards evening was "extremely satisfying", helping to elevate amazing projects

and the amazing people working on them, he says.

Hirepool itself was honoured at the 2019 awards, receiving the inaugural CCNZ Major Associate Award for businesses working to support contractors.

The award recognised long-term support and major benefit to contractors and their communities at a regional and national level.

"Hirepool is a deserving recipient, having supported civil construction for more than 60 years.

"They sponsor our national Construction Excellence Awards, they are a major sponsor at our conference, a silver sponsor of our excavator competition, and provide funding and support for events in every branch across the country," Mr Silcock says.

In addition to supporting contractors, Hirepool gives back to communities by contributing to initiatives such as the Hirepool Big Clean.

A 2018 event, in conjunction with the charity Sustainable Coastlines, removed 9200 litres of litter, amounting to more than 107,000 individual pieces of unsightly junk, from Taumanau Reserve in Mangere.

## ATL named Contractor of the Year

Leading asbestos removal specialists ATL Group has secured the prestigious Contractor of the Year prize at the annual New Zealand Demolition Asbestos Association Awards.

The company received the accolade at a gala dinner at the Ellerslie Showgrounds held in recognition and celebration of best practice and innovation in the demolition and asbestos industries.

Founded in 1982, ATL Group is a leading expert for the safe removal and management of asbestos, operating nationwide.

Through its long history, the company has consistently focused on service excellence and worker safety. Sales director Mike Sommerville is pleased with the recognition of its commitment to optimal outcomes for all clients and its own personnel.

"We're proud to add another award to the trophy cabinet. Our team has built on accolades won in 2017 and 2018, using each occasion as a benchmark on the path to continuous improvement," Mr Sommerville says.

"While the external recognition of an award is highly satisfying, what motivates us to continually improve is the ability to meet the needs of every one of our valued customers, every time."

It's not just awards that ATL Group is winning, but business too. The company has expanded substantially over the past two years, and now has a team of some 150 people and an expanded office network, giving it the capability to serve anywhere in New Zealand.

Asbestos removal has been complemented with general demolition capabilities through ATL's acquisition of Henderson Demolition early in 2019, while the company pursues new standards of excellence.

"This is reflected in our recent investment in JobSafe health and safety management software for improved visibility and reporting of our safety performance.

"We've also introduced the SafeStrip system which further reduces risk of asbestos exposure during demolition and remediation

work," Mr Sommerville says.

ATL's use of SafeStrip is a first in New Zealand. The fully controllable, deep wetting system reduces fibre counts to levels lower than previously possible in other demolition methods.

This reduces the overall risk of asbestos exposure throughout removal works.

"Delivering a great outcome for our clients starts with using the best methods and equipment. It also rests on looking after our staff, so everyone goes home safely at the end of each day," Mr Sommerville says.

Chief executive Brett Pieteron says the effort invested into plant, equipment, personnel and reach is delivering rewards.

"I'm proud of the ATL family whose tireless focus on service quality has culminated in this award," he says.

"It is a whole team effort from our operators, supervisors, managers and head office support, and we'll strive to continue setting the standard for excellence in our industry."



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# Top student architecture competition combines optimism and protest

A project proposing an architectural pilgrimage trail in Fiordland and another protesting the closure of the Architecture Library at the University of Auckland have won the annual national competition for final year architecture students held at Victoria University of Wellington.

The prestigious Student Design Awards are contested by graduating students from New Zealand's three Schools of Architecture — the University of Auckland, Unitec and Victoria University of Wellington.

For the first time ever the awards had two winners — Abdallah Alayan and Jeremy Priest, both of the University of Auckland School of Architecture and Planning.

Institute of Architects president Tim Melville, the convenor of the awards jury which also comprised Auckland architect Courtney Kitchen and Melbourne architect Amelia Borg, says it was impossible to separate the winning entries.

"The two winning projects are very different but equally meritorious," Mr Melville says.

## Highly accomplished work

"They are highly accomplished pieces of work that illustrate architecture's ability to respond to social and political conditions, identify issues and offer solutions."

Mr Melville says Abdallah Alayan's scheme, which proposes four non-denominational pilgrimage structures on a trail from Te Anau to Milford Sound, makes a sophisticated and timely case for tolerance and mutual respect.

"By focusing on what people can all share — a sense of awe in the face of natural wonder — instead of what can drive them apart — the exclusivity of particular belief systems — Abdallah has provided a compelling vision for peaceful co-existence in Aotearoa," he says.

He adds that the jury admired Abdallah's resilience in completing such a high-quality and optimistic project in the year in which his older brother Atta lost his life in the Christchurch mosque massacres.

In the other winning entry, Jeremy Priest channeled his protest at the closure by the University of Auckland of its Architecture Library into a proposal for modern learning environments for architectural students.



Finalists and winners from the 2019 Student Design Awards. Top row, from left: Abdallah Alayan, Jeremy Priest, Nicole Teh, Wesley Twiss, Joseph Wellwood, Eva Jenkin, Jacob Bowden, Patrick Kelly. Bottom row, from left: Maito Akiyama, Ekta Nathu, Ryan Western, Kun Tao. Image: David St George

"Jeremy's design mixes dissent and satire with a positive proscription for teaching spaces that reflect the realities of contemporary architectural education and practice," Mr Melville says.

"Jeremy has obviously taken the closure of his School's library personally.

"But his project makes a bigger point about the university's treatment of disciplines like architecture and the arts at a time when so much resource is dedicated to STEM subjects, such as the sciences, engineering and maths."

Both Abdallah and Jeremy received a \$5000 cash prize and \$1500 travel grant as their winning prize.

Travel grants also went to two students whose projects were highly commended, Patrick Kelly from Victoria University of Wellington and Kun Tao of Unitec.

Kun Tao's project Dairyland proposes a building in Auckland's Aotea Square that exposes to the public the realities of dairy production and its waste by-products.

The "provocative treatment of a contentious issue," the jury said, "is enough to make you swear off burgers".

Social commentary and a concern with

environmental issues characterised many of the entries by the other eight finalists in the 2019 Student Design Awards.

## 'Inebriation stations'

Maito Akiyama of the University of Auckland highlighted New Zealand's binge-drinking culture in his scheme for a series of "inebriation stations" on Queen Street.

Joseph Wellwood of Victoria University of Wellington proposed a new settlement of buildings on stilts for the Hawkes Bay community of Haumoana, which is threatened by rising sea levels.

And Ryan Western, also of Victoria University, designed a series of memorial buildings for a site in Central Otago ravaged by strip mining.

Mr Melville says he was inspired by the work of all the students, and heartened that such talented graduates were about to enter the architectural profession.

"It was great to see imaginative work addressing important issues such as health, education and community welfare, climate change, building in sensitive eco-systems, and dealing with waste and polluting industries."

# Giving construction careers a safety boost

Site Safe will be helping 15 people in their drive to become health and safety leaders in New Zealand.

The 15 were selected from more than 100 high-calibre applicants, a record number for Site Safe.

The recipients receive free training from any of Site Safe's courses to achieve the Health and Safety in Construction programme, which gives learners the NZQA-recognised NZ Certificate in Workplace Health and Safety Practice (Level 3).

The annual scholarships also come with the bonus of each recipient being teamed up with a skilled Site Safe staff member who will act as a mentor to provide support during the training and assignment work.

Site Safe chief executive Brett Murray says each scholarship recipient has been assessed for a range of attributes, including their leadership skills, work ethic, commitment to safety, and their contribution to safety in the workplace.

"These people are the leaders of tomorrow, not just in health and safety, but in all areas of our industry.

"We are really pleased to be able to give their health and safety skills, leadership abilities and careers a boost.

"I'd also like to thank our scholarship sponsor companies The Skills Organisation, Redican Allwood Construction, NZ Strong and NAWIC for supporting these future leaders," Mr Murray says.

All recipients also get a complimentary ticket to Site Safe's annual gala event for their graduation.

The scholarship recipients are:

**The Skills Organisation Maori category:**

Reuben Nuku, McAra Air Conditioning Ltd, Hamilton

Bryce Hunter, LT McGuinness, Wairarapa  
Brennan Junior Ratana, Marra Construction Ltd, Tauranga

**The Skills Organisation Pasifika category:**

Faatafa (Tafa) Maiawa, Resene Paints Ltd, Wellington

Agimalu Talitonu, Design Windows Auckland, Auckland

Jamie Parkinson, Tidy Slabs Ltd, Wellington.

**The Redican Allwood Construction Open category:**

Steve Cogle, Individual, Christchurch  
Roland Anyangwe, Fulton Hogan, Auckland  
Daniel Hamilton, Profile Construction, Auckland

**The NZ Strong under-25 years of age category:**

Hayley Smith, Big Mal Ltd, Auckland  
Felipe Meister, Fraser Thomas Ltd, Christchurch  
Nathan Stewart, Marra Construction Ltd, Tauranga

**NAWIC women working in construction category:**

Deirdre Johns, Individual, Christchurch  
Anita Fischer, LED360 Ltd, Rangiora  
Haley Hurrell, Fantail Services Ltd, Kapiti

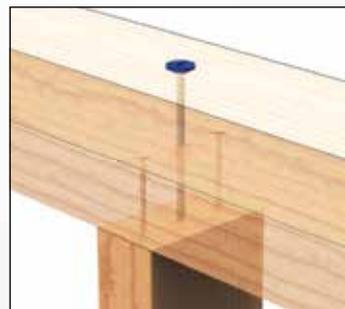
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# HERA launches new Future Forum series

Speakers to include Dutch company that 3D printed a metal bridge in Amsterdam

The engineering industry is charging into the new decade with the Heavy Engineering Research Association (HERA) Future Forum 2020 series of events which will bring together some of the world's prominent thought leaders and innovators in the sector.

In the series' centrepiece — the 20/20 VISION conference on February 21 — HERA members will discuss the key issues facing engineering and metals.

These range from business innovation culture to HR innovation, and future technology affecting the industry, such as 3D printing of large-scale steel components and changing digital fabrication processes.

HERA chief executive Troy Coyle says the Future Forum has been designed as the hub of thought leadership and progressive discussion about how to move the New Zealand industry into a world-leading position.

"We are interested in examining and debating the conceptual and practical issues facing our industry, and working together to take advantage of opportunities and conquering the obstacles we face collectively," Dr Coyle says.

"Chiefly, we are focused on sharing insights into what will affect our members in the next three years, and giving them an understanding of what they need to do to pivot or prepare,



HERA chief executive Troy Coyle

and what we as a whole industry need to do to future-proof ourselves."

Among the 20/20 VISION conference's five world-class speakers is award-winning global futurist and digital technology expert Chris Riddell, who has worked with the steel industry in Australia and is one of the most connected people in the industry.

Joining Mr Riddell will be Gijs van der Velden, who built a robotics start-up from the ground up into his second successful experience, now a leading and fast-growing innovation company called MX3D (Multiple aXis 3D printing).

Supported by partners like Autodesk, ABB, Lenovo, AMS Institute and ArcelorMittal, MX3D completed several experiments, art pieces and a bicycle.

The company also set out on an ambitious journey to 3D print a metal bridge over a canal in Amsterdam to show the large-scale potential of the technology.

Other speakers include Des Watkins, who embraced technological change within a traditional industry when he transformed Brisbane company Watkins Steel by introducing 3D laser scanning, automation and augmented reality technologies.

Also speaking is Alia Bojilova, an experienced industrial and organisational psychologist who worked at the New Zealand Defence Force (NZDF) before moving into the corporate sector.

Rounding out the speakers is Mike Hutcheson, a business, media and marketing communications guru who also has building industry experience, and serves as an adjunct professor of innovation at AUT.

## Plenty on the go at HERA

Running in tandem with HERA's Future Forum is a technical seminar, Design of Welded Structures, hosted by leading fatigue expert Professor Adolf Hobbacher.

Held nationwide, attendees who register for the Auckland seminar on February 21, 2020, also have the opportunity to make the most of the day by opting to attend the Future Forum's Cluster workshop, 20/20 VISION morning plenary session, and Nation Dinner.

HERA general manager welding centre Michail Karpenko says this seminar is relevant to everyone in the industry because of its specialist focus on fatigue assessment techniques.

"The degradation of products and structure imposes a significant cost for the owners and operators of plant and equipment, and there is a corresponding risk to human life, health and safety.

"To avoid premature failures and high maintenance costs, design procedures should be based on state-of-the-art technical standards and guidelines.

"This seminar will present and demonstrate best-practice assessment methodology to attendees."

The HERA Nation Breakfast, also on February 21, will showcase a panel of future engineers who will discuss what they think of the industry, what they want to see from an employer, and what would put them off the industry — critical first-hand information for those experiencing skills shortages.

Meanwhile, HERA is in the thick of creating a purpose-built innovation centre focused squarely on the metals industry.

HERA chief executive Troy Coyle says the centre is unique and significant in the industry.

"Its goal is to secure tomorrow's industry by

innovating today. Change across all facets of our member businesses is no longer the exception but the norm, and HERA has recognised the need to give our members the room to experiment, develop and, ultimately, grow as this fourth industrial revolution plays out.

"Our innovation centre will be a mix of technological, people and systems innovations. It will play a key role in building, educating and informing our sustainable future and facilitating technology transfer.

"We are currently calling for partners and sponsors in the construction sector who may be able to contribute labour, materials or other support.

"For our Stage 3 works we are welcoming support in mechanical, electrical and hydraulics works, structural works and fire engineering."

# Showhome construction signals start of large scale development

Auckland's expansion south is moving rapidly, with house construction set to gather pace over the coming 12 months.

Classic Builders is about to start construction on the first 22 homes in Hunua Views, a development that will eventually see 800 houses built over the next six years.

Thirty percent of Hunua Views is set to fall in the under \$650,000 price range, with houses varying in size from 120 to 180 square metres.

Configurations include one and two-level houses, with two, three and four-bedroom options. Most are stand-alone, with a few terraced options.

Hunua Views is part of a larger development involving three new housing areas that will adjoin a business park with commercial and industrial property, collectively called Drury South Crossing.

It sits alongside Auckland City's structure plan that will see massive growth in Drury, Pukekohe and Paerata, where 23,000 new homes are expected to be built over the next 15 years.

## Larger scale affordability

Classic Builders director Peter Cooney says what is obvious is that developing on a larger scale is one of the keys to achieving affordability.

"While governments have been scrambling to try to understand housing and affordability, we have been doing it for decades," Mr Cooney says.

"The vital ingredient is national and local government collaboration, along with a will to get houses of quality built — not just talked about, but actually ready for people to move in to.

"Most importantly, both levels of government need to grasp that successful development and building companies that have been around for a while will know how to build affordably.

"For us, affordability is not an academic or abstract thing — we live and breathe it."

He says developers can assess very quickly what will be commercially viable and what will not be.

Therefore, collaboration is crucial where all elements of government and commercial



*An artist's impression of Hunua Views, a South Auckland development that will eventually see 800 houses built over the next six years.*

developers are working for a common goal — getting houses built and attractive sustainable neighbourhoods working well for the people who live in them.

## Working together

Instead of battling local government where no one gets what they want, we are showing that working together is what will get affordable houses built.

He says the Drury development is an example of developers knowing what home buyers are wanting, and interpreting that into a commercially viable, quality product.

And what is exciting about the Drury location is that it has everything a new community needs, including the substantial employment opportunities that will come from the large scale industrial and commercial developments happening nearby.

"People want to spend less time in their cars commuting, and so the underlying urban design concept in this area is to create attractive residential areas within walking or cycling range of potential work in various business locations.

"And with more and more of the workforce

adopting a flexible working environment, working from home is an attractive option here too."

Views expand out to the Hunua Ranges, which is New Zealand's largest area of native forest with waterfalls and walking tracks on the doorstep, and all just 20 minutes away.

For those that want to head to the coast, the east coast at Kawakawa Bay and the wild west coast is within easy reach, along with being on track for the drive to Coromandel and the Bay of Plenty, bypassing the congested weekend traffic out of the city centre.

Auckland's international airport is close by, as is Pukekohe with its small-town charm and shopping.

Mr Cooney says the larger Drury South Crossing development has around 90 hectares of public open space, including recreation areas, and walking and cycling tracks. It has natural wetlands, wildlife and peace.

"These are exciting times as we get to re-imagine how Kiwis live. Work styles are changing with more flexibility and greater focus on the well-being of people. Hunua Views, as a new and modern community, has been designed with all of this in mind."

# MATES In Construction launches to reduce NZ construction industry suicides

At a time when suicide rates are continuing to rise across New Zealand, MATES In Construction is launching to find a way to improve awareness of the significance of suicide and help our mates in the construction industry.

MATES In Construction focuses on opening up communication channels, changing on-site culture and improving knowledge of what can be done to prevent suicide in New Zealand's construction industry.

It's all about mates helping mates.

The 2019 BRANZ report *Suicide in the NZ Construction Industry Workforce*, says that in the year to June 2019:

- 685 people died by suicide in New Zealand.
- 6.9% (47) of these were attributed to the construction industry.
- "The construction industry has the highest proportion of suicides across all industries in NZ."

To combat this disturbing scenario, MATES In Construction has launched to:

- Deliver an on-site programme to provide the skills to help workers start the discussions with someone that may be struggling on-site or even in their community.
- Encourage people to understand the signals and to do something, rather than do nothing, and grasp the idea that suicide is everyone's business.
- Provide long-term support to people who need it, establishing a peer-based support programme in the workplace, encouraging workers to offer help "when a mate is doing it tough".

The MATES team includes field officers and case managers who deliver the programme and are available as much as is needed on-site, and on occasions such as post-ventions, critical incidents or people struggling at various levels.

Being set up as a charity, MATES In Construction is initially rolling out across a number of sites in Auckland, including Commercial Bay, Pacifica, Westfield Newmarket, 10 Madden Street and the Sylvia Park expansion.

MATES is also working alongside a number of leading organisations to deliver the programme.



MATES In Construction NZ general manager Victoria McArthur says MATES In Construction first launched in Australia in 2008.

"Since then, we have delivered our programme to 160,000 workers and seen an 8% reduction in suicide rates in the industry over there.

"MATES is making a real impact, so now we're working to make the same, if not stronger, impact here in New Zealand.

"On-site, it's sometimes just noticing a change in your mate, and then simply asking, 'are you ok?'"

"We are working to equip people on-site to recognise the signs that can lead to suicide, start conversations about suicide, and connect them to help.

"We want to ensure that we let those that are struggling know that they're not alone.

"There are so many factors that contribute to suicide risk in the industry, including work-related stress, long hours, job insecurity and things outside work like relationship breakdowns.

"One of the biggest factors is our men being stoic, and not seeking help. It's ok to talk to your mates about it."

Ms McArthur says key to the success of the MATES in Construction model to date has been a commitment to ensure broad industry

engagement with, and endorsement of, the programme, coupled with a strong evidence-based research model to back up its impact.

"Having a known programme and the confirmed support for an industry-wide approach from key industry stakeholders has meant the transition into New Zealand has been straightforward.

"New Zealand also has the benefit of a very supportive relationship with Australia, who are championing the success of our delivery.

"I have been astounded by the support from the industry, which is really getting behind this programme. There's been so much positive reaction to the help we are bringing to site, but there is still a long way to go.

"We need many more companies to partner with us so we can deliver our programme more widely, and spread our message that everyone can do something about this: Be a mate to help a mate."

The MATES NZ team is now focused on increasing on-site capabilities and ensuring that people who are in need of support are connected to the best possible help.

To do this, Ms McArthur is working to establish an ongoing sustainable funding base of industry partners, donors and, ideally, government contributions.

# Industrial textiles importer diversifies

Ritex International Ltd was born out of an Employee buyout of the textile division of the Fletcher Challenge subsidiary Wrightson NMA Ltd back in 1988.

Ritex started trading as an importer and distributor of industrial textiles from markets in Europe and Asia, and distributing a variety of textile-related products throughout New Zealand, Australia, South America, United States, South Africa and Tanzania, among other countries.

Moving to its current location in Nelson, Ritex International Ltd acquired the Nelson-based company Valiant Woven Bag Company, to run alongside the already existing Ritex International, Valiant Woolpack and Valtex Horticultural products divisions.

This added to the wide range of industrial and commercial textiles, namely laundry sheets and towels, farm woolpacks, bags for seed and fertiliser, and bird nets for cherries and grapes.



*Ritex continues to diversify and grow its range of products by introducing a Scaffold Equipment division over the past two years.*

The company also has a strong association with the jute industries of India and Bangladesh.

The company employs six people in its Nelson offices, with an additional four people in the factory and distribution area.

Ritex continues to diversify and grow its range of products by introducing a Scaffold Equipment division over the past two years.

The company imports a fully compliant range of scaffolding tube, couplers and Ringlock Scaffold equipment to supply the ever-increasing base of scaffolders New Zealand-wide.

Its scaffold product is manufactured in two factories in China, and is made to meet required AS/NZS 1576 Standards.

Ritex can source and supply everyday industrial textiles, scaffold equipment, textiles, woolpacks, and horticultural products.

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# A vocational education system fit for the future

Meeting a large skills shortage is no mean feat, but in challenge lies opportunity. Enter the Reform of Vocational Education (RoVE) — the biggest change to vocational education in 25 years. Defined as ‘training for a career or trade,’ vocational education is pivotal to New Zealand’s future. Gillian Dudgeon, Tertiary Education Commission Deputy Chief Executive, Delivery Directorate, explains.

New Zealand’s construction industry incorporates many major sectors, is a key economic driver and employs 250,000 people.

The transformative opportunities on the horizon — automation, 3D modelling and digital simulation — mean we are going to see significant, dynamic changes that will push the envelope and create smarter and more sustainable solutions across the board.

With a shortfall of 80,000 new construction workers expected over the next five years, we need fundamental change to ensure we not only have sufficient resource, but also empowered employees with the right skills who can adjust to new ways of working.

When we talk about the Reform of Vocational Education (RoVE), we start with a clear intent: to create a strong, unified and sustainable vocational education system that is fit for the future of work, and that delivers the skills that learners, employers and communities need to thrive.

The Reform aims to ensure that employers have greater influence so that learning includes the skills needed in the workplace, more support is given to employers and learners, pathways are easier, and there is a focus on collaboration between all parties.

After a period of extensive consultation and engagement, Education Minister Chris Hipkins announced the planned Reform of Vocational Education changes on August 26, 2019.

So what does the Reform actually involve? First, legislation updates are needed to support the changes, and these are expected to take effect on April 1, 2020.

The key changes include:

- **Workforce Development Councils (WDCs):** Four to seven industry-governed bodies called WDCs will be the voice of industry. WDCs will have a skills leadership role working with industry and providers to ensure the right type of qualifications and programmes are in place. They will develop a skills leadership plan to communicate the skills needs of your



workforce and types of training needed so funding can be directed to the right places.

- **The New Zealand Institute of Skills and Technology:**

A single, unified national institute of skills and technology (“Institute”) will be established, initially bringing together the existing 16 Institutes of Technology and Polytechnics and then building the capability to support work-based learning.

One of the benefits will be an integrated network of delivery options across all of New Zealand, with regions able to share resources and support each other.

- **Support to shift from ITOs:**

Over the next two to three years, support for apprenticeships and on-the-job training will shift from Industry Training Organisations (ITOs) to providers — ie, the new Institute, wananga or private training establishments.

- **Centres of Vocational Excellence (CoVEs):** It’s an exciting time for the construction industry as a Construction CoVE was one of the two pilots announced.

Made up of industry experts and based at a site of the Institute, CoVEs will be a catalyst for championing an issue or opportunity related to vocational education.

There is \$2.5 million of funding available per year, for up to five years, for each of the first two pilot CoVEs. While funding is for a defined period, it’s expected CoVEs will be an enduring part of the vocational education system.

Read about the process to form a CoVE at [www.tec.govt.nz/RoVE](http://www.tec.govt.nz/RoVE).

- **Regional Skills Leadership Groups (RSLGs):**

The RSLGs will work across education, immigration and welfare systems to help deliver regional economic development strategies that work for everyone.

All regions will develop regional skills plans and feed into the Tertiary Education Commission, WDCs and providers.

- **Te Taumata Aronui:**

This group will provide an opportunity for Maori and the Crown to work more closely on the changes to the tertiary education system, and help develop tertiary education, including the Reform, from Maori community and employer perspectives.

- **Unified Funding System:**

A new unified approach to funding vocational education is being developed.

New Zealand has agreed that we can create a better vocational education system. Ultimately, it was always going to take an ambitious programme of work to overcome the challenges we face.

Certainly, there is a lot to digest with the Reform, but our focus is on ensuring there is a gradual, carefully-managed transition to the new vocational education system supported by robust discussion, collaboration and innovation.

Most importantly, if New Zealand’s common interest and aspiration is that excellent vocational education need not be a privilege but, rather, the right of every individual, then we begin this journey of change from a place of solidarity.



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## Reforms offer greater opportunity

By MIT Head of Building and Civil Construction Sophie Czurajewski-Sweeney

It's no secret that the construction industry has changed dramatically over the past decade, particularly in Auckland.

The vast majority of new builds are now either commercial or large scale residential, with much of the work involving pre-fabrication off-site.

Qualified carpenters at the helm of new builds now need to have a broader knowledge of new construction methodologies and materials than ever before.

These changes have happened quickly, perhaps too quickly for training organisations to keep up.

The Reform of Vocational Education (RoVE), announced by Education Minister Chris Hipkins in August, is set to overhaul how vocational training is delivered and funded.

The reforms will ensure that vocational education and training providers collaborate more fully with industry, and address the existing challenges.

Consistency of product is one of these challenges. A trades student moving from one educational provider to another might see little similarity between courses at the same level with the same name.

This creates confusion for everyone involved, and gives little confidence to employers looking for consistency.

Additional focus should also be given to flexibility around how and where training can be delivered.

This, coupled with stronger connections to industry and our stakeholders, would enable the development of bite-sized credentials that provide specialised training and professional development — “real skills in real time”. It's a win-win.

And while we've opened the curtains to have an honest look at the sector, we should also think about collaboration between the trades.



There's a lot of cross pollination on modern construction sites, so knowledge of each other's specialist areas would be a big bonus.

MIT's new Tech Park, due to open in mid-2020, brings all our trades together under the one roof for the first time in 50 years. This means plumbers will be studying alongside carpenters, electricians, welders and vice-versa.

We'll be using this as an opportunity to interact and share knowledge, to work together, and to produce better work-ready graduates. It's exciting times ahead.

## Course increases on-site confidence

“Neat and fast” — that's the way Precision Construction site manager Brad Colebrook describes the way the Kainga Ora-Homes and Communities development he's currently overseeing in Mangere East is going up.

“We're putting on gib board at the same time we're doing cladding outside. The walls are coming pre-sheathed. We put all the frames up in a day. I had all these frames up in a day with three guys,” he says.

Construction started in October and will be completed by Christmas.

This is after delivering another 15 home developments for Kainga Ora in just eight months already this year.

“That was driveways, curbs, landscaping, everything — walk away here's your house,” he says proudly.

Precision Construction has been in business for 40 years, with a major focus on quality workmanship, site safety and really developing their staff.

Mr Colebrook started with Precision 10 years ago in the second year of his carpentry apprenticeship.

His bosses saw he had good people skills and

management potential, so put him through a construction supervisor's certificate at Manukau Institute of Technology.

“The course not only gives them Level 5 carpentry, it also increases the ability to manage well,” Precision Construction QS director Danny Spooner says.

“The increased site productivity is what we experience with a well-trained site foreman setting up and managing staff — it eliminates re-works and downtime, and increases site morale,” Mr Spooner says.

“When you're being set up by someone with years of experience with theoretical and practical knowledge, you're more inclined to work to a high standard.”

That's why he's sent nine of his staff to MIT, one night a week, for two years, to earn supervisor's certificates.

Under the guidance of teachers with academic and industry credentials, they learn about construction law, how to deal with disputes, on-site processes, estimating and programming, as well as written and oral communication.

They also look at current events in the industry, and discuss how the pitfalls can be avoided.

“The advantage of being in class is you've got experienced tutors who have come from the construction site,” MIT lecturer Chris Skinner says.

“They eat, breathe and live this. They are passionate about transferring their knowledge — what they are imparting is gold,” he says.

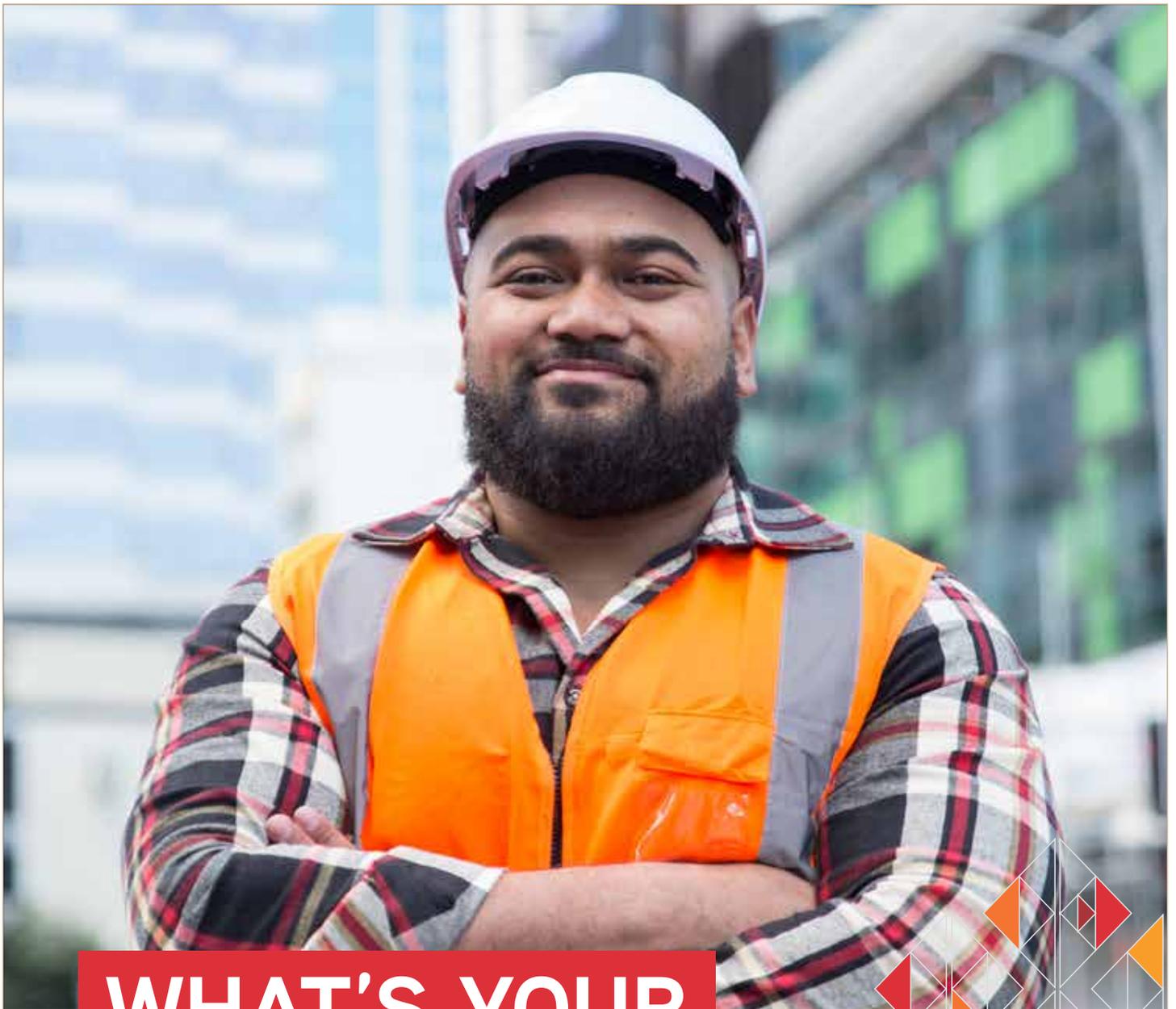
At first, Brad found it tiring spending one night a week after a full day on site. However, at MIT, as an in-work learner, he had the opportunity to use projects he was working on for his course work.

“The lecturers will give you a set of plans if you're not running the job you are on. I used the jobs I was on.

“So it helped me on my day-to-day work, because I was doing things at home to do with my job during the day and at school,” Brad says.

Increased confidence on site is what putting in the hard yards on the course has given him, smoothing the transition from the “body stress” of being on the tools, to handling the “mental stress” of site management.

For more information call 0800 62 62 52, or email enquiries@manukau.ac.nz.



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# Building skills for the future — still a long

The number of Kiwis taking up construction apprenticeships has reached record high numbers, but Building and Construction Industry Training Organisation chief executive Warwick Quinn says there is still a long way to go to meet the demands of the sector.

We recently reached 13,000 apprentices in active training at the Building and Construction Industry Training Organisation (BCITO) — our highest number ever.

It's a great achievement and shows we are moving in the right direction to grow the number of skilled tradespeople in New Zealand. Although we are seeing a positive shift, there is still more work to be done.

Employment forecasts estimate 80,000 new and replacement construction jobs opening in the next five years. This means we still need many more people to start formal training now, if we are to match New Zealand's demand.

Government, industry and vocational providers are working on multiple fronts to address training needs.

We have been working hard to attract more women into the industry. Even though women make up half of New Zealand's population, they comprise only 3% of the construction sector.

If we're to have any chance of meeting demand, businesses need to look beyond the usual "go-to" groups when recruiting.

The Women in Trades Research looked at some of the key barriers to women entering the trades. These include lack of knowledge about opportunities and pathways, lack of work experience, finding employers willing to work with women, a male-dominated workplace culture, and the lack of sector or workplace support for women.

The BCITO is leading a significant cross-sector project to increase the number of women in construction trades roles, and have set ourselves some ambitious goals, including having women make up 10% of BCITO apprentices by 2025.

## Opportunities for women

The research told us there was a lack of understanding about the opportunities in the trades. The trades can be as financially rewarding as getting a university degree, allowing women to earn as they learn, and offering a fantastic work-life balance.



From left: BCITO chief executive Warwick Quinn, Building and Construction Minister Jenny Salesa, and the BCITO's 13,000th apprentice Tioirangi Smith at a presentation in Wellington recently.

Female school leavers who enter apprenticeships earn \$145,000 more than their university counterparts by the age of 30.

What this research tells us is that there is room to share success stories of our female apprentices to a wider audience to educate more women on the opportunities within a trades career, and help them see there are other women out there already reaping the benefits.

There are many specialisations in the trades, and they don't all involve being on the tools all of the time. If women were more aware of these opportunities, they could see rich career opportunities they might like to pursue.

We also have a big opportunity to raise awareness among employers about the benefits of hiring women and to help them attract a more diverse workforce.

Women offer a new way of thinking, they're good problem solvers, and help bring diversity to a male-dominated industry.

Our web site has many resources that educate employers on unconscious gender-bias language in adverts, and offer tools, including a dedicated job matching service to help them reach a wider pool than perhaps they usually would.

## Changing perceptions

Perceptions of the trade are slowly changing, but more needs to be done across education, industry and at home to speed up the pipeline.

School students, school leavers, parents and caregivers are all showing more positive attitudes to building careers this year compared to the last two.

The biggest change in perception has been among Maori and Pasifika communities, whose positive perceptions have improved 8% and 17% respectively in the past year.

Across all groups, school students are 6% more positive, parents/caregivers 7% more positive, and school leavers are about the same.

The Government's new education-to-employment brokerage service, funding for more trades-focused "speed-dating" events to connect schools with employers, and a promotional campaign to raise the profile of vocational education are all measures that will help young people and those who influence them see the benefits of a building career.

The BCITO has been working hard to change perceptions, so it is great to have the Government working in partnership with industry.

# way to go to meet industry demands

We hope families, educators and employers will join the effort to get more students into trades.

We ran a successful television campaign called "Tricky Chat," producing a shift in parental attitudes because education snobbery continues to be a problem.

Too many school students and their parents are overlooking this important growth sector. There are multiple career options, including tiling, estimating, painting, roofing and carpentry.

Our apprentices are setting themselves up for a bright future. Their jobs can be just as financially rewarding as getting a university degree, you can earn while you learn, and they offer a good work-life balance.

## Reform of Vocational Education

Another area of change is in vocational training, which needs to be modernised so we

can be more responsive to employer and learner needs.

The Government this year introduced its Reform of Vocational Education (RoVE). Changes are intended to create a more unified vocational education system.

The current 11 Industry Training Organisations (ITOs) will be replaced with the New Zealand Institute of Skills and Technology (NZIST). This will deliver all classroom, digital, and on-the-job learning, merging the Institutes of Technology and Polytechnics.

The new Workforce Development Councils (WDCs) will have an oversight role, leading qualifications development, standard setting, skills leadership, brokerage and industry advocacy.

The Government is currently consulting on the make up and coverage of each WDC. After Education Minister Chris Hipkins announces this (in December 2019) the industry will need

to determine how it will be governed.

The transition from the current regime to the new one under RoVE is anticipated to take until December 2022.

By that time, all WDCs will be in place, and all work-based training will have transferred from the BCITO to the new national institute. Meanwhile, it's business as usual.

Given how rapidly the nature of work is changing, work-integrated learning is going to be an increasingly important part of making sure students are ready for the future of work.

All qualifications remain, and everyone entering an apprenticeship will be able to complete it. Qualifications are controlled by the industry and are updated regularly, so there's no change there.

Across multiple areas, we need to work together to increase the pipeline of skilled construction workers in order to meet the future needs of New Zealand.



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# Clarifying some myths about Reform of Vocational

By Competenz chief executive  
Fiona Kingsford

Some readers will be fully up to date with the Reform of Vocational Education (RoVE) while others may not be. This is a very brief update on what RoVE is all about, what stage it is at and some myths that need to be addressed.

## What is RoVE?

In August the Government announced seven key changes to create a unified vocational education system.

As part of breaking down the barriers between on-the-job and off-the-job training, it will disestablish the 11 industry training organisations (ITOs), of which Competenz is one, and replace them with two new entities:

- A new national delivery agency referred to as the New Zealand Institute of Skills and Technology (NZIST), to deliver all classroom, digital, and on-the-job learning.

This includes a merger of the 16 Institutes of Technology and Polytechnics, and the arranging training functions of the ITOs.

- Workforce Development Councils (WDCs) which will have a powerful oversight role, responsible for leading the development of qualifications, standard setting, skills leadership, brokerage and industry advocacy. They won't be directly involved in running on-the-job training themselves.

The WDC functions and the arranging of on-job training are currently ITO activities.

## Where is RoVE at?

The Government is currently consulting on the establishment and coverage of each WDC.

The industry training organisations (ITOs) have proposed a seven-WDC model with slightly different vocational pathways to the six currently adopted.

During extensive consultation with its industry associations and key employers, Competenz received feedback that their sectors mostly align with a skills-aligned Manufacturing, Engineering and Logistics (MEL) Workforce Development Council.

They also support Competenz in taking a leadership role in establishing this proposed WDC.



The forestry industry showed a strong consensus that silviculture and harvesting activity would be best supported by a Primary Sector WDC.

However, processing and manufacturing of timber and wood products would align with the proposed Manufacturing, Engineering and Logistics WDC.

Competenz has submitted a summary of this industry consultation and feedback to the Government for its consideration when finalising WDC coverage, available on our web site.

Once Minister Hipkins determines what industry coverage a WDC will have (expected to be announced in December 2019) the industry will need to determine how it will be governed.

The transition from the current regime to the new one under RoVE is anticipated to take until December 2022.

By that time, all WDCs will be in place and all work-based training will have transferred from Competenz to the new national institute.

## Myths

At the moment the vocational education system is not as efficient as it could be and, if you were starting from scratch today, you would not design it how it is currently structured.

While Competenz acknowledged changes were needed to improve on-the-job training, it did not support the disestablishment of ITOs.

However, this decision has now been made, so our focus is currently on getting the best

outcome for our learners, employers and industries in the new world.

When the noise around the reforms is stripped back, the Government is essentially undertaking a regulatory/provider split.

WDCs will be accountable to industry for the qualifications/standards it wants and, in turn, WDCs will oversee the quality of that delivery by the NZIST and other providers.

This seems simple enough, and the foundations on which the new system is based have the potential to address all of the concerns we have raised, and then some.

The things that will get in the way of a successful transition are people and culture.

Everything happens over the next three years, and there are already a bunch of mixed messages that, if not checked, have the potential to undermine employer confidence at a time when skilled, qualified workers are so desperately needed in our 36 industries — and we certainly don't want that.

## Myth 1: The Government is creating a mega-poly to get out of a financial hole.

One of the myths floating around is that all that is happening is the Government is creating a "mega poly" and it is only doing this to get them out of a massive financial hole.

I can't tell you if that is true or not, but I can tell you the system was creaking, and something had to change.

## Myth 2: The "mega-poly" will replace on-the-job learning with classroom learning.

Another myth is that because there will be a "mega poly" established, on-the-job learning will be replaced by classroom learning.

While that may be a natural assumption (as polytechs predominantly undertake classroom learning), it is not correct.

The NZIST is not a "mega poly", but a new national entity with an extensive network of campuses, responsible for all vocational learning, be it on-the-job, off-the-job or distance learning.

Through WDCs, industry will still decide where learning takes place, and what the best delivery mechanism is (on-campus, online, on-the-job, or a combination).

In fact, given how rapidly the nature of work is changing, work-integrated learning is going to

# Education

be an increasingly important part of making sure students are ready for the future of work.

**Myth 3: There's no point in signing up an apprentice now, as they won't be able to finish their qualification.**

Another myth is that there "is no point in signing up an apprentice as they won't be able to finish their qualification".

I don't know where it came from, but it is absolutely false. All qualifications remain, and everyone entering one will be able to complete it.

Qualifications are controlled by the industry and are updated regularly — there's no change there.

**Myth 4: Competenz isn't going to exist, so there's no point signing up with them.**

We are also hearing stories of employers being told that "Competenz isn't going to exist so there is no point in signing up with them".

This, too, implies that an apprentice or trainee won't be able to complete if they sign with Competenz.

This is simply not true and, all things being equal, the only thing you may experience is the training advisor working with you may be wearing a different shirt one day. So ignore any rhetoric that says otherwise.

## Key takeaways

- *Reform was needed,*
- *The NZIST is not a "mega-poly" but a new national entity responsible for all training.*
- *WDCs are industry-governed statutory entities, which will give industry greater control over all aspects of vocational education.*
- *They'll get to decide whether programmes are fit for purpose, and what the best way of delivering them is.*
- *There is no reason to stop training for fear apprentices and trainees won't be able to complete.*
- *There is no reason to not sign up your apprentice or trainee with Competenz.*

## The substrate solution for roofing membranes

If you're looking for the ideal substrate solution for roofing membranes, Strandsarking by Laminex New Zealand is the ideal product.

Strandsarking is a high-performance structural panel manufactured in Northland, and made from radiata pine sourced from forests in the region.

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Other key features and benefits are:

- Doesn't delaminate or surface check, causing membranes to "bubble" or rupture and fail, eliminating call backs and remedial work.
- Has two "A grade" faces and no face grain, meaning it can be installed either face up and parallel or perpendicular to the rafters/main supports. This results in faster installation and less wastage.
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## Hitting the sweet spot in bathroom vanity design

Toobi II, designed and manufactured in New Zealand, takes its cue from classic mid-century design, where form follows function and each piece is a study in simple lines and high quality workmanship.

The wall-hung vanities, in two sizes — 600mm and 900mm — come in a choice of three woodgrain finishes — Slate, Midnight and Sand Dune — with two configurations.

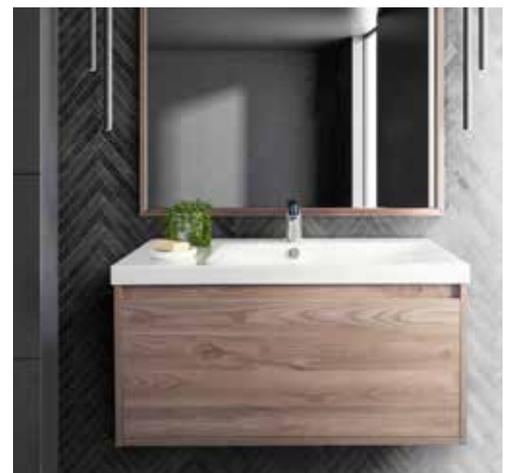
The Single drawer version has a generous depth for taller bathroom products, while the Double drawer model features a concealed upper drawer for easy access to smaller items such as cosmetics and toiletries.

Standard features include German-engineered Hafele Nova Pro Scala premium runners, soft closing and smooth-run drawers, sealed edges to all panels, and integrated overflow and click-up waste.

The vanity tops are made from Polymarble, and feature an integrated single basin.

The Kohler collection of Toobi II wall-hung vanities is available nationally from Kohler retailers.

[www.kohler.co.nz](http://www.kohler.co.nz)



# BT's Back in Time

## 20 years ago — December 1999:

• The preferred site for an indoor arena in the Auckland region — Quay Park alongside the heritage Railway Station in central Auckland — was identified by the Hillary Commission.

If built, the 10,000 to 14,000-seat arena would cater for sports and entertainment events too big for venues such as the Aotea Centre, but not suited to outdoor arenas such as North Harbour and Ericsson Stadiums.

The need for an indoor sports and entertainment facility of the size under investigation was well known among promoters and event organisers, who said the Auckland region and New Zealand was missing out on many events because of the lack of a high quality indoor venue.

## 15 years ago — December 2004:

• Otago's booming construction industry and changes to regulations within the sector led to Otago Polytechnic — the largest construction education organisation in the South Island — launching a new two-year Diploma in Construction Management (Level 6) for 2005.

The new diploma was being launched as the polytechnic's Certificate in Carpentry (Level 4) programme was attracting record numbers of applicants.

Construction management programme manager Phillip Ballard said the new diploma would help create a clear career path for those working in the building industry.

## 10 years ago — December 2009:

• New Zealand's largest annual sporting event, the V8 Supercar street race in Hamilton, was to be sponsored by ITM for the next three years.

"To secure a naming sponsor of this significance provides increased commercial credibility, and to achieve this outcome in the current economic climate speaks volumes for the stature of our event," according to event director Steve Vuleta.

"The whole team at ITM is thrilled to be the naming sponsor for the ITM 400," ITM chief executive Gordon Buswell said.

"We have built our brand to attract customers, build credibility with suppliers and excite our people. The ITM 400 undoubtedly achieves all three.

## 5 years ago — December 2014:

• Armitage Williams Construction's latest project — the PwC Centre — received a building consent in 10 days thanks to a new Christchurch City Council consenting process.

The council was piloting a new scheme that aimed to reduce the delays commonly experienced under the existing process for which consent could take anywhere up to six months.

Armitage Williams director Ben Harrow said the pilot provided a streamlined, efficient process which ensured construction of the PwC Centre could get underway as scheduled.

"We have been particularly impressed at the speed of consenting under the pilot. A 10-day turnaround is amazing," Mr Harrow said.



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# Play the 'holiday game', and make some required changes

Terry Sage of Trades Coaching New Zealand says it's time to play the holiday game — which means four or five days of doing absolutely nothing, before thinking about what needs to change in your business.

It's the end of another year. How many times are we going to hear those words over the next few weeks?

And do we really care? We still have to get up tomorrow and do the same things we did yesterday.

Of course we care, or we should. Maybe we do care, but don't have time to show it. Maybe the better question is not "do we care" but "why do we need to care?"

Let's face it, there's been an awful lot of end of years for some of us — too many for some, but that's another story.

Let's look at the need to care. If we let too many of them slip by without caring, the chances are you will be in a similar position this time next year as you are now.

Doesn't mean to say that's a bad thing, especially if you work three days a week, pocket a million plus after tax each year, and your Christmas present to yourself just happens to be one of those new Aston Martin EV SUVs in that very fetching neon blue fleck.

If this is you then you're either a magazine editor or you deserve a High 5 for doing

something right.

If it's not you, you're either a business coach, still working like the masses, or the neon blue is not your colour.

If you're in the latter group then maybe a change here and there is needed. On the bright side, you haven't just spent a small house on a blue car.

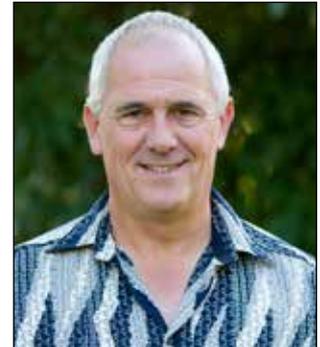
Should we wait until the end of the year to make change or even consider change? No, of course not. We should look at changes continuously where and when they are needed.

But life and work gets in the way so things get pushed back, and then we bounce into the end of the year and, let's face it, it becomes a convenient time to stop, reflect and plan.

So here's the holiday game — that's assuming you're actually taking a break, because if you're not then we really, really need to talk.

The game starts with four or five days — if you have been nice and not naughty — of doing absolutely nothing.

Then you start thinking, but do this with a pen and paper in hand, or tablet if you're a little more technically-inclined. And by tablet I mean the flat electric things, not the small white



powdery things. But, hey, if you need both to clear the head from the five days of doing nothing then who am I to question?

Anyway, write down everything you weren't happy about during the past 12 months, then write a list of what worked well.

Honestly, it's really that easy — actually the writing is the easy part, it's what you do with the list that can prove to be a little problematic.

The problems relate to the fact that once you have identified a change is needed, you then need to work out how to enact that change. But the absolute biggest hurdle is the "willingness" to change.

It's too easy to say to yourself "that's wrong. This is how we will change it and we will start next Monday as I'm just too busy to do anything about it this week".

Trust me, Monday never comes, as your Fridays never seem to end. And then it's Wednesday and, hey, it's no point starting it until next Monday now.

If you're a typical tradie you are only thinking about getting this job finished in time to keep old Mrs Bucket off your case.

And when are you going to find a minute to get to the shops to get some presents. And, oops, the tent has a broken pole from last year that you were meant to replace, and the boat trailer needs a warrant — and the ants just never stop coming, do they?

Take it one step at a time, breathe, write the list and then work on just one change. Nail that and move on to the next one.

This process is much easier with a business coach by your side. Now this is not about self-promotion, but about getting you to think about what is possible out there.

Have a fantastic, well deserved break, and let your head do some dreaming.

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THE BUSINESS SIDE OF CONSTRUCTION

# Contractual mistake in sale and purchase of a leaky house

Timothy Bates and Sabina Boyd of Auckland law firm Legal Vision review a recent case which concerned a contractual mistake in an agreement for sale and purchase of a leaky house.

The recent High Court decision of *Shen v Ossyanin & Another* concerned a contractual mistake in an agreement for sale and purchase ("Agreement") of a leaky house.

The judge was asked to consider whether Mr Shen ("S") and Mr Ossyanin ("O") were operating under a mistake, and the possible relief available.

## Background

S purchased an architecturally-designed house from O. Prior to purchasing the house, S enquired with O as to whether the house leaked.

While O told S that the house did not leak, in fact, it did. In a previous hearing, the judge determined that O had not made any misrepresentations as O maintained that he was unaware of the leaks.

This article concerns the "contractual mistake" aspect of the case, which was heard as a separate issue.

## Contractual mistake

The following issues were to be resolved:

- 1 Was O influenced in his decision to enter into the contract by the same mistake as S?
- 2 Did the contract provide for the risk of mistakes, and was S obliged to assume that risk?
- 3 If not, should S's conduct in causing the mistake disentitle him to relief?
- 4 In that event, has there been a substantially unequal exchange of value proved by the plaintiff?

## Issue 1

To be influenced means that both parties must have "mistakenly accepted in their minds the



existence of some fact which affects to a material degree the worth of the consideration given by one of the parties".

The judge considered that entry into the Agreement should be viewed as a continual event from the moment the Agreement is first signed until it becomes unconditional.

And also that residual issues as to the effect of the inspection and due diligence conditions of the Agreement should be relevant, not whether the mistake was made on entering into the Agreement and/or when the Agreement went unconditional.

Both S and O believed that the house did not leak, and were both influenced in their decision to enter into the contract by the same mistake.

## Issue 2

The Agreement did provide for the risk of mistakes insofar as it provided an opportunity to cancel the agreement if the building was unsatisfactory, and if the purchaser was dissatisfied with any unremedied aspect of the building report.

The Agreement conferred a discretion to cancel it following the completion of the due diligence process (and also allowed for an ongoing assessment of the building), but did not allocate the risk of mistake to S.

S obtained a report and then asked O whether the building leaked. S did not assume the risk of mistake in declaring the Agreement unconditional, due to O's advice.

## Issue 3

Section 28 of the Contract and Commercial Law Act 2017 (the "Act") gives the court power to make any order it thinks just, including relief by way of restitution or compensation.

As the Act deals with qualifying elements for mistakes that are not relevant to this case, the judge considered that the reasonableness of S's reliance on O's representations was appropriate in considering the justness of relief.

The judge held that S's reliance on O's representations were unreasonable, as S had obtained a report saying the building had defects, had chosen to favour O's representations about the house not leaking, and had then failed to seek a warranty from O that the house did not leak.

However, but for O's representations, S would not have entered into the unconditional Agreement, so the judge was not satisfied that S's unreasonableness should entirely disqualify him from relief.

## Issue 4

The judge considered that a good starting point for quantifying loss attributable to the mistake was the difference in purchase price and resale price, which was approximately \$1.5 million.

This number reflected the movement in the market value over the period after the defects were considered, and the fact that S had acted reasonably in mitigating his loss.

It was found that there was an unequal exchange of value.

## Relief

The judge considered that there should be some relief to mitigate the effects of the mistake. However, S should bear the burden of the unequal exchange to a greater extent than O.

The judge ordered a 70/30 split between S and O for the burden of mistake. The judge ordered an award of \$450,000 plus interest in S's favour. O was awarded 50% of his costs.

**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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# Risky business

Architect Don Bunting wonders whether warranty insurance is the best way to ensure building quality?

The Ministry of Business Innovation and Employment (MBIE) is considering a requirement that a guarantee and insurance product be put in place for all new residential projects (I just can't make myself use the term "residential build").

The intention is to:

- Ensure that builders unable to access insurance and an independent guarantee could only work on smaller (under \$30K) building projects, and
- Ensure that home owners are better protected if something goes wrong with their building work.

MBIE research shows that less than half of all new residential projects have any form of independent guarantee or insurance in place, and that home owners have a low understanding of the risks they face.

I know there are significant risks involved for anyone entering a construction project.

I have often wondered why anyone purchasing an existing home will always get a lawyer to check the purchase agreement, but people seldom take the same precautions with a more complex, costly and risky building contract.

It is unclear what form such protections might take in the MBIE scheme.

However, most states in Australia require some form of warranty insurance while, in the UK, banks won't lend on new residential projects unless one is in place.

## Managing risk

While the devil will be in the detail, ensuring that some form of warranty insurance is available makes perfect sense.

Builders and buildings can and do fail, and the current Consumer Guarantees Act and Building Act provisions, including implied warranties against defective building work for 10 years, is no protection against builders who don't survive when problems arise down the track.

The government's Licensed Building Practitioner scheme was intended to deal with the more obvious gaps in the ability of designers, contractors and sub-trades.

Clearly this is not enough, although I am sure

members of trade organisations will be less likely to appear in any negative statistics.

The Registered Master Builders and Certified Builders do a great job ensuring their members have the skills and Intellectual Property (IP) tools to do their job professionally and well.

## The bigger picture

I recently caught up with someone in the industry I had dealt with regularly some years ago.

He was then chief estimator in a medium-sized construction company founded in the 1960s — a company still surviving and thriving today.

We talked a little about the personalities involved on both sides — design and construction — and the importance of having leadership that understood their joint responsibility to ensure a quality finished product. And a product that designer and builder would stand behind.

The fact that the construction company has thrived for more than 50 years was a testament to that approach.

I recall some of the basic tenets that good designers and builders followed during the buoyant 1960s and the more turbulent times through the 70s and 80s:

- High quality tender and construction documents, including either a full, independent schedule of qualities, or at least a detailed cost plan.

This enabled the designer (on behalf of the client) and builder to know that the tenders were realistic and fair.

Sounds so old fashioned doesn't it? But it worked.

- A good, professional relationship with the local council (now the Building Consent Authority). Yes, it was possible back then.
- Contract administration on behalf of the client by the designer. On larger projects this would include a site engineer and a clerk of works who checked the quantity and quality of construction materials and products.
- Warrantees for all key sub-trades, including an overall weathertightness guarantee



covering the external envelope and water and plumbing systems.

- Retentions held by the client (usually 10%) until the contract was completed and signed off.
- Never forget the next job. If you don't perform well you will not be in line for future work.

Today the industry and Government might not favour what was once common practice — invited tenders.

However, from personal experience it was a practice that ensured known standards of competence and trust on both sides of the contract.

- A building contract relies on collaboration and not confrontation. Might sound a bit warm and fuzzy today, but along with my own personal tenet — only work with people you like — it worked.

## Home ownership rate falling

We think of New Zealand as being among the leaders in home ownership. In fact, the rate is currently around 64% and falling.

The highest rate in more recent years was 74% in 1991. This is still well below Singapore (91%), China (90%) and even Russia (87%).

The potential is for ownership to decline further due to unaffordability, unavailability and unreliability.

The growing trend for older people to move into "license to occupy" retirement villages will add to this inevitable statistical decline.

And the concept of a stand-alone house sitting on its own piece of paradise is already fading, with a growing trend towards terrace housing and apartments.

These changes makes it even more important that we ensure the construction industry takes due note of the changes proposed by the Construction Sector Accord, which is based on driving change and greater collaboration among all industry players.

# 'Tis the season for unreason

Tradie HR director Leigh Olsen provides some tips as to how to manage your workforce during the silly season.



Employees passing out in work vehicles, ringing in sick with strange excuses and sending questionable texts after work functions all make for an interesting time when you work in HR!

Typically, the period from October through to December is the busiest time in many an HR professional's calendar, and this year is no different.

It can be hard as a business owner or manager to know what to do at this time, as you may be tired after a hard year of work, and the thought of having to conduct an investigation or start a disciplinary action is the last thing you feel like doing.

Following are some tips and tricks to help you and your employees navigate through this potentially tricky period.

## Christmas — so close yet so far away

Some of the reasons why employees and managers may "play up" at this time when, for the most part, they have been well behaved through the year, include:

- Extra pressure to get everything finished before close-down, and a shortened work month in December,
- Extra overtime hours needing to be worked in order to complete last-minute jobs,
- The time between public holidays (most of our public holidays in New Zealand are front loaded at the start of the year), and
- Financial and family obligations.

However, it could be that they have just simply had enough — had enough of their boss, had enough of the work or had enough of their colleagues.

Research has shown that we spend more time on a daily basis with people we work with than our families. This is not a problem if everyone gets on, but if not, then we are putting in many hours throughout our work week with people that may be good for the business, but not so good for our personal lives.

## Identifying potential holiday stress issues

Your employees can display some key signs to indicate that they might be experiencing holiday stress and anxiety. These may include:

- Change in normal behaviour — becoming uncharacteristically irritable or withdrawn,
- Change in their appearance,

- Lack of focus or concentration,
- Unusual tension with their teammates,
- Reduction in their productivity or quality of work, and
- Absentism.

The earlier you can identify an issue or problem, the sooner you can guide your employees to get any help or resources that they need.

## As the boss, what can you do about it?

This is a time when you, as the boss, really have to step in. Below are some suggestions to help alleviate end of year pressure:

- Be visible and let the team know how much you appreciate them,
- If you can let some people take their holiday leave early, do so. Several employees I have spoken to said they would like to start their holidays before close-down, but are too nervous to ask for fear of letting the boss/team down,
- Incentivise if asking for extra effort — make sure you reward those extra hours,
- Regularly communicate by checking in with your workers to see if they are ok,
- If you have a holiday leave calendar, make sure it is scheduled fairly to accommodate your employees' personal plans,
- Help prioritise projects to manage pending deadlines that might be causing stress, and
- Shout morning tea. Sounds simple but it can mean a lot.

## The workplace Christmas party — and the days after

I often get calls the day after the workplace Christmas party as these can bring up issues of conduct and discrimination. For example, employees may misbehave, or fail to turn up the next day.

We've probably all heard stories of work functions gone wrong. Some of my more interesting ones in which I have been called to help deal with are:

- A senior manager who sent an abusive two-page email to the head of the company at 3am following a Christmas boat cruise,
- An accountant threatening their manager that they will destroy the IT system if they don't get a bonus (also sent via email),
- Rude, lewd and highly inappropriate pictures and texts sent to female employees by work colleagues and, in two cases, from their manager.

As an employer, you want your team to have fun at work events. In order to ensure everyone has fun but behaves, you can communicate your expectations prior to the event.

This can be done either as part of the invitation, or shortly before the event. It is recommended that you explain to all invitees what you expect from them. If you require them to behave in a mature and responsible manner throughout the event let them and other guests know that.

You can refer to your HR policies/code of conduct and reference those relevant areas. For example, a lot of my clients have a "standards of behaviour at company functions" clause in their code of conduct, and remind their workforce of that prior to the event.

If you need any help trying to navigate through this festive season, please feel free to call me in confidence to talk through any concerns you may have. I am here to help, and wish you all safe and happy holidays!

**Note:** This article is not intended to be a replacement for legal advice.



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# Building Consents Information

For All Authorisations, October 2019

Dwellings	\$1,462,186,000
Domestic Outbuildings	\$17,810,000
<b>Total Residential</b>	<b>\$1,479,996,000</b>
Non-residential	\$620,908,000
<b>Total All Buildings</b>	<b>\$2,100,904,000</b>
Non-building Construction	\$55,025,000
<b>Total Authorisations</b>	<b>\$2,155,929,000</b>

## Number of new dwellings consented

	Oct 2019	Sep 2019	Oct 2018		Oct 2019	Sep 2019	Oct 2018
Far North District	22	23	33	Horowhenua District	28	21	38
Whangarei District	50	33	51	Kapiti Coast District	33	24	25
Kaipara District	18	10	15	Porirua City	32	23	21
Rodney District	88	51	86	Upper Hutt City	16	22	28
North Shore/Albany Wards	322	244	242	Lower Hutt City	83	40	36
Waitakere Ward	286	154	156	Wellington City	105	211	63
Auckland Wards	308	310	227	Masterton District	13	15	18
Manukau/Howick Wards	144	189	135	Carterton District	14	2	19
Manurewa-Papakura Ward	148	148	162	South Wairarapa District	15	5	7
Franklin Ward	65	47	69	Tasman District	51	43	42
Thames-Coromandel District	21	30	30	Nelson City	32	16	45
Hauraki District	8	9	7	Marlborough District	20	10	19
Waikato District	90	100	52	Kaikoura District	3	4	3
Matamata-Piako District	32	13	27	Buller District	4	5	4
Hamilton City	150	211	163	Grey District	7	7	5
Waipa District	62	44	48	Westland District	2	6	5
Otorohanga District	6	4	5	Hurunui District	15	11	7
South Waikato District	6	3	2	Waimakariri District	60	56	64
Waitomo District	3	3	0	Christchurch City	216	230	242
Taupo District	23	23	31	Selwyn District	130	132	80
Western Bay of Plenty District	44	34	37	Ashburton District	15	11	14
Tauranga City	127	137	113	Timaru District	17	12	14
Rotorua District	14	25	10	Mackenzie District	13	13	7
Whakatane District	8	14	7	Waimate District	0	2	2
Kawerau District	0	0	0	Chatham Islands Territory	0	0	3
Opotiki District	2	3	3	Waitaki District	8	7	1
Gisborne District	10	9	5	Central Otago District	25	20	30
Wairoa District	1	2	1	Queenstown-Lakes District	116	232	95
Hastings District	34	28	42	Dunedin City	46	44	66
Napier City	20	16	15	Clutha District	6	3	3
Central Hawke's Bay District	5	9	7	Southland District	10	16	23
New Plymouth District	44	51	22	Gore District	1	0	4
Stratford District	1	1	1	Invercargill City	20	20	3
South Taranaki District	5	3	8	Area Outside TA	0	0	0
Ruapehu District	6	4	5				
Whanganui District	12	12	16	<b>Total</b>	<b>3406</b>	<b>3347</b>	<b>2926</b>
Rangitikei District	4	9	5				
Manawatu District	19	12	19				
Palmerston North City	41	51	31				
Taranaki District	1	0	2				

- 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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Carters	15	Rockcote Systems	42
Laminex	23	Safety At Work	OBC
Legal Vision	44	Southern IT	35
Manukau IT	37	Toolware Sales	25
Mitek	29	Trades Coaching NZ	43
OHS Consultants	27	Tradie HR	46
PlaceMakers	4, 5, 12	Winstone Wallboards	IFC

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